



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: EARTH)

1 July 2020 to 30 June 2021

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.

BetaShares Global Sustainability Leaders ETF (ASX: ETHI)

Company Name	Ticker	Meeting Date	Proposal Text	Management Recommendation	Vote Instruction	Voting Rationale
Workday, Inc.	WDAY	8/06/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Abstain	Vote for ABSTAIN is warranted as there are concerns about the nature of both the short and long-term incentive plans which are largely discretionary, as well as the newly established co-CEO structure that could result in additional costs.
The TJX Companies, Inc.	TJX	8/06/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Vote for ABSTAIN is warranted as the company currently has a CEO to median worker pay ratio of 1108. Whilst US based companies do tend to have very high wage disparity ratios, this is considered excessive in the US context. This is also reflected in the shareholder resolution item 5. Report on Pay Disparity.
Okta, Inc.	OKTA	17/06/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Abstain	Vote for ABSTAIN is warranted as the long-term equity awards continue to lack performance criteria and have increased significantly in value for the second consecutive year, without disclosed rationale.
Zendesk, Inc.	ZEN	18/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Abstain	Vote for ABSTAIN is warranted as whilst overall there is no pay misalignment based on ISS analysis, there was insufficient long-term performance metrics included as part of the LTI awards granted in FY20.
Annaly Capital Management, Inc.	NLY	19/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Abstain	Vote for ABSTAIN is warranted as overall there is no pay misalignment based on ISS analysis, however, there was a lack of long-term performance metrics included as part of the LTI awards granted in FY20.
Chubb Limited	CB	20/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Abstain	Vote for ABSTAIN is warranted as the pay principles in their remuneration are largely subjective, with little predetermined metrics.
AvalonBay Communities, Inc.	AVB	20/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Abstain	Vote for ABSTAIN is warranted as there is some concern regarding the size of the CEO's target annual bonus opportunity, when considering the cash and equity components in aggregate. Additionally, no targets or relative weights are disclosed for other NEOs' stock-bonus goals and the LTI metrics do not require outperformance in order to be earned.
State Street Corporation	STT	19/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Vote for AGAINST is warranted, whilst they have improved their compensation practices for executives following shareholder feedback last year, the total amounts are still discretionary, with no predetermined metrics to assess NEOs against. The CEO's incentive pay increased by 18%, despite corporate performance being slightly below target. We consider a vote against is warranted until they introduce appropriate metrics.
Intact Financial Corporation	IFC	12/05/2021	Allow Board to Appoint Additional Directors Up to a Maximum of One Third of the Number of Directors Elected at the Previous Meeting	For	Against	Vote for AGAINST is warranted, as there is insufficient rationale/explanation provided about the vote, and it is additionally unclear if shareholders would have any input or ability to vote on these directors in the next AGM cycle, which could affect up to a third of the board.
Publicis Groupe SA	PUB	26/05/2021	Approve Compensation of Arthur Sadoun, Chairman of the Management Board	For	Abstain	Vote for ABSTAIN is warranted as the Company does not provide the actual total shareholder return performance related targets, making it difficult to assess its stringency. Additionally, under the annual bonus, the organic growth criterion target has been set up on a budget that does not allow to reflect the full impact of covid-19 on the company's performance on the executive remuneration.
Publicis Groupe SA	PUB	26/05/2021	Approve Compensation of Jean-Michel Etienne, Management Board Member	For	Abstain	Vote for ABSTAIN is warranted as the Company does not provide the actual total shareholder return performance related targets, making it difficult to assess its stringency. Additionally, under the annual bonus, the organic growth criterion target has been set up on a budget that does not allow to reflect the full impact of covid-19 on the company's performance on the executive remuneration.
Publicis Groupe SA	PUB	26/05/2021	Approve Compensation of Anne-Gabrielle Heilbronner, Management Board Member	For	Abstain	Vote for ABSTAIN is warranted as the Company does not provide the actual total shareholder return performance related targets, making it difficult to assess its stringency. Additionally, under the annual bonus, the organic growth criterion target has been set up on a budget that does not allow to reflect the full impact of covid-19 on the company's performance on the executive remuneration.
Publicis Groupe SA	PUB	26/05/2021	Approve Compensation of Steve King, Management Board Member	For	Abstain	Vote for ABSTAIN is warranted as the Company does not provide the actual total shareholder return performance related targets, making it difficult to assess its stringency. Additionally, under the annual bonus, the organic growth criterion target has been set up on a budget that does not allow to reflect the full impact of covid-19 on the company's performance on the executive remuneration.
Publicis Groupe SA	PUB	26/05/2021	Approve Remuneration Policy of Chairman of Management Board	For	Abstain	Vote for ABSTAIN is warranted as there are multiple concerns with the remuneration policies, including: The structure of the annual bonus; The remuneration policy includes the possibility to grant stock options but no features are provided; Under the 2021 LTIP, the organic growth criteria is deemed less stringent than in the previous plan; Severance agreements raise concerns over potential risk of pay-for-failure; and the derogation policy is considered too broad. For all executive directors, it is deemed that the company does not provide enough information on the targets and the vesting scales of criteria.
Publicis Groupe SA	PUB	26/05/2021	Approve Remuneration Policy of Michel-Alain Proch, Management Board Member	For	Abstain	Vote for ABSTAIN is warranted as there are multiple concerns with the remuneration policies, including: The structure of the annual bonus; The remuneration policy includes the possibility to grant stock options but no features are provided; Under the 2021 LTIP, the organic growth criteria is deemed less stringent than in the previous plan; Severance agreements raise concerns over potential risk of pay-for-failure; and the derogation policy is considered too broad. For all executive directors, it is deemed that the company does not provide enough information on the targets and the vesting scales of criteria.
Publicis Groupe SA	PUB	26/05/2021	Approve Remuneration Policy of Management Board Members	For	Abstain	Vote for ABSTAIN is warranted as there are multiple concerns with the remuneration policies, including: The structure of the annual bonus; The remuneration policy includes the possibility to grant stock options but no features are provided; Under the 2021 LTIP, the organic growth criteria is deemed less stringent than in the previous plan; Severance agreements raise concerns over potential risk of pay-for-failure; and the derogation policy is considered too broad. For all executive directors, it is deemed that the company does not provide enough information on the targets and the vesting scales of criteria.
Edwards Lifesciences Corporation	EW	4/05/2021	Provide Right to Act by Written Consent	Against	For	Vote FOR is warranted. It is considered important to vote FOR recommendations that look to increase shareholder rights.
NICE Ltd. (Israel)	NICE	28/04/2021	Reelect Zehava Simon as External Director	For	Against	Vote for AGAINST is warranted - note this is not a rejection of the proposal but a means of identifying that we have neither a personal interest nor a controlling shareholder status in relation to the re-election of Zehava Simon as an ED.
NICE Ltd. (Israel)	NICE	28/04/2021	Reapprove Compensation Policy for the Directors and Officers of the Company	For	Against	Vote for AGAINST is warranted - note this is not a rejection of the proposal but a means of identifying that we have neither a personal interest nor a controlling shareholder status in relation to the approval of the compensation policy.
NICE Ltd. (Israel)	NICE	28/04/2021	Approve CEO Equity Plan	For	Against	Vote for AGAINST is warranted - note this is not a rejection of the proposal but a means of identifying that we have neither a personal interest nor a controlling shareholder status in relation to the approval of the CEO equity plan.
Adecco Group AG	ADEN	8/04/2021	Accept Financial Statements and Statutory Reports	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	8/04/2021	Approve Remuneration Report	For	For	A vote FOR the remuneration report is warranted because the company's remuneration practices are broadly in line with market practice and do not raise significant concerns.
Adecco Group AG	ADEN	8/04/2021	Approve Allocation of Income and Dividends of CHF 2.50 per Share	For	For	A vote FOR the allocation of income resolution is warranted due to lack of concerns.
Adecco Group AG	ADEN	8/04/2021	Approve Discharge of Board and Senior Management	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	8/04/2021	Approve Remuneration of Directors in the Amount of CHF 5.1 Million	For	For	A vote FOR this resolution is warranted because the proposed amount is in line with market practice.
Adecco Group AG	ADEN	8/04/2021	Approve Remuneration of Executive Committee in the Amount of CHF 32 Million	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	8/04/2021	Reelect Jean-Christophe Deslarzes as Director and Board Chairman	For	For	Votes FOR the proposed board and committee nominees are warranted.
Adecco Group AG	ADEN	8/04/2021	Reelect Ariane Gorin as Director	For	For	Votes FOR the proposed board and committee nominees are warranted.
Adecco Group AG	ADEN	8/04/2021	Reelect Alexander Gut as Director	For	For	Votes FOR the proposed board and committee nominees are warranted.
Adecco Group AG	ADEN	8/04/2021	Reelect Didier Lamouche as Director	For	For	Votes FOR the proposed board and committee nominees are warranted.
Adecco Group AG	ADEN	8/04/2021	Reelect David Prince as Director	For	For	Votes FOR the proposed board and committee nominees are warranted.
Adecco Group AG	ADEN	8/04/2021	Reelect Kathleen Taylor as Director	For	For	Votes FOR the proposed board and committee nominees are warranted.
Adecco Group AG	ADEN	8/04/2021	Reelect Regula Wallimann as Director	For	For	Votes FOR the proposed board and committee nominees are warranted.
Adecco Group AG	ADEN	8/04/2021	Elect Rachel Duan as Director	For	For	Votes FOR the proposed board and committee nominees are warranted.
Adecco Group AG	ADEN	8/04/2021	Reappoint Kathleen Taylor as Member of the Compensation Committee	For	For	Votes FOR the proposed board and committee nominees are warranted.
Adecco Group AG	ADEN	8/04/2021	Reappoint Didier Lamouche as Member of the Compensation Committee	For	For	Votes FOR the proposed board and committee nominees are warranted.
Adecco Group AG	ADEN	8/04/2021	Appoint Rachel Duan as Member of the Compensation Committee	For	For	Votes FOR the proposed board and committee nominees are warranted.
Adecco Group AG	ADEN	8/04/2021	Designate Keller KLG as Independent Proxy	For	For	A vote FOR this proposal is warranted due to a lack of concerns.
Adecco Group AG	ADEN	8/04/2021	Ratify Ernst & Young AG as Auditors	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Adecco Group AG	ADEN	8/04/2021	Approve Creation of CHF 815,620 Pool of Capital without Preemptive Rights	For	For	A vote FOR the proposed issuance authorization is warranted.
Adecco Group AG	ADEN	8/04/2021	Transact Other Business (Voting)	For	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.
Marvell Technology Group Ltd.	MRVL	15/04/2021	Reduce Supermajority Vote Requirement to Approve Merger	For	For	A vote FOR this proposal is warranted, as it is consistent with best practices in corporate governance and it would enhance the likelihood that the underlying transaction passes.
Marvell Technology Group Ltd.	MRVL	15/04/2021	Approve Merger Agreement	For	For	Despite historically outperforming peers, MRVL has trailed the industry index since announcement. This is concerning because the offer implies a healthy valuation and represents a premium to the target's all-time high closing price. However, the underperformance appears to be attributable to considerations unrelated to the fundamentals of the transaction, and the strategic rationale is logical and compelling (and the leadership team has a proven track record of delivering). MRVL has also participated in the overall market uplift since announcement and there has been no public shareholder opposition to the deal (despite the history of activism in the stock). On balance, a vote FOR this proposal is therefore warranted.
Marvell Technology Group Ltd.	MRVL	15/04/2021	Adjourn Meeting	For	For	A vote FOR this proposal is warranted, as support for the underlying proposals is warranted.
Swiss Re AG	SREN	16/04/2021	Approve Remuneration Report	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.
Swiss Re AG	SREN	16/04/2021	Accept Financial Statements and Statutory Reports	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	16/04/2021	Approve Allocation of Income and Dividends of CHF 5.90 per Share	For	For	A vote FOR the allocation of income resolution is warranted.
Swiss Re AG	SREN	16/04/2021	Approve Variable Short-Term Remuneration of Executive Committee in the Amount of CHF 15.1 Million	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	16/04/2021	Approve Discharge of Board of Directors	For	For	A vote FOR the formal discharge of the board of directors is warranted, as there is no evidence that the board has not fulfilled their fiduciary duties.
Swiss Re AG	SREN	16/04/2021	Reelect Sergio Ermotti as Director and Board Chairman	For	For	Votes FOR the proposed board and committee nominees are warranted.
Swiss Re AG	SREN	16/04/2021	Reelect Raymond Ch'ien as Director	For	For	Votes FOR the proposed board and committee nominees are warranted.
Swiss Re AG	SREN	16/04/2021	Reelect Renato Fassbind as Director	For	For	Votes FOR the proposed board and committee nominees are warranted.
Swiss Re AG	SREN	16/04/2021	Reelect Karen Gavan as Director	For	For	Votes FOR the proposed board and committee nominees are warranted.
Swiss Re AG	SREN	16/04/2021	Reelect Joachim Oechslin as Director	For	For	Votes FOR the proposed board and committee nominees are warranted.
Swiss Re AG	SREN	16/04/2021	Reelect Deanna Ong as Director	For	For	Votes FOR the proposed board and committee nominees are warranted.
Swiss Re AG	SREN	16/04/2021	Reelect Jay Ralph as Director	For	For	Votes FOR the proposed board and committee nominees are warranted.
Swiss Re AG	SREN	16/04/2021	Reelect Joerg Reinhardt as Director	For	For	Votes FOR the proposed board and committee nominees are warranted.
Swiss Re AG	SREN	16/04/2021	Reelect Philip Ryan as Director	For	For	Votes FOR the proposed board and committee nominees are warranted.
Swiss Re AG	SREN	16/04/2021	Reelect Paul Tucker as Director	For	For	Votes FOR the proposed board and committee nominees are warranted.
Swiss Re AG	SREN	16/04/2021	Reelect Jacques de Vauleroy as Director	For	For	Votes FOR the proposed board and committee nominees are warranted.
Swiss Re AG	SREN	16/04/2021	Reelect Susan Wagner as Director	For	For	Votes FOR the proposed board and committee nominees are warranted.
Swiss Re AG	SREN	16/04/2021	Reelect Larry Zimbleman as Director	For	For	Votes FOR the proposed board and committee nominees are warranted.
Swiss Re AG	SREN	16/04/2021	Reappoint Raymond Ch'ien as Member of the Compensation Committee	For	For	Votes FOR the proposed board and committee nominees are warranted.
Swiss Re AG	SREN	16/04/2021	Reappoint Renato Fassbind as Member of the Compensation Committee	For	For	Votes FOR the proposed board and committee nominees are warranted.
Swiss Re AG	SREN	16/04/2021	Reappoint Karen Gavan as Member of the Compensation Committee	For	For	Votes FOR the proposed board and committee nominees are warranted.
Swiss Re AG	SREN	16/04/2021	Reappoint Joerg Reinhardt as Member of the Compensation Committee	For	For	Votes FOR the proposed board and committee nominees are warranted.
Swiss Re AG	SREN	16/04/2021	Reappoint Jacques de Vauleroy as Member of the Compensation Committee	For	For	Votes FOR the proposed board and committee nominees are warranted.

Swiss Re AG	SREN	16/04/2021	Designate Proxy Voting Services GmbH as Independent Proxy	For	For	A vote FOR this proposal is warranted due to a lack of concerns.
Swiss Re AG	SREN	16/04/2021	Ratify KPMG as Auditors	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Swiss Re AG	SREN	16/04/2021	Approve Remuneration of Directors in the Amount of CHF 10.3 Million	For	For	A vote FOR this resolution is warranted because the proposed amount is in line with market practice.
Swiss Re AG	SREN	16/04/2021	Approve Fixed and Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 36.5 Million	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	16/04/2021	Approve Renewal of CHF 8.5 Million Pool of Authorized Share Capital with Partial Exclusion of Preemptive Rights	For	For	A vote FOR the proposed issuance authorization is warranted.
Swiss Re AG	SREN	16/04/2021	Transact Other Business (Voting)	For	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.
Bunzl Plc	BNZL	21/04/2021	Accept Financial Statements and Statutory Reports	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	21/04/2021	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.
Bunzl Plc	BNZL	21/04/2021	Re-elect Peter Ventress as Director	For	For	Items 3-7: 10:A vote FOR these candidates is warranted as no significant concerns have been identified.Item 8:A vote FOR the re-election of Stephan Nanninga is warranted, although it is not without concerns:* In addition to his role as a NED on the Bunzl Board, he has directorship positions at three other publicly listed companies which include an executive position and 2 NED roles. This may potentially compromise his ability to commit sufficient time to the Company's business.The main reason for support is:* The executive role of the NED is at a smaller entity with non-complex nature of operations, as a result of which the requirements of his time in this company may be relatively less onerous. Taking this into account, a degree of flexibility is considered appropriate at this stage.Item 9:A vote FOR the election of Vin Murria is considered warranted, although it is not without concerns:* In addition to her role as NED of the Company, Vin Murria serves on boards of 5 other publicly listed companies. This could potentially compromise her ability to commit sufficient time to her role at Bunzl Plc.The main reason for support is:* Majority of the other boards on which Vin Murria serves are at smaller and non-complex companies at this stage. Demands on her time will be kept under strict review going forward.
Bunzl Plc	BNZL	21/04/2021	Re-elect Frank van Zanten as Director	For	For	Items 3-7: 10:A vote FOR these candidates is warranted as no significant concerns have been identified.Item 8:A vote FOR the re-election of Stephan Nanninga is warranted, although it is not without concerns:* In addition to his role as a NED on the Bunzl Board, he has directorship positions at three other publicly listed companies which include an executive position and 2 NED roles. This may potentially compromise his ability to commit sufficient time to the Company's business.The main reason for support is:* The executive role of the NED is at a smaller entity with non-complex nature of operations, as a result of which the requirements of his time in this company may be relatively less onerous. Taking this into account, a degree of flexibility is considered appropriate at this stage.Item 9:A vote FOR the election of Vin Murria is considered warranted, although it is not without concerns:* In addition to her role as NED of the Company, Vin Murria serves on boards of 5 other publicly listed companies. This could potentially compromise her ability to commit sufficient time to her role at Bunzl Plc.The main reason for support is:* Majority of the other boards on which Vin Murria serves are at smaller and non-complex companies at this stage. Demands on her time will be kept under strict review going forward.
Bunzl Plc	BNZL	21/04/2021	Re-elect Richard Howes as Director	For	For	Items 3-7: 10:A vote FOR these candidates is warranted as no significant concerns have been identified.Item 8:A vote FOR the re-election of Stephan Nanninga is warranted, although it is not without concerns:* In addition to his role as a NED on the Bunzl Board, he has directorship positions at three other publicly listed companies which include an executive position and 2 NED roles. This may potentially compromise his ability to commit sufficient time to the Company's business.The main reason for support is:* The executive role of the NED is at a smaller entity with non-complex nature of operations, as a result of which the requirements of his time in this company may be relatively less onerous. Taking this into account, a degree of flexibility is considered appropriate at this stage.Item 9:A vote FOR the election of Vin Murria is considered warranted, although it is not without concerns:* In addition to her role as NED of the Company, Vin Murria serves on boards of 5 other publicly listed companies. This could potentially compromise her ability to commit sufficient time to her role at Bunzl Plc.The main reason for support is:* Majority of the other boards on which Vin Murria serves are at smaller and non-complex companies at this stage. Demands on her time will be kept under strict review going forward.
Bunzl Plc	BNZL	21/04/2021	Re-elect Vanda Murray as Director	For	For	Items 3-7: 10:A vote FOR these candidates is warranted as no significant concerns have been identified.Item 8:A vote FOR the re-election of Stephan Nanninga is warranted, although it is not without concerns:* In addition to his role as a NED on the Bunzl Board, he has directorship positions at three other publicly listed companies which include an executive position and 2 NED roles. This may potentially compromise his ability to commit sufficient time to the Company's business.The main reason for support is:* The executive role of the NED is at a smaller entity with non-complex nature of operations, as a result of which the requirements of his time in this company may be relatively less onerous. Taking this into account, a degree of flexibility is considered appropriate at this stage.Item 9:A vote FOR the election of Vin Murria is considered warranted, although it is not without concerns:* In addition to her role as NED of the Company, Vin Murria serves on boards of 5 other publicly listed companies. This could potentially compromise her ability to commit sufficient time to her role at Bunzl Plc.The main reason for support is:* Majority of the other boards on which Vin Murria serves are at smaller and non-complex companies at this stage. Demands on her time will be kept under strict review going forward.
Bunzl Plc	BNZL	21/04/2021	Re-elect Lloyd Pitchford as Director	For	For	Items 3-7: 10:A vote FOR these candidates is warranted as no significant concerns have been identified.Item 8:A vote FOR the re-election of Stephan Nanninga is warranted, although it is not without concerns:* In addition to his role as a NED on the Bunzl Board, he has directorship positions at three other publicly listed companies which include an executive position and 2 NED roles. This may potentially compromise his ability to commit sufficient time to the Company's business.The main reason for support is:* The executive role of the NED is at a smaller entity with non-complex nature of operations, as a result of which the requirements of his time in this company may be relatively less onerous. Taking this into account, a degree of flexibility is considered appropriate at this stage.Item 9:A vote FOR the election of Vin Murria is considered warranted, although it is not without concerns:* In addition to her role as NED of the Company, Vin Murria serves on boards of 5 other publicly listed companies. This could potentially compromise her ability to commit sufficient time to her role at Bunzl Plc.The main reason for support is:* Majority of the other boards on which Vin Murria serves are at smaller and non-complex companies at this stage. Demands on her time will be kept under strict review going forward.
Bunzl Plc	BNZL	21/04/2021	Re-elect Stephan Nanninga as Director	For	For	Items 3-7: 10:A vote FOR these candidates is warranted as no significant concerns have been identified.Item 8:A vote FOR the re-election of Stephan Nanninga is warranted, although it is not without concerns:* In addition to his role as a NED on the Bunzl Board, he has directorship positions at three other publicly listed companies which include an executive position and 2 NED roles. This may potentially compromise his ability to commit sufficient time to the Company's business.The main reason for support is:* The executive role of the NED is at a smaller entity with non-complex nature of operations, as a result of which the requirements of his time in this company may be relatively less onerous. Taking this into account, a degree of flexibility is considered appropriate at this stage.Item 9:A vote FOR the election of Vin Murria is considered warranted, although it is not without concerns:* In addition to her role as NED of the Company, Vin Murria serves on boards of 5 other publicly listed companies. This could potentially compromise her ability to commit sufficient time to her role at Bunzl Plc.The main reason for support is:* Majority of the other boards on which Vin Murria serves are at smaller and non-complex companies at this stage. Demands on her time will be kept under strict review going forward.
Bunzl Plc	BNZL	21/04/2021	Elect Vin Murria as Director	For	For	Items 3-7: 10:A vote FOR these candidates is warranted as no significant concerns have been identified.Item 8:A vote FOR the re-election of Stephan Nanninga is warranted, although it is not without concerns:* In addition to his role as a NED on the Bunzl Board, he has directorship positions at three other publicly listed companies which include an executive position and 2 NED roles. This may potentially compromise his ability to commit sufficient time to the Company's business.The main reason for support is:* The executive role of the NED is at a smaller entity with non-complex nature of operations, as a result of which the requirements of his time in this company may be relatively less onerous. Taking this into account, a degree of flexibility is considered appropriate at this stage.Item 9:A vote FOR the election of Vin Murria is considered warranted, although it is not without concerns:* In addition to her role as NED of the Company, Vin Murria serves on boards of 5 other publicly listed companies. This could potentially compromise her ability to commit sufficient time to her role at Bunzl Plc.The main reason for support is:* Majority of the other boards on which Vin Murria serves are at smaller and non-complex companies at this stage. Demands on her time will be kept under strict review going forward.
Bunzl Plc	BNZL	21/04/2021	Elect Maria Fernanda Mejia as Director	For	For	Items 3-7: 10:A vote FOR these candidates is warranted as no significant concerns have been identified.Item 8:A vote FOR the re-election of Stephan Nanninga is warranted, although it is not without concerns:* In addition to his role as a NED on the Bunzl Board, he has directorship positions at three other publicly listed companies which include an executive position and 2 NED roles. This may potentially compromise his ability to commit sufficient time to the Company's business.The main reason for support is:* The executive role of the NED is at a smaller entity with non-complex nature of operations, as a result of which the requirements of his time in this company may be relatively less onerous. Taking this into account, a degree of flexibility is considered appropriate at this stage.Item 9:A vote FOR the election of Vin Murria is considered warranted, although it is not without concerns:* In addition to her role as NED of the Company, Vin Murria serves on boards of 5 other publicly listed companies. This could potentially compromise her ability to commit sufficient time to her role at Bunzl Plc.The main reason for support is:* Majority of the other boards on which Vin Murria serves are at smaller and non-complex companies at this stage. Demands on her time will be kept under strict review going forward.

Bunzl Plc	BNZL	21/04/2021	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this item is warranted because only 2.4 percent of the total fees paid to the auditor are for non-audit purposes.
Bunzl Plc	BNZL	21/04/2021	Authorise Board to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because only 2.4 percent of the total fees paid to the auditor are for non-audit purposes.
Bunzl Plc	BNZL	21/04/2021	Approve Remuneration Policy	For	For	A vote FOR this resolution is considered warranted although it is not without concern for shareholders:* The Company is replacing performance shares with restricted shares, the latter being time-based instruments without conventional performance conditions. There is scope for more robust disclosures around the performance underpins and for additional rationale on how the proposed structure supports the Company's strategic objectives. The main reasons for support are:* Maximum long-term incentive award sizes have been significantly reduced, and the overall structure meets market standards.* Some overall positive improvements to the policy, including a formal post-cessation shareholding guideline and enhanced malus and clawback provisions, have been introduced.
Bunzl Plc	BNZL	21/04/2021	Approve Remuneration Report	For	For	A vote FOR this resolution is considered warranted, although it is not without concerns:* Some concern in relation to the annual bonus targets have been noted and there is scope for improved reporting on the qualitative measures. The main reasons for support are:* There are no material concerns with the alignment of pay and performance; and* The overall quantum and opportunity of variable pay can be considered to be broadly in line with that of comparable companies.* No other significant issues of concerns have been noted.
Bunzl Plc	BNZL	21/04/2021	Amend Long-Term Incentive Plan	For	For	A vote FOR this resolution is considered warranted although it is not without concern for shareholders:* The Company is replacing performance shares with restricted shares, the latter being time-based instruments without conventional performance conditions. There is scope for more robust disclosures around the performance underpins and for additional rationale on how the proposed structure supports the Company's strategic objectives. The main reasons for support:* Maximum long-term incentive award sizes have been significantly reduced, and the overall structure meets market standards.
Bunzl Plc	BNZL	21/04/2021	Approve US Employee Stock Purchase Plan	For	For	A vote FOR this tax-approved plan is warranted because it is broad-based and no significant concerns have been identified.
Bunzl Plc	BNZL	21/04/2021	Amend Savings Related Share Option Scheme	For	For	A vote FOR this tax-approved plan is warranted because it is broad-based and no corporate governance concerns have been identified.
Bunzl Plc	BNZL	21/04/2021	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Bunzl Plc	BNZL	21/04/2021	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.
Bunzl Plc	BNZL	21/04/2021	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.
Bunzl Plc	BNZL	21/04/2021	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.
Bunzl Plc	BNZL	21/04/2021	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.
Bunzl Plc	BNZL	21/04/2021	Adopt New Articles of Association	For	For	A vote FOR this resolution is warranted as no significant concerns have been identified.
SEGRO Plc	SGRO	22/04/2021	Accept Financial Statements and Statutory Reports	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	22/04/2021	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.
SEGRO Plc	SGRO	22/04/2021	Approve Remuneration Report	For	For	A vote FOR this resolution is warranted as no significant concerns have been identified.
SEGRO Plc	SGRO	22/04/2021	Re-elect Gerald Corbett as Director	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.
SEGRO Plc	SGRO	22/04/2021	Re-elect Mary Barnard as Director	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.
SEGRO Plc	SGRO	22/04/2021	Re-elect Sue Clayton as Director	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.
SEGRO Plc	SGRO	22/04/2021	Re-elect Soumen Das as Director	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.
SEGRO Plc	SGRO	22/04/2021	Re-elect Carol Fairweather as Director	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.
SEGRO Plc	SGRO	22/04/2021	Re-elect Christopher Fisher as Director	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.
SEGRO Plc	SGRO	22/04/2021	Re-elect Andy Gulliford as Director	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.
SEGRO Plc	SGRO	22/04/2021	Re-elect Martin Moore as Director	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.
SEGRO Plc	SGRO	22/04/2021	Re-elect David Sleath as Director	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.
SEGRO Plc	SGRO	22/04/2021	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this item is warranted because only 39.1 percent of the total fees paid to the auditor are for non-audit purposes.
SEGRO Plc	SGRO	22/04/2021	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.
SEGRO Plc	SGRO	22/04/2021	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.
SEGRO Plc	SGRO	22/04/2021	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
SEGRO Plc	SGRO	22/04/2021	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.
SEGRO Plc	SGRO	22/04/2021	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.
SEGRO Plc	SGRO	22/04/2021	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.
SEGRO Plc	SGRO	22/04/2021	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.
SEGRO Plc	SGRO	22/04/2021	Approve Savings-Related Share Option Plan	For	For	A vote FOR this tax-approved plan is warranted because it is broad-based and no significant concerns have been identified
SEGRO Plc	SGRO	22/04/2021	Approve Share Incentive Plan	For	For	A vote FOR the Share Incentive Plan is warranted, as no significant issues of concerns have been identified.
SEGRO Plc	SGRO	22/04/2021	Authorise Board to Offer Scrip Dividend	For	For	A vote FOR this resolution is warranted because this is a routine item and no concerns have been identified.
Swiss Life Holding AG	SLHN	23/04/2021	Accept Financial Statements and Statutory Reports	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	23/04/2021	Approve Remuneration Report	For	For	A vote FOR the remuneration report is warranted, though it is not without concern:* Discretionary adjustments remain a component of the remuneration system, and the variable compensation (STI + LTI) was increased to 138 percent of base salary for the CEO, without providing a detailed rationale.The main reasons for support are:* The company's remuneration practices are in line with market practice and appear to provide a good pay-for-performance alignment.* The discretionary adjustment is minor, and lies below the total maximum of 181 percent of base salary.
Swiss Life Holding AG	SLHN	23/04/2021	Approve Allocation of Income and Dividends of CHF 21.00 per Share	For	For	A vote FOR the allocation of income resolution is warranted due to a lack of concerns.
Swiss Life Holding AG	SLHN	23/04/2021	Approve Discharge of Board of Directors	For	For	A vote FOR the formal discharge of the board of directors is warranted, as there is no evidence that the board has not fulfilled their fiduciary duties.
Swiss Life Holding AG	SLHN	23/04/2021	Approve Fixed Remuneration of Directors in the Amount of CHF 3.2 Million	For	For	A vote FOR this resolution is warranted because the proposed amount is in line with market practice.
Swiss Life Holding AG	SLHN	23/04/2021	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 3.7 Million	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	23/04/2021	Approve Fixed and Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 13.8 Million	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	23/04/2021	Reelect Rolf Doerig as Director and Board Chairman	For	For	Votes FOR the proposed board and committee nominees are warranted.
Swiss Life Holding AG	SLHN	23/04/2021	Reelect Thomas Buess as Director	For	For	Votes FOR the proposed board and committee nominees are warranted.
Swiss Life Holding AG	SLHN	23/04/2021	Reelect Adrienne Fumagalli as Director	For	For	Votes FOR the proposed board and committee nominees are warranted.
Swiss Life Holding AG	SLHN	23/04/2021	Reelect Ueli Dietiker as Director	For	For	Votes FOR the proposed board and committee nominees are warranted.
Swiss Life Holding AG	SLHN	23/04/2021	Reelect Damir Filipovic as Director	For	For	Votes FOR the proposed board and committee nominees are warranted.
Swiss Life Holding AG	SLHN	23/04/2021	Reelect Frank Keuper as Director	For	For	Votes FOR the proposed board and committee nominees are warranted.
Swiss Life Holding AG	SLHN	23/04/2021	Reelect Stefan Loacker as Director	For	For	Votes FOR the proposed board and committee nominees are warranted.
Swiss Life Holding AG	SLHN	23/04/2021	Reelect Henry Peter as Director	For	For	Votes FOR the proposed board and committee nominees are warranted.
Swiss Life Holding AG	SLHN	23/04/2021	Reelect Martin Schmid as Director	For	For	Votes FOR the proposed board and committee nominees are warranted.
Swiss Life Holding AG	SLHN	23/04/2021	Reelect Franziska Sauber as Director	For	For	Votes FOR the proposed board and committee nominees are warranted.
Swiss Life Holding AG	SLHN	23/04/2021	Reelect Klaus Tschuetscher as Director	For	For	Votes FOR the proposed board and committee nominees are warranted.
Swiss Life Holding AG	SLHN	23/04/2021	Appoint Martin Schmid as Member of the Compensation Committee	For	For	Votes FOR the proposed board and committee nominees are warranted.
Swiss Life Holding AG	SLHN	23/04/2021	Reappoint Franziska Sauber as Member of the Compensation Committee	For	For	Votes FOR the proposed board and committee nominees are warranted.
Swiss Life Holding AG	SLHN	23/04/2021	Reappoint Klaus Tschuetscher as Member of the Compensation Committee	For	For	Votes FOR the proposed board and committee nominees are warranted.
Swiss Life Holding AG	SLHN	23/04/2021	Designate Andreas Zuercher as Independent Proxy	For	For	A vote FOR this proposal is warranted due to a lack of concerns.
Swiss Life Holding AG	SLHN	23/04/2021	Ratify PricewaterhouseCoopers AG as Auditors	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Swiss Life Holding AG	SLHN	23/04/2021	Approve CHF 48,582 Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	For	For	A vote FOR the proposed share capital reduction is warranted.
Swiss Life Holding AG	SLHN	23/04/2021	Transact Other Business (Voting)	For	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.
Aena S.M.E. SA	AENA	27/04/2021	Approve Standalone Financial Statements	For	For	A vote FOR this item is warranted due to a lack of concern regarding the accounts presented or audit procedures used.
Aena S.M.E. SA	AENA	27/04/2021	Approve Consolidated Financial Statements	For	For	A vote FOR this item is warranted due to a lack of concern regarding the accounts presented or audit procedures used.
Aena S.M.E. SA	AENA	27/04/2021	Approve Treatment of Net Loss	For	For	A vote FOR this item is warranted because the proposed treatment of net loss is standard.
Aena S.M.E. SA	AENA	27/04/2021	Approve Non-Financial Information Statement	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.
Aena S.M.E. SA	AENA	27/04/2021	Approve Discharge of Board	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.
Aena S.M.E. SA	AENA	27/04/2021	Ratify Appointment of and Elect Juan Rio Cortes as Director	For	For	A vote FOR this item is warranted due to a lack of concerns about the independent director nominee.
Aena S.M.E. SA	AENA	27/04/2021	Amend Articles Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	For	For	A vote FOR these items is warranted because the proposed amendments, which includes the possibility of holding virtual-only meetings, are deemed fair.
Aena S.M.E. SA	AENA	27/04/2021	Amend Articles Re: Board Competences and Board Committees	For	For	A vote FOR these items is warranted because the proposed amendments, which includes the possibility of holding virtual-only meetings, are deemed fair.
Aena S.M.E. SA	AENA	27/04/2021	Amend Articles Re: Board Committees, Remuneration and Climate Action Plan	For	For	A vote FOR these items is warranted because the proposed amendments, which includes the possibility of holding virtual-only meetings, are deemed fair.
Aena S.M.E. SA	AENA	27/04/2021	Amend Articles of General Meeting Regulations Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	For	For	A vote FOR these items is warranted because the proposed amendments, which includes the possibility of holding virtual-only meetings, are deemed fair.
Aena S.M.E. SA	AENA	27/04/2021	Advisory Vote on Remuneration Report	For	For	A vote FOR the company's remuneration report is warranted due to a lack of concerns about the company's remuneration practices, which are regulated given the company's public-sector entity status.
Aena S.M.E. SA	AENA	27/04/2021	Advisory Vote on Company's Climate Action Plan	For	For	A vote FOR this item is warranted because the company's climate transition plan includes clear targets for 2030 and the governance structure for addressing and dealing with the climate topics is transparent and appears robust.
Aena S.M.E. SA	AENA	27/04/2021	Authorize Board to Ratify and Execute Approved Resolutions	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.

Bio-Rad Laboratories, Inc.	BIO	27/04/2021	Elect Director Melinda Litherland	For	For	A vote FOR both director nominees is warranted.
Bio-Rad Laboratories, Inc.	BIO	27/04/2021	Elect Director Arnold A. Pinkston	For	For	A vote FOR both director nominees is warranted.
Bio-Rad Laboratories, Inc.	BIO	27/04/2021	Ratify KPMG LLP as Auditors	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.
Centene Corporation	CNC	27/04/2021	Elect Director Jessica L. Blume	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.
Centene Corporation	CNC	27/04/2021	Elect Director Frederick H. Eppinger	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.
Centene Corporation	CNC	27/04/2021	Elect Director David L. Steward	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.
Centene Corporation	CNC	27/04/2021	Elect Director William L. Trubeck	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.
Centene Corporation	CNC	27/04/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	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; and* High CEO pay in relation to company peer group CEO median pay levels.
Centene Corporation	CNC	27/04/2021	Ratify KPMG LLP as Auditors	For	For	A vote FOR this item is warranted because only 1.88 percent of the fees paid to the auditor are for non-audit purposes.
Centene Corporation	CNC	27/04/2021	Amend Omnibus Stock Plan	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
Centene Corporation	CNC	27/04/2021	Eliminate Supermajority Vote Requirement	For	For	A vote FOR this proposal is warranted given that the elimination of the supermajority vote requirements would improve shareholder rights.
Centene Corporation	CNC	27/04/2021	Declassify the Board of Directors	For	For	A vote FOR this proposal is warranted because the declassification would enhance board accountability.
Charter Communications, Inc.	CHTR	27/04/2021	Elect Director W. Lance Conn	For	Against	Votes AGAINST incumbent Nominating Committee members Eric Zinterhofer, Craig Jacobson, John (Jay) Markley Jr., James Meyer and Michael Newhouse are warranted for lack of diversity on the board.A vote AGAINST Steven Miron is warranted for serving as a non-independent member of a key board committee.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.In the absence of a say-on-pay proposal, a vote AGAINST compensation committee members W. Lance Conn, Greg Maffei, Steven Miron, Mauricio Ramos, and Eric Zinterhofer due to the approval of sizable multi-year guaranteed equity awards to the CEO, along with a problematic modified single-trigger severance provision in his recently amended employment agreement. In addition, all NEO equity awards were purely time based, and the COO's employment-agreement grant was substantial in magnitude.A vote FOR the remaining nominees is warranted.
Charter Communications, Inc.	CHTR	27/04/2021	Elect Director Kim C. Goodman	For	For	Votes AGAINST incumbent Nominating Committee members Eric Zinterhofer, Craig Jacobson, John (Jay) Markley Jr., James Meyer and Michael Newhouse are warranted for lack of diversity on the board.A vote AGAINST Steven Miron is warranted for serving as a non-independent member of a key board committee.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.In the absence of a say-on-pay proposal, a vote AGAINST compensation committee members W. Lance Conn, Greg Maffei, Steven Miron, Mauricio Ramos, and Eric Zinterhofer due to the approval of sizable multi-year guaranteed equity awards to the CEO, along with a problematic modified single-trigger severance provision in his recently amended employment agreement. In addition, all NEO equity awards were purely time based, and the COO's employment-agreement grant was substantial in magnitude.A vote FOR the remaining nominees is warranted.
Charter Communications, Inc.	CHTR	27/04/2021	Elect Director Craig A. Jacobson	For	Against	Votes AGAINST incumbent Nominating Committee members Eric Zinterhofer, Craig Jacobson, John (Jay) Markley Jr., James Meyer and Michael Newhouse are warranted for lack of diversity on the board.A vote AGAINST Steven Miron is warranted for serving as a non-independent member of a key board committee.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.In the absence of a say-on-pay proposal, a vote AGAINST compensation committee members W. Lance Conn, Greg Maffei, Steven Miron, Mauricio Ramos, and Eric Zinterhofer due to the approval of sizable multi-year guaranteed equity awards to the CEO, along with a problematic modified single-trigger severance provision in his recently amended employment agreement. In addition, all NEO equity awards were purely time based, and the COO's employment-agreement grant was substantial in magnitude.A vote FOR the remaining nominees is warranted.
Charter Communications, Inc.	CHTR	27/04/2021	Elect Director Gregory B. Maffei	For	Against	Votes AGAINST incumbent Nominating Committee members Eric Zinterhofer, Craig Jacobson, John (Jay) Markley Jr., James Meyer and Michael Newhouse are warranted for lack of diversity on the board.A vote AGAINST Steven Miron is warranted for serving as a non-independent member of a key board committee.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.In the absence of a say-on-pay proposal, a vote AGAINST compensation committee members W. Lance Conn, Greg Maffei, Steven Miron, Mauricio Ramos, and Eric Zinterhofer due to the approval of sizable multi-year guaranteed equity awards to the CEO, along with a problematic modified single-trigger severance provision in his recently amended employment agreement. In addition, all NEO equity awards were purely time based, and the COO's employment-agreement grant was substantial in magnitude.A vote FOR the remaining nominees is warranted.
Charter Communications, Inc.	CHTR	27/04/2021	Elect Director John D. Markley, Jr.	For	Against	Votes AGAINST incumbent Nominating Committee members Eric Zinterhofer, Craig Jacobson, John (Jay) Markley Jr., James Meyer and Michael Newhouse are warranted for lack of diversity on the board.A vote AGAINST Steven Miron is warranted for serving as a non-independent member of a key board committee.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.In the absence of a say-on-pay proposal, a vote AGAINST compensation committee members W. Lance Conn, Greg Maffei, Steven Miron, Mauricio Ramos, and Eric Zinterhofer due to the approval of sizable multi-year guaranteed equity awards to the CEO, along with a problematic modified single-trigger severance provision in his recently amended employment agreement. In addition, all NEO equity awards were purely time based, and the COO's employment-agreement grant was substantial in magnitude.A vote FOR the remaining nominees is warranted.
Charter Communications, Inc.	CHTR	27/04/2021	Elect Director David C. Merritt	For	For	Votes AGAINST incumbent Nominating Committee members Eric Zinterhofer, Craig Jacobson, John (Jay) Markley Jr., James Meyer and Michael Newhouse are warranted for lack of diversity on the board.A vote AGAINST Steven Miron is warranted for serving as a non-independent member of a key board committee.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.In the absence of a say-on-pay proposal, a vote AGAINST compensation committee members W. Lance Conn, Greg Maffei, Steven Miron, Mauricio Ramos, and Eric Zinterhofer due to the approval of sizable multi-year guaranteed equity awards to the CEO, along with a problematic modified single-trigger severance provision in his recently amended employment agreement. In addition, all NEO equity awards were purely time based, and the COO's employment-agreement grant was substantial in magnitude.A vote FOR the remaining nominees is warranted.
Charter Communications, Inc.	CHTR	27/04/2021	Elect Director James E. Meyer	For	Against	Votes AGAINST incumbent Nominating Committee members Eric Zinterhofer, Craig Jacobson, John (Jay) Markley Jr., James Meyer and Michael Newhouse are warranted for lack of diversity on the board.A vote AGAINST Steven Miron is warranted for serving as a non-independent member of a key board committee.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.In the absence of a say-on-pay proposal, a vote AGAINST compensation committee members W. Lance Conn, Greg Maffei, Steven Miron, Mauricio Ramos, and Eric Zinterhofer due to the approval of sizable multi-year guaranteed equity awards to the CEO, along with a problematic modified single-trigger severance provision in his recently amended employment agreement. In addition, all NEO equity awards were purely time based, and the COO's employment-agreement grant was substantial in magnitude.A vote FOR the remaining nominees is warranted.
Charter Communications, Inc.	CHTR	27/04/2021	Elect Director Steven A. Miron	For	Against	Votes AGAINST incumbent Nominating Committee members Eric Zinterhofer, Craig Jacobson, John (Jay) Markley Jr., James Meyer and Michael Newhouse are warranted for lack of diversity on the board.A vote AGAINST Steven Miron is warranted for serving as a non-independent member of a key board committee.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.In the absence of a say-on-pay proposal, a vote AGAINST compensation committee members W. Lance Conn, Greg Maffei, Steven Miron, Mauricio Ramos, and Eric Zinterhofer due to the approval of sizable multi-year guaranteed equity awards to the CEO, along with a problematic modified single-trigger severance provision in his recently amended employment agreement. In addition, all NEO equity awards were purely time based, and the COO's employment-agreement grant was substantial in magnitude.A vote FOR the remaining nominees is warranted.

Charter Communications, Inc.	CHTR	27/04/2021	Elect Director Balan Nair	For	For	Votes AGAINST incumbent Nominating Committee members Eric Zinterhofer, Craig Jacobson, John (Jay) Markley Jr., James Meyer and Michael Newhouse are warranted for lack of diversity on the board.A vote AGAINST Steven Miron is warranted for serving as a non-independent member of a key board committee.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.In the absence of a say-on-pay proposal, a vote AGAINST compensation committee members W. Lance Conn, Greg Maffei, Steven Miron, Mauricio Ramos, and Eric Zinterhofer due to the approval of sizable multi-year guaranteed equity awards to the CEO, along with a problematic modified single-trigger severance provision in his recently amended employment agreement. In addition, all NEO equity awards were purely time based, and the COO's employment-agreement grant was substantial in magnitude.A vote FOR the remaining nominees is warranted.
Charter Communications, Inc.	CHTR	27/04/2021	Elect Director Michael A. Newhouse	For	Against	Votes AGAINST incumbent Nominating Committee members Eric Zinterhofer, Craig Jacobson, John (Jay) Markley Jr., James Meyer and Michael Newhouse are warranted for lack of diversity on the board.A vote AGAINST Steven Miron is warranted for serving as a non-independent member of a key board committee.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.In the absence of a say-on-pay proposal, a vote AGAINST compensation committee members W. Lance Conn, Greg Maffei, Steven Miron, Mauricio Ramos, and Eric Zinterhofer due to the approval of sizable multi-year guaranteed equity awards to the CEO, along with a problematic modified single-trigger severance provision in his recently amended employment agreement. In addition, all NEO equity awards were purely time based, and the COO's employment-agreement grant was substantial in magnitude.A vote FOR the remaining nominees is warranted.
Charter Communications, Inc.	CHTR	27/04/2021	Elect Director Mauricio Ramos	For	Against	Votes AGAINST incumbent Nominating Committee members Eric Zinterhofer, Craig Jacobson, John (Jay) Markley Jr., James Meyer and Michael Newhouse are warranted for lack of diversity on the board.A vote AGAINST Steven Miron is warranted for serving as a non-independent member of a key board committee.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.In the absence of a say-on-pay proposal, a vote AGAINST compensation committee members W. Lance Conn, Greg Maffei, Steven Miron, Mauricio Ramos, and Eric Zinterhofer due to the approval of sizable multi-year guaranteed equity awards to the CEO, along with a problematic modified single-trigger severance provision in his recently amended employment agreement. In addition, all NEO equity awards were purely time based, and the COO's employment-agreement grant was substantial in magnitude.A vote FOR the remaining nominees is warranted.
Charter Communications, Inc.	CHTR	27/04/2021	Elect Director Thomas M. Rutledge	For	For	Votes AGAINST incumbent Nominating Committee members Eric Zinterhofer, Craig Jacobson, John (Jay) Markley Jr., James Meyer and Michael Newhouse are warranted for lack of diversity on the board.A vote AGAINST Steven Miron is warranted for serving as a non-independent member of a key board committee.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.In the absence of a say-on-pay proposal, a vote AGAINST compensation committee members W. Lance Conn, Greg Maffei, Steven Miron, Mauricio Ramos, and Eric Zinterhofer due to the approval of sizable multi-year guaranteed equity awards to the CEO, along with a problematic modified single-trigger severance provision in his recently amended employment agreement. In addition, all NEO equity awards were purely time based, and the COO's employment-agreement grant was substantial in magnitude.A vote FOR the remaining nominees is warranted.
Charter Communications, Inc.	CHTR	27/04/2021	Elect Director Eric L. Zinterhofer	For	Against	Votes AGAINST incumbent Nominating Committee members Eric Zinterhofer, Craig Jacobson, John (Jay) Markley Jr., James Meyer and Michael Newhouse are warranted for lack of diversity on the board.A vote AGAINST Steven Miron is warranted for serving as a non-independent member of a key board committee.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.In the absence of a say-on-pay proposal, a vote AGAINST compensation committee members W. Lance Conn, Greg Maffei, Steven Miron, Mauricio Ramos, and Eric Zinterhofer due to the approval of sizable multi-year guaranteed equity awards to the CEO, along with a problematic modified single-trigger severance provision in his recently amended employment agreement. In addition, all NEO equity awards were purely time based, and the COO's employment-agreement grant was substantial in magnitude.A vote FOR the remaining nominees is warranted.
Charter Communications, Inc.	CHTR	27/04/2021	Ratify KPMG LLP as Auditors	For	For	A vote FOR this item is warranted because only 10.00 percent of the fees paid to the auditor are for non-audit purposes.
Charter Communications, Inc.	CHTR	27/04/2021	Report on Lobbying Payments and Policy	Against	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	27/04/2021	Require Independent Board Chair	Against	For	A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.
Charter Communications, Inc.	CHTR	27/04/2021	Publish Annually a Report Assessing Diversity, Equity, and Inclusion Efforts	Against	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 Communications, Inc.	CHTR	27/04/2021	Report on Greenhouse Gas Emissions Disclosure	Against	For	A vote FOR this proposal is warranted, as additional information on the company's GHG emissions and reduction plans and an annual advisory vote on these plans is warranted, as it would allow shareholders to better assess and express their opinions on the climate risk management practices of the company.
Charter Communications, Inc.	CHTR	27/04/2021	Adopt Policy to Annually Disclose EEO-1 Data	Against	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.
Sekisui House, Ltd.	1928	27/04/2021	Approve Allocation of Income, with a Final Dividend of JPY 39	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	27/04/2021	Amend Articles to Amend Provisions on Number of Directors - Amend Provisions on Number of Statutory Auditors	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	27/04/2021	Elect Director Nakai, Yoshihiro	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Sekisui House, Ltd.	1928	27/04/2021	Elect Director Horiuchi, Yosuke	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Sekisui House, Ltd.	1928	27/04/2021	Elect Director Nishida, Kumpei	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Sekisui House, Ltd.	1928	27/04/2021	Elect Director Tanaka, Satoshi	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Sekisui House, Ltd.	1928	27/04/2021	Elect Director Miura, Toshiharu	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Sekisui House, Ltd.	1928	27/04/2021	Elect Director Ishii, Toru	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Sekisui House, Ltd.	1928	27/04/2021	Elect Director Yoshimaru, Yukiko	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Sekisui House, Ltd.	1928	27/04/2021	Elect Director Kitazawa, Toshifumi	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Sekisui House, Ltd.	1928	27/04/2021	Elect Director Nakajima, Yoshimi	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Sekisui House, Ltd.	1928	27/04/2021	Elect Director Takegawa, Keiko	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Sekisui House, Ltd.	1928	27/04/2021	Appoint Statutory Auditor Ito, Midori	For	For	A vote FOR this statutory auditor nominee is warranted because:* There are no particular concerns about the nominee.
Sekisui House, Ltd.	1928	27/04/2021	Appoint Statutory Auditor Kobayashi, Takashi	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Ameriprise Financial, Inc.	AMP	28/04/2021	Elect Director James M. Cracchiolo	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.
Ameriprise Financial, Inc.	AMP	28/04/2021	Elect Director Dianne Neal Blixt	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.
Ameriprise Financial, Inc.	AMP	28/04/2021	Elect Director Amy DiGeso	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.
Ameriprise Financial, Inc.	AMP	28/04/2021	Elect Director Lon R. Greenberg	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.
Ameriprise Financial, Inc.	AMP	28/04/2021	Elect Director Jeffrey Noddle	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.
Ameriprise Financial, Inc.	AMP	28/04/2021	Elect Director Robert F. Sharpe, Jr.	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.

Ameriprise Financial, Inc.	AMP	28/04/2021	Elect Director Brian T. Shea	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.
Ameriprise Financial, Inc.	AMP	28/04/2021	Elect Director W. Edward Walter, III	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.
Ameriprise Financial, Inc.	AMP	28/04/2021	Elect Director Christopher J. Williams	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.
Ameriprise Financial, Inc.	AMP	28/04/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted, with caution. There is ongoing concern regarding the pay program's reliance on committee discretion to ultimately determine the CEO's annual and long-term awards, even when that discretion is guided by a performance scorecard with consistently applied metrics (for annual incentives) or constrained to a range (for long-term incentives). Shareholders would also benefit from forward-looking disclosure of performance share goals. However, the application of discretion has not resulted in a pay-for-performance misalignment for the year in review, and total CEO pay volatility is somewhat limited given that his LTI award, which is half performance-based, is constrained to a predetermined range. Shareholders are advised to closely monitor the issues noted above, as the application of committee discretion and the lack of certain key disclosures may exacerbate concerns should pay and performance become misaligned in the future.
Ameriprise Financial, Inc.	AMP	28/04/2021	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this item is warranted because only 2.94 percent of the fees paid to the auditor are for non-audit purposes.
Cigna Corporation	CI	28/04/2021	Elect Director David M. Cordani	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.
Cigna Corporation	CI	28/04/2021	Elect Director William J. DeLaney	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.
Cigna Corporation	CI	28/04/2021	Elect Director Eric J. Foss	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.
Cigna Corporation	CI	28/04/2021	Elect Director Elder Granger	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.
Cigna Corporation	CI	28/04/2021	Elect Director Isalah Harris, Jr.	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.
Cigna Corporation	CI	28/04/2021	Elect Director George Kurian	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.
Cigna Corporation	CI	28/04/2021	Elect Director Kathleen M. Mazzarella	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.
Cigna Corporation	CI	28/04/2021	Elect Director Mark B. McClellan	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.
Cigna Corporation	CI	28/04/2021	Elect Director John M. Partridge	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.
Cigna Corporation	CI	28/04/2021	Elect Director Kimberly A. Ross	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.
Cigna Corporation	CI	28/04/2021	Elect Director Eric C. Wiseman	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.
Cigna Corporation	CI	28/04/2021	Elect Director Donna F. Zarcone	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.
Cigna Corporation	CI	28/04/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted, with caution. Annual incentives are primarily tied to rigorous, objective financial metrics. While investors would benefit from advance disclosure of long-term AIO per share targets, these goals are disclosed retrospectively, and approximately half of long-term incentives depend on multi-year performance. Continued monitoring is warranted, as the STI structure allows for significant discretion, and TSR-based equity awards are earned at target for merely median performance.
Cigna Corporation	CI	28/04/2021	Amend Omnibus Stock Plan	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
Cigna Corporation	CI	28/04/2021	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this item is warranted because only 5.86 percent of the fees paid to the auditor are for non-audit purposes.
Cigna Corporation	CI	28/04/2021	Provide Right to Act by Written Consent	Against	For	A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.
Cigna Corporation	CI	28/04/2021	Report on Gender Pay Gap	Against	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	28/04/2021	Disclose Board Matrix Including Ideological Perspectives	Against	Against	A vote AGAINST this resolution is warranted, as the company already provides information regarding the experience and qualifications of director nominees. Furthermore, the practice of disclosing ideological perspectives is not an appropriate topic of inquiry in the nomination or selection process, as political ideology should play no role in the execution of board responsibilities.
Hong Kong Exchanges & Clearing Ltd.	388	28/04/2021	Accept Financial Statements and Statutory Reports	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 & Clearing Ltd.	388	28/04/2021	Elect Nicholas Charles Allen as Director	For	For	A vote FOR all nominees is warranted.
Hong Kong Exchanges & Clearing Ltd.	388	28/04/2021	Elect Cheung Ming Ming, Anna as Director	For	For	A vote FOR all nominees is warranted.
Hong Kong Exchanges & Clearing Ltd.	388	28/04/2021	Elect Zhang Yichen as Director	For	For	A vote FOR all nominees is warranted.
Hong Kong Exchanges & Clearing Ltd.	388	28/04/2021	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	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 & Clearing Ltd.	388	28/04/2021	Authorize Repurchase of Issued Share Capital	For	For	A vote FOR this resolution is warranted given the absence of any known issues concerning the proposed share repurchase.
Hong Kong Exchanges & Clearing Ltd.	388	28/04/2021	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.
Muenchener Rueckversicherungs-Gesellschaft AG	MUV2	28/04/2021	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (Non-Voting)			This is a non-voting item.
Muenchener Rueckversicherungs-Gesellschaft AG	MUV2	28/04/2021	Approve Allocation of Income and Dividends of EUR 9.80 per Share	For	For	A vote FOR this resolution is warranted due to a lack of concerns.
Muenchener Rueckversicherungs-Gesellschaft AG	MUV2	28/04/2021	Approve Discharge of Management Board for Fiscal Year 2020	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	28/04/2021	Approve Discharge of Supervisory Board for Fiscal Year 2020	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	28/04/2021	Elect Carinne Knoche-Brouillon to the Supervisory Board	For	For	A vote FOR the proposed nominee is warranted.
Muenchener Rueckversicherungs-Gesellschaft AG	MUV2	28/04/2021	Approve Remuneration Policy	For	For	A vote FOR this resolution is warranted because:* The proposed policy is broadly aligned with German market practice.* The modifier to the STI and LTI is accompanied by a compelling performance framework with disclosure of performance metrics and consideration reducing the discretionary nature of the modification.* Some level of concern is raised with regard to the potential of vesting for below median performance under the LTI plan. We however also recognize the peer group used is relatively small (7 peers) and consisting of (re)insurance companies only.* The company proposes to include shareholding requirements for management, further aligning interests of management with shareholders.
Muenchener Rueckversicherungs-Gesellschaft AG	MUV2	28/04/2021	Approve Remuneration of Supervisory Board	For	For	A vote FOR the proposed change in the remuneration schedule for supervisory board members is warranted.
Muenchener Rueckversicherungs-Gesellschaft AG	MUV2	28/04/2021	Approve Creation of EUR 117.5 Million Pool of Capital with Partial Exclusion of Preemptive Rights	For	For	A vote FOR the proposed issuance authorization is warranted.
Muenchener Rueckversicherungs-Gesellschaft AG	MUV2	28/04/2021	Approve Affiliation Agreement with MR Beteteiligungen 20. GmbH	For	For	Votes FOR these proposals are warranted.
Muenchener Rueckversicherungs-Gesellschaft AG	MUV2	28/04/2021	Approve Affiliation Agreement with MR Beteteiligungen 21. GmbH	For	For	Votes FOR these proposals are warranted.
Muenchener Rueckversicherungs-Gesellschaft AG	MUV2	28/04/2021	Approve Affiliation Agreement with MR Beteteiligungen 22. GmbH	For	For	Votes FOR these proposals are warranted.
NICE Ltd. (Israel)	NICE	28/04/2021	Reelect David Kostman as Director	For	For	As the company has provided sufficient information on these proposals and as there are no concerns with the nominees, support for these items is merited.
NICE Ltd. (Israel)	NICE	28/04/2021	Reelect Rimon Ben-Shaoul as Director	For	For	As the company has provided sufficient information on these proposals and as there are no concerns with the nominees, support for these items is merited.
NICE Ltd. (Israel)	NICE	28/04/2021	Reelect Yehoshua (Shuki) Ehrlich as Director	For	For	As the company has provided sufficient information on these proposals and as there are no concerns with the nominees, support for these items is merited.
NICE Ltd. (Israel)	NICE	28/04/2021	Reelect Leo Apotheker as Director	For	For	As the company has provided sufficient information on these proposals and as there are no concerns with the nominees, support for these items is merited.
NICE Ltd. (Israel)	NICE	28/04/2021	Reelect Joseph (Joe) Cowan as Director	For	For	As the company has provided sufficient information on these proposals and as there are no concerns with the nominees, support for these items is merited.
NICE Ltd. (Israel)	NICE	28/04/2021	Vote FOR if you are a controlling shareholder or have a personal interest in Item 2, 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	Against	Shareholders must indicate whether they are controlling shareholders or have a personal interest related to these agenda items, or else their ballots will be disqualified.
NICE Ltd. (Israel)	NICE	28/04/2021	Vote FOR if you are a controlling shareholder or have a personal interest in Item 3, 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	Against	Shareholders must indicate whether they are controlling shareholders or have a personal interest related to these agenda items, or else their ballots will be disqualified.
NICE Ltd. (Israel)	NICE	28/04/2021	Vote FOR if you are a controlling shareholder or have a personal interest in Item 4, 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	Against	Shareholders must indicate whether they are controlling shareholders or have a personal interest related to these agenda items, or else their ballots will be disqualified.
NICE Ltd. (Israel)	NICE	28/04/2021	Reappoint Kost Forer Gabbay & Kasierer, a member of Ernst & Young Global, as Auditors and Authorize Board to Fix Their Remuneration	For	For	A vote FOR this proposal to ratify the audit firm and fix their remuneration is warranted.
NICE Ltd. (Israel)	NICE	28/04/2021	Discuss Financial Statements and the Report of the Board			No vote is required for this item.
ASML Holding NV	ASML	29/04/2021	Open Meeting			No vote is required for this item.
ASML Holding NV	ASML	29/04/2021	Discuss the Company's Business, Financial Situation and Sustainability			No vote is required for this item.
ASML Holding NV	ASML	29/04/2021	Approve Remuneration Report	For	For	A qualified 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. However, this is not without concern for the sub par disclosure on target achievement under both the STI and LTI plans. Especially the non-financial measures are not accompanied by a clear definition and performance measurement framework. We also raise some level of concern regarding disclosure around the board's decision to adjust the ROAIC measure given larger than anticipated investments based on client demand.
ASML Holding NV	ASML	29/04/2021	Adopt Financial Statements and Statutory Reports	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	29/04/2021	Receive Clarification on Company's Reserves and Dividend Policy			This is a non-voting item.
ASML Holding NV	ASML	29/04/2021	Approve Dividends of EUR 2.75 Per Share	For	For	A vote FOR this dividend proposal is warranted because the proposed payout ratio is adequate without being excessive.
ASML Holding NV	ASML	29/04/2021	Approve Discharge of Management Board	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	29/04/2021	Approve Discharge of Supervisory Board	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	29/04/2021	Approve Number of Shares for Management Board	For	For	A vote FOR this item is warranted because the terms of the proposed equity plan are not problematic.

ASML Holding NV	ASML	29/04/2021	Approve Certain Adjustments to the Remuneration Policy for Management Board	For	For	A vote FOR is warranted as the proposed amendment(s) to the labor market reference group and the remuneration benchmark, 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.
ASML Holding NV	ASML	29/04/2021	Approve Certain Adjustments to the Remuneration Policy for Supervisory Board	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.
ASML Holding NV	ASML	29/04/2021	Receive Information on the Composition of the Management Board			This is a non-voting item.
ASML Holding NV	ASML	29/04/2021	Elect B. Conix to Supervisory Board	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
ASML Holding NV	ASML	29/04/2021	Receive Information on the Composition of the Supervisory Board			This is a non-voting item.
ASML Holding NV	ASML	29/04/2021	Ratify KPMG Accountants N.V. as Auditors	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
ASML Holding NV	ASML	29/04/2021	Grant Board Authority to Issue Shares Up to 5 Percent of Issued Capital for General Purposes	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	29/04/2021	Authorize Board to Exclude Preemptive Rights from Share Issuances under Item 11.a	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	29/04/2021	Grant Board Authority to Issue or Grant Rights to Subscribe for Ordinary Shares Up to 5 Percent in Case of Merger or Acquisition	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	29/04/2021	Authorize Board to Exclude Preemptive Rights from Share Issuances under 11.c	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	29/04/2021	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	A vote FOR is warranted because:* The company does not have a history of excessive buybacks and provided additional safeguards regarding the repurchase of 20 percent of the issued capital;* The duration is no more than 18 months; and* The board will not hold more than 10 percent of the company's issued capital in treasury.
ASML Holding NV	ASML	29/04/2021	Authorize Additional Repurchase of Up to 10 Percent of Issued Share Capital	For	For	A vote FOR is warranted because:* The company does not have a history of excessive buybacks and provided additional safeguards regarding the repurchase of 20 percent of the issued capital;* The duration is no more than 18 months; and* The board will not hold more than 10 percent of the company's issued capital in treasury.
ASML Holding NV	ASML	29/04/2021	Authorize Cancellation of Repurchased Shares	For	For	A vote FOR is warranted because:* The company does not have a history of excessive buybacks and provided additional safeguards regarding the repurchase of 20 percent of the issued capital;* The duration is no more than 18 months; and* The board will not hold more than 10 percent of the company's issued capital in treasury.
ASML Holding NV	ASML	29/04/2021	Other Business (Non-Voting)			No vote is required for this item.
ASML Holding NV	ASML	29/04/2021	Close Meeting			No vote is required for this item.
BCE Inc.	BCE	29/04/2021	Elect Director Mirko Bibic	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
BCE Inc.	BCE	29/04/2021	Elect Director David F. Denison	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
BCE Inc.	BCE	29/04/2021	Elect Director Robert P. Dexter	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
BCE Inc.	BCE	29/04/2021	Elect Director Ian Greenberg	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
BCE Inc.	BCE	29/04/2021	Elect Director Katherine Lee	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
BCE Inc.	BCE	29/04/2021	Elect Director Monique F. Leroux	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
BCE Inc.	BCE	29/04/2021	Elect Director Sheila A. Murray	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
BCE Inc.	BCE	29/04/2021	Elect Director Gordon M. Nixon	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
BCE Inc.	BCE	29/04/2021	Elect Director Louis P. Pagnutti	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
BCE Inc.	BCE	29/04/2021	Elect Director Calin Rovinescu	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
BCE Inc.	BCE	29/04/2021	Elect Director Karen Sheriff	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
BCE Inc.	BCE	29/04/2021	Elect Director Robert C. Simmonds	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
BCE Inc.	BCE	29/04/2021	Elect Director Jennifer Tory	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
BCE Inc.	BCE	29/04/2021	Elect Director Cornell Wright	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
BCE Inc.	BCE	29/04/2021	Ratify Deloitte LLP as Auditors	For	For	A vote FOR this item is warranted because only 6.06 percent of the total audit fees paid to the auditor are attributable to non-audit fees.
BCE Inc.	BCE	29/04/2021	Advisory Vote on Executive Compensation Approach	For	For	Vote FOR this non-binding advisory vote as there are no significant issues at this time.
Kerry Group Plc	KRZ	29/04/2021	Accept Financial Statements and Statutory Reports	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	29/04/2021	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.
Kerry Group Plc	KRZ	29/04/2021	Elect Emer Gilvarry as Director	For	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
Kerry Group Plc	KRZ	29/04/2021	Elect Jinlong Wang as Director	For	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
Kerry Group Plc	KRZ	29/04/2021	Re-elect Gerry Behan as Director	For	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
Kerry Group Plc	KRZ	29/04/2021	Re-elect Dr Hugh Brady as Director	For	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
Kerry Group Plc	KRZ	29/04/2021	Re-elect Gerard Culligan as Director	For	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
Kerry Group Plc	KRZ	29/04/2021	Re-elect Dr Karin Dorrepaal as Director	For	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
Kerry Group Plc	KRZ	29/04/2021	Re-elect Marguerite Larkin as Director	For	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
Kerry Group Plc	KRZ	29/04/2021	Re-elect Tom Moran as Director	For	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
Kerry Group Plc	KRZ	29/04/2021	Re-elect Con Murphy as Director	For	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
Kerry Group Plc	KRZ	29/04/2021	Re-elect Christopher Rogers as Director	For	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
Kerry Group Plc	KRZ	29/04/2021	Re-elect Edmond Scanlon as Director	For	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
Kerry Group Plc	KRZ	29/04/2021	Re-elect Philip Toomey as Director	For	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
Kerry Group Plc	KRZ	29/04/2021	Authorise Board to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.

Kerry Group Plc	KRZ	29/04/2021	Approve Remuneration Report	For	For	A vote FOR this resolution is considered warranted, as no significant concerns have been identified.
Kerry Group Plc	KRZ	29/04/2021	Approve Remuneration Policy	For	For	A vote FOR this resolution is warranted, although it is not without concerns for shareholders:* The incentive opportunities under the bonus and LTIP awards will be increased significantly.The main reasons for support are:* A number of good practice features are being introduced to the remuneration policy, which cover all awards to Executive Directors under the plan;* No other concerns have been identified.
Kerry Group Plc	KRZ	29/04/2021	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Kerry Group Plc	KRZ	29/04/2021	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.
Kerry Group Plc	KRZ	29/04/2021	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Specified Capital Investment	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Kerry Group Plc	KRZ	29/04/2021	Authorise Market Purchase of A Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Kerry Group Plc	KRZ	29/04/2021	Approve Long Term Incentive Plan	For	For	A vote FOR this resolution is warranted, although it is not without concerns for shareholders:* The incentive opportunities under the bonus and LTIP awards will be increased significantly.The main reasons for support are:* A number of good practice features are being introduced to the remuneration policy, which cover all awards to Executive Directors under the plan;* No other concerns have been identified.
Prologis, Inc.	PLD	29/04/2021	Elect Director Hamid R. Moghadam	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.
Prologis, Inc.	PLD	29/04/2021	Elect Director Cristina G. Bitá	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.
Prologis, Inc.	PLD	29/04/2021	Elect Director George L. Fotiades	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.
Prologis, Inc.	PLD	29/04/2021	Elect Director Lydia H. Kennard	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.
Prologis, Inc.	PLD	29/04/2021	Elect Director Irving F. Lyons, III	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.
Prologis, Inc.	PLD	29/04/2021	Elect Director Avid Modjtabai	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.
Prologis, Inc.	PLD	29/04/2021	Elect Director David P. O'Connor	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.
Prologis, Inc.	PLD	29/04/2021	Elect Director Olivier Piani	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.
Prologis, Inc.	PLD	29/04/2021	Elect Director Jeffrey L. Skelton	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.
Prologis, Inc.	PLD	29/04/2021	Elect Director Carl B. Webb	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.
Prologis, Inc.	PLD	29/04/2021	Elect Director William D. Zollars	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.
Prologis, Inc.	PLD	29/04/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	A vote AGAINST this proposal is warranted. The company's long-term share price performance no longer mitigates concerns over the sizable year-over-year increase in the value of outperformance awards. The value of the CEO's POP and PPP awards increased by 21 percent year-over-year to \$19.5 million, which is significantly larger than his annual LTI award of \$12.4 million. The structure of the annual LTI program also raises some concern, as up to half of the award may be earned based on individual performance, while the relative metric targets merely the median. In addition, the complex structure arising from multiple long-term incentive programs raises some concern, as it is particularly difficult to assess the rigor of the PPP program under which the CEO's award values have increased substantially for a number of years. These concerns are not mitigated by the modest improvements to the annual program, or the structure of the CEO's salary. The combined value of the CEO's STI award and salary are less than the increase in the value of his PPP awards alone for the year in review, and the annual program lacks complete disclosure of quantified targets.
Prologis, Inc.	PLD	29/04/2021	Ratify KPMG LLP as Auditors	For	For	A vote FOR this item is warranted because only 7.74 percent of the fees paid to the auditor are for non-audit purposes.
UCB SA	UCB	29/04/2021	Receive Directors' Reports (Non-Voting)			No vote is required.
UCB SA	UCB	29/04/2021	Receive Auditors' Reports (Non-Voting)			No vote is required.
UCB SA	UCB	29/04/2021	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)			This is a non-voting item.
UCB SA	UCB	29/04/2021	Approve Financial Statements, Allocation of Income, and Dividends of EUR 1.27 per Share	For	For	A vote FOR this dividend proposal is warranted because the proposed payout ratio is adequate without being excessive.
UCB SA	UCB	29/04/2021	Approve Remuneration Report	For	For	A qualified vote FOR is warranted as the report increased disclosure compared to last year, in particular to the STI metrics. 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	29/04/2021	Approve Remuneration Policy	For	For	A vote FOR is warranted as the proposed remuneration policy is broadly in line with market practice. However, this is not without noting that the non-financial metrics under the STI are vague, but which is mitigated by extensive ex-post disclosure in the remuneration report.
UCB SA	UCB	29/04/2021	Approve Discharge of Directors	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	29/04/2021	Approve Discharge of Auditors	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	29/04/2021	Elect Stefan Oschmann as Director	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	29/04/2021	Indicate Stefan Oschmann as Independent Director	For	For	As the nominees appear truly independent, these proposals warrants a vote FOR.
UCB SA	UCB	29/04/2021	Elect Fiona du Monceau as Director	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	29/04/2021	Ratify the Co-optation of Susan Gasser as Independent Director	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	29/04/2021	Elect Susan Gasser as Director	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	29/04/2021	Indicate Susan Gasser as Independent Director	For	For	As the nominees appear truly independent, these proposals warrants a vote FOR.
UCB SA	UCB	29/04/2021	Elect Jonathan Peacock as Director	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	29/04/2021	Indicate Jonathan Peacock as Independent Director	For	For	As the nominees appear truly independent, these proposals warrants a vote FOR.

UCB SA	UCB	29/04/2021	Reelect Albrecht De Graeve as Director	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	29/04/2021	Indicate Albrecht De Graeve as Independent Director	For	For	As the nominees appear truly independent, these proposals warrants a vote FOR.
UCB SA	UCB	29/04/2021	Elect Viviane Monges as Director	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	29/04/2021	Indicate Viviane Monges as Independent Director	For	For	As the nominees appear truly independent, these proposals warrants a vote FOR.
UCB SA	UCB	29/04/2021	Ratify Mazars as Auditors	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
UCB SA	UCB	29/04/2021	Approve Long-Term Incentive Plans - Program of Free Allocation of Shares	For	For	A vote FOR this item is warranted because the terms of the proposed equity plan are not problematic.
UCB SA	UCB	29/04/2021	Approve Change-of-Control Clause Re: EMTN Program	For	For	A vote FOR this proposal is warranted because this clause is related to a credit facility/strategic partnership/issuance of bonds/joint venture 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.
Aptiv PLC	APTV	30/04/2021	Elect Director Kevin P. Clark	For	For	Votes FOR the director nominees are warranted.
Aptiv PLC	APTV	30/04/2021	Elect Director Richard L. Clemmer	For	For	Votes FOR the director nominees are warranted.
Aptiv PLC	APTV	30/04/2021	Elect Director Nancy E. Cooper	For	For	Votes FOR the director nominees are warranted.
Aptiv PLC	APTV	30/04/2021	Elect Director Nicholas M. Donofrio	For	For	Votes FOR the director nominees are warranted.
Aptiv PLC	APTV	30/04/2021	Elect Director Rajiv L. Gupta	For	For	Votes FOR the director nominees are warranted.
Aptiv PLC	APTV	30/04/2021	Elect Director Joseph L. Hooley	For	For	Votes FOR the director nominees are warranted.
Aptiv PLC	APTV	30/04/2021	Elect Director Merit E. Janow	For	For	Votes FOR the director nominees are warranted.
Aptiv PLC	APTV	30/04/2021	Elect Director Sean O. Mahoney	For	For	Votes FOR the director nominees are warranted.
Aptiv PLC	APTV	30/04/2021	Elect Director Paul M. Meister	For	For	Votes FOR the director nominees are warranted.
Aptiv PLC	APTV	30/04/2021	Elect Director Robert K. Ortberg	For	For	Votes FOR the director nominees are warranted.
Aptiv PLC	APTV	30/04/2021	Elect Director Colin J. Parris	For	For	Votes FOR the director nominees are warranted.
Aptiv PLC	APTV	30/04/2021	Elect Director Ana G. Pinczuk	For	For	Votes FOR the director nominees are warranted.
Aptiv PLC	APTV	30/04/2021	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For	A vote FOR this item is warranted because only 17.90 percent of the fees paid to the auditor are for non-audit purposes.
Aptiv PLC	APTV	30/04/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	A vote AGAINST this proposal is warranted. Excluding the incremental value associated with equity award modifications, CEO Clark's total pay declined year-over-year. Short-term incentives are linked to financial goals and equity awards are mostly performance-based with multi-year goals. However, there are concerns regarding the significant COVID-19 related modifications to incentive awards. Although the resulting STI payouts were somewhat reasonable, the modifications to closing-cycle LTI awards increased the earnouts significantly, and the committee also adjusted the financial goals for in-progress performance shares. Such modifications to in-progress and closing-cycle equity awards are generally not viewed as an appropriate reaction to COVID-19 by investors.
Baloise Holding AG	BALN	30/04/2021	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the annual accounts, annual report, and auditor's report for the fiscal year in review is warranted.
Baloise Holding AG	BALN	30/04/2021	Approve Remuneration Report (Non-Binding)	For	For	A vote FOR the remuneration report is warranted because the company's remuneration practices are broadly in line with market practice and do not raise significant concerns.
Baloise Holding AG	BALN	30/04/2021	Approve Discharge of Board and Senior Management	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.
Baloise Holding AG	BALN	30/04/2021	Approve Allocation of Income and Dividends of CHF 6.40 per Share	For	For	A vote FOR the allocation of income resolution is warranted due to a lack of concerns.
Baloise Holding AG	BALN	30/04/2021	Approve CHF 300,000 Reduction in Share Capital via Cancellation of Repurchased Shares	For	For	A vote FOR the proposed share capital reduction is warranted.
Baloise Holding AG	BALN	30/04/2021	Approve Creation of CHF 400,000 Pool of Capital without Preemptive Rights	For	For	A vote FOR the proposed issuance authorization is warranted.
Baloise Holding AG	BALN	30/04/2021	Reelect Thomas von Planta as Director and Board Chairman	For	For	Votes FOR the proposed board and committee nominees are warranted.
Baloise Holding AG	BALN	30/04/2021	Reelect Andreas Beerli as Director	For	For	Votes FOR the proposed board and committee nominees are warranted.
Baloise Holding AG	BALN	30/04/2021	Reelect Christoph Gloor as Director	For	For	Votes FOR the proposed board and committee nominees are warranted.
Baloise Holding AG	BALN	30/04/2021	Reelect Hugo Lasat as Director	For	For	Votes FOR the proposed board and committee nominees are warranted.
Baloise Holding AG	BALN	30/04/2021	Reelect Christoph Maeder as Director	For	For	Votes FOR the proposed board and committee nominees are warranted.
Baloise Holding AG	BALN	30/04/2021	Reelect Markus Neuhaus as Director	For	For	Votes FOR the proposed board and committee nominees are warranted.
Baloise Holding AG	BALN	30/04/2021	Reelect Thomas Pleines as Director	For	For	Votes FOR the proposed board and committee nominees are warranted.
Baloise Holding AG	BALN	30/04/2021	Reelect Hans-Joerg Schmidt-Trenz as Director	For	For	Votes FOR the proposed board and committee nominees are warranted.
Baloise Holding AG	BALN	30/04/2021	Reelect Marie-Noelle Venturi - Zen-Ruffinen as Director	For	For	Votes FOR the proposed board and committee nominees are warranted.
Baloise Holding AG	BALN	30/04/2021	Elect Karin Diedenhofen as Director	For	For	Votes FOR the proposed board and committee nominees are warranted.
Baloise Holding AG	BALN	30/04/2021	Appoint Christoph Maeder as Member of the Compensation Committee	For	For	Votes FOR the proposed board and committee nominees are warranted.
Baloise Holding AG	BALN	30/04/2021	Appoint Markus Neuhaus as Member of the Compensation Committee	For	For	Votes FOR the proposed board and committee nominees are warranted.
Baloise Holding AG	BALN	30/04/2021	Appoint Thomas Pleines as Member of the Compensation Committee	For	For	Votes FOR the proposed board and committee nominees are warranted.
Baloise Holding AG	BALN	30/04/2021	Appoint Hans-Joerg Schmidt-Trenz as Member of the Compensation Committee	For	For	Votes FOR the proposed board and committee nominees are warranted.
Baloise Holding AG	BALN	30/04/2021	Designate Christophe Sarasin as Independent Proxy	For	For	A vote FOR this proposal is warranted due to a lack of concerns.
Baloise Holding AG	BALN	30/04/2021	Ratify Ernst & Young AG as Auditors	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.

Baloise Holding AG	BALN	30/04/2021	Approve Remuneration of Directors in the Amount of CHF 3.4 Million	For	For	A vote FOR this resolution is warranted because the proposed amount is in line with market practice.
Baloise Holding AG	BALN	30/04/2021	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 4 Million	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.
Baloise Holding AG	BALN	30/04/2021	Approve Variable Remuneration of Executive Committee in the Amount of CHF 4.8 Million	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.
Baloise Holding AG	BALN	30/04/2021	Transact Other Business (Voting)	For	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.
Sanofi	SAN	30/04/2021	Approve Financial Statements and Statutory Reports	For	For	Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.
Sanofi	SAN	30/04/2021	Approve Consolidated Financial Statements and Statutory Reports	For	For	Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.
Sanofi	SAN	30/04/2021	Approve Treatment of Losses and Dividends of EUR 3.20 per Share	For	For	A vote FOR this income allocation proposal is warranted because the proposed payout ratio is adequate without being excessive.
Sanofi	SAN	30/04/2021	Ratify Appointment of Gilles Schnepf as Director	For	For	Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 4 to 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: 60.0 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 69.2 percent vs 50 percent recommended) and the absence of specific concerns (Item 7).
Sanofi	SAN	30/04/2021	Reelect Fabienne Lecorvaisier as Director	For	For	Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 4 to 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: 60.0 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 69.2 percent vs 50 percent recommended) and the absence of specific concerns (Item 7).
Sanofi	SAN	30/04/2021	Reelect Melanie Lee as Director	For	For	Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 4 to 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: 60.0 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 69.2 percent vs 50 percent recommended) and the absence of specific concerns (Item 7).
Sanofi	SAN	30/04/2021	Elect Barbara Lavernos as Director	For	For	Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 4 to 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: 60.0 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 69.2 percent vs 50 percent recommended) and the absence of specific concerns (Item 7).
Sanofi	SAN	30/04/2021	Approve Compensation Report of Corporate Officers	For	For	A vote FOR this remuneration report is warranted because it does not raise any significant concern.
Sanofi	SAN	30/04/2021	Approve Compensation of Serge Weinberg, Chairman of the Board	For	For	A vote FOR this remuneration report is warranted because it does not raise any significant concern.
Sanofi	SAN	30/04/2021	Approve Compensation of Paul Hudson, CEO	For	For	A vote FOR this remuneration report is warranted, although the following concerns are raised:* Under LTIP's structure an overachieved criterion can offset one underachieved;* There is a compensation effect under the sign-on bonus scheme as while having failed the TSR target representing 20 percent of the criteria attached to the bonus, the final payout amounts to 100 percent.The main reasons for support are:* The disclosure on the level of achievement of individual criteria attached to the bonus has been improved; and* The minimum threshold still allows for vesting below the budget under the FCF criterion but it was made more stringent which is considered an improvement.
Sanofi	SAN	30/04/2021	Approve Remuneration Policy of Directors	For	For	A vote FOR this remuneration policy is warranted because it does not raise any significant concern.
Sanofi	SAN	30/04/2021	Approve Remuneration Policy of Chairman of the Board	For	For	A vote FOR this remuneration policy is warranted because it does not raise any significant concern.
Sanofi	SAN	30/04/2021	Approve Remuneration Policy of CEO	For	For	A vote FOR this remuneration policy is warranted, although the following concerns are raised:* The description of the derogation's scope included in the remuneration policy and limited to the performance conditions remains relatively vague.The main reason for support are:* Post-mandate vesting in case of retirement is now pro-rated which is considered an improvement;* No other concern is raised.
Sanofi	SAN	30/04/2021	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	A vote FOR is warranted as this authorization does not raise any specific concerns.
Sanofi	SAN	30/04/2021	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For	A vote FOR this item is warranted as such share capital reductions are favorable to shareholders.
Sanofi	SAN	30/04/2021	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 997 Million	For	For	Votes FOR are warranted for all these authorizations as they are in line with the recommended 50/10-percent guidelines for issuances with and without preemptive rights.
Sanofi	SAN	30/04/2021	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 240 Million	For	For	Votes FOR are warranted for all these authorizations as they are in line with the recommended 50/10-percent guidelines for issuances with and without preemptive rights.
Sanofi	SAN	30/04/2021	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 240 Million	For	For	Votes FOR are warranted for all these authorizations as they are in line with the recommended 50/10-percent guidelines for issuances with and without preemptive rights.
Sanofi	SAN	30/04/2021	Approve Issuance of Debt Securities Giving Access to New Shares of Subsidiaries and/or Debt Securities, up to Aggregate Amount of EUR 7 Billion	For	For	A vote FOR is warranted because the proposed amount could raise the company's debt to a level that remains sustainable.
Sanofi	SAN	30/04/2021	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	For	For	Votes FOR are warranted for all these authorizations as they are in line with the recommended 50/10-percent guidelines for issuances with and without preemptive rights.
Sanofi	SAN	30/04/2021	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	For	Votes FOR are warranted for all these authorizations as they are in line with the recommended 50/10-percent guidelines for issuances with and without preemptive rights.
Sanofi	SAN	30/04/2021	Authorize Capitalization of Reserves of Up to EUR 500 Million for Bonus Issue or Increase in Par Value	For	For	A vote FOR is warranted since this potential transfer of wealth is in shareholders' interests.

Sanofi	SAN	30/04/2021	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For	A vote FOR the employee stock purchase plan is warranted as the proposed volume respects the 10-percent recommended guidelines.
Sanofi	SAN	30/04/2021	Authorize up to 5 Percent of Issued Capital for Use in Restricted Stock Plans	For	For	A vote FOR this proposal is warranted, although the following concerns are raised:* Under the plans' structure two overachieved criteria can substantially offset one underachieved; and* The minimum threshold allows for vesting below the budget under the FCF criterion.The main reasons for support are:* The minimum threshold still allows for vesting below the budget under the FCF criterion but it was made more stringent which is considered an improvement.* Overall the plans' terms are deemed acceptable and the level of disclosure is considered satisfactory.
Sanofi	SAN	30/04/2021	Amend Article 13 of Bylaws Re: Written Consultation	For	For	Votes FOR Items 25 and 26 are warranted as they are deemed non-contentious.
Sanofi	SAN	30/04/2021	Amend Articles 14 and 17 of Bylaws Re: Board Powers and Censors	For	For	Votes FOR Items 25 and 26 are warranted as they are deemed non-contentious.
Sanofi	SAN	30/04/2021	Authorize Filing of Required Documents/Other Formalities	For	For	A vote FOR this routine item is warranted.
TERNA Rete Elettrica Nazionale SpA	TRN	30/04/2021	Accept Financial Statements and Statutory Reports	For	For	These items warrant a vote FOR because:* These are routine requests in Italy;* There are no specific concerns with the company's accounts;* The proposed payout ratio is acceptable.
TERNA Rete Elettrica Nazionale SpA	TRN	30/04/2021	Approve Allocation of Income	For	For	These items warrant a vote FOR because:* These are routine requests in Italy;* There are no specific concerns with the company's accounts;* The proposed payout ratio is acceptable.
TERNA Rete Elettrica Nazionale SpA	TRN	30/04/2021	Approve Long Term Incentive Plan	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	30/04/2021	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	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 share-based incentive plans of the company do not raise concerns.
TERNA Rete Elettrica Nazionale SpA	TRN	30/04/2021	Approve Remuneration Policy	For	For	A vote FOR this item is warranted because the proposed remuneration policy is overall well described and does not contravene acceptable market practice.This is not without highlighting that the policy on termination payments is not in line with good market standards.
TERNA Rete Elettrica Nazionale SpA	TRN	30/04/2021	Approve Second Section of the Remuneration Report	For	Against	This item warrants a vote AGAINST due to the problematic termination payments in favor of the former CEO/GM.
Aflac Incorporated	AFL	3/05/2021	Elect Director Daniel P. Amos	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.
Aflac Incorporated	AFL	3/05/2021	Elect Director W. Paul Bowers	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.
Aflac Incorporated	AFL	3/05/2021	Elect Director Toshihiko Fukuzawa	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.
Aflac Incorporated	AFL	3/05/2021	Elect Director Thomas J. Kenny	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.
Aflac Incorporated	AFL	3/05/2021	Elect Director Georgette D. Kiser	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.
Aflac Incorporated	AFL	3/05/2021	Elect Director Karole F. Lloyd	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.
Aflac Incorporated	AFL	3/05/2021	Elect Director Nobuchika Mori	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.
Aflac Incorporated	AFL	3/05/2021	Elect Director Joseph L. Moskowitz	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.
Aflac Incorporated	AFL	3/05/2021	Elect Director Barbara K. Rimer	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.
Aflac Incorporated	AFL	3/05/2021	Elect Director Katherine T. Rohrer	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.
Aflac Incorporated	AFL	3/05/2021	Elect Director Melvin T. Stith	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.
Aflac Incorporated	AFL	3/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned. Annual incentives were based on pre-set financial performance metrics and equity incentives are entirely performance conditioned.
Aflac Incorporated	AFL	3/05/2021	Ratify KPMG LLP as Auditors	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	3/05/2021	Elect Director Robert J. Levenson	For	Withhold	WITHHOLD votes are warranted for director nominees Frederick Peters II and Robert Levenson 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.WITHHOLD votes are further warranted for incumbent Nominating Committee members Frederick Peters II and Robert Levenson for lack of diversity on the board.WITHHOLD votes are also warranted for Frederick Peters II in his capacity as a member of the compensation committee, due to insufficient responsiveness to last year's failed say-on-pay vote.
Paycom Software, Inc.	PAYC	3/05/2021	Elect Director Frederick C. Peters, II	For	Withhold	WITHHOLD votes are warranted for director nominees Frederick Peters II and Robert Levenson 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.WITHHOLD votes are further warranted for incumbent Nominating Committee members Frederick Peters II and Robert Levenson for lack of diversity on the board.WITHHOLD votes are also warranted for Frederick Peters II in his capacity as a member of the compensation committee, due to insufficient responsiveness to last year's failed say-on-pay vote.
Paycom Software, Inc.	PAYC	3/05/2021	Ratify Grant Thornton LLP as Auditors	For	For	A vote FOR this item is warranted because only 10.21 percent of the fees paid to the auditor are for non-audit purposes.
Paycom Software, Inc.	PAYC	3/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	A vote AGAINST this proposal is warranted. Significant concerns are identified regarding pay decisions made in FY20. Specifically, the company granted CEO Richison a mega equity award. While the award requires substantial stock price outperformance and the proxy states that the CEO is not eligible for other equity grants for five years, the magnitude of the award is excessive. Awards intended to cover such long periods of time prevent the committee from adjusting pay levels to reflect changes in individual or company performance. Further, while the STI pays out entirely based on rigorous financial targets, the structure may be problematic in future years, as slight outperformance can result an escalated payout. The annual equity grant also continues to increase in grant value, with both the CEO and two NEOs each receiving a grant that is valued above that of the total median CEO pay of the company's peers.Also troubling is the board's lack of responsiveness to failed say-on-pay support last year. While the company reached out to shareholders to discuss executive compensation, the feedback from investors that was disclosed in the proxy statement was vague, making it impossible for investors to assess the company's pay program changes to ensure responsiveness.
Paycom Software, Inc.	PAYC	3/05/2021	Report on Plans to Improve Diversity of Executive Leadership	None	For	A vote FOR this resolution is warranted, as reporting quantitative, comparable diversity data on the leadership team would allow shareholders to better assess the effectiveness of the company's diversity, equity and inclusion efforts and its management of related risks. In addition, the company has not taken a position in response to the request.
American Express Company	AXP	4/05/2021	Elect Director Thomas J. Baltimore	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.
American Express Company	AXP	4/05/2021	Elect Director Charlene Barshefsky	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.
American Express Company	AXP	4/05/2021	Elect Director John J. Brennan	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.
American Express Company	AXP	4/05/2021	Elect Director Peter Chernin	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.

American Express Company	AXP	4/05/2021	Elect Director Ralph de la Vega	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.
American Express Company	AXP	4/05/2021	Elect Director Michael O. Leavitt	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.
American Express Company	AXP	4/05/2021	Elect Director Theodore J. Leonsis	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.
American Express Company	AXP	4/05/2021	Elect Director Karen L. Parkhill	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.
American Express Company	AXP	4/05/2021	Elect Director Charles E. Phillips	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.
American Express Company	AXP	4/05/2021	Elect Director Lynn A. Pike	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.
American Express Company	AXP	4/05/2021	Elect Director Stephen J. Squeri	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.
American Express Company	AXP	4/05/2021	Elect Director Daniel L. Vasella	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.
American Express Company	AXP	4/05/2021	Elect Director Lisa W. Wardell	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.
American Express Company	AXP	4/05/2021	Elect Director Ronald A. Williams	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.
American Express Company	AXP	4/05/2021	Elect Director Christopher D. Young	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.
American Express Company	AXP	4/05/2021	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this item is warranted because only 1.73 percent of the fees paid to the auditor are for non-audit purposes.
American Express Company	AXP	4/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review. Although shareholders would continue to benefit from improved disclosure under the bonus program, pre-set objective measures determine the bulk of the payout (which was well below target) and a majority of equity awards for the 2020 performance year were subject to rigorous, multi-year performance goals which are clearly disclosed.
American Express Company	AXP	4/05/2021	Provide Right to Act by Written Consent	Against	For	A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.
American Express Company	AXP	4/05/2021	Publish Annually a Report Assessing Diversity, Equity, and Inclusion Efforts	Against	For	A vote FOR this resolution is warranted, as reporting quantitative, comparable diversity data would allow shareholders to better assess the effectiveness of the company's diversity, equity and inclusion efforts and management of related risks.
Bristol-Myers Squibb Company	BMJ	4/05/2021	Elect Director Peter J. Arduini	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	BMJ	4/05/2021	Elect Director Michael W. Bonney	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	BMJ	4/05/2021	Elect Director Giovanni Caforio	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	BMJ	4/05/2021	Elect Director Julia A. Haller	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	BMJ	4/05/2021	Elect Director Paula A. Price	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	BMJ	4/05/2021	Elect Director Derica W. Rice	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	BMJ	4/05/2021	Elect Director Theodore R. Samuels	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	BMJ	4/05/2021	Elect Director Gerald L. Storch	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	BMJ	4/05/2021	Elect Director Karen H. Vousden	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	BMJ	4/05/2021	Elect Director Phyllis R. Yale	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	BMJ	4/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	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	BMJ	4/05/2021	Approve Omnibus Stock Plan	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
Bristol-Myers Squibb Company	BMJ	4/05/2021	Ratify Deloitte & Touche LLP as Auditors	For	Against	A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 29.37 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.
Bristol-Myers Squibb Company	BMJ	4/05/2021	Reduce Ownership Threshold for Special Shareholder Meetings to 15%	For	For	A vote FOR this binding proposal is warranted, as reducing the ownership threshold to call a special meeting from 25 percent to 15 percent of outstanding shares would enhance shareholder rights.
Bristol-Myers Squibb Company	BMJ	4/05/2021	Require Independent Board Chair	Against	For	A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.
Bristol-Myers Squibb Company	BMJ	4/05/2021	Provide Right to Act by Written Consent	Against	For	A vote FOR this proposal is warranted, as a written consent right would provide shareholders with an additional means of acting in between annual meetings.
Bristol-Myers Squibb Company	BMJ	4/05/2021	Reduce Ownership Threshold for Special Shareholder Meetings to 10%	Against	For	A vote FOR this proposal is warranted. Lowering the ownership threshold from 25 percent (or 15 percent, if Item 5 is approved) 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.
Edwards Lifesciences Corporation	EW	4/05/2021	Elect Director Kieran T. Gallahue	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.
Edwards Lifesciences Corporation	EW	4/05/2021	Elect Director Leslie S. Heisz	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.
Edwards Lifesciences Corporation	EW	4/05/2021	Elect Director Paul A. LaViolette	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.
Edwards Lifesciences Corporation	EW	4/05/2021	Elect Director Steven R. Loranger	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.

Edwards Lifesciences Corporation	EW	4/05/2021	Elect Director Martha H. Marsh	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.
Edwards Lifesciences Corporation	EW	4/05/2021	Elect Director Michael A. Mussallem	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.
Edwards Lifesciences Corporation	EW	4/05/2021	Elect Director Ramona Sequeira	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.
Edwards Lifesciences Corporation	EW	4/05/2021	Elect Director Nicholas J. Valeriani	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.
Edwards Lifesciences Corporation	EW	4/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as CEO pay and company performance are relatively aligned at this time. While the COVID-related changes to the annual incentive plan resulted in an increased use of discretion when determining payouts, the company clearly discloses the rationale for this change, and additional discretion was used to reduce payouts.
Edwards Lifesciences Corporation	EW	4/05/2021	Amend Qualified Employee Stock Purchase Plan	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.
Edwards Lifesciences Corporation	EW	4/05/2021	Amend Nonqualified Employee Stock Purchase Plan	For	For	A vote FOR this proposal is warranted given that the plan is broad-based, provides for a reasonable discount, and has limits on employee contributions.
Edwards Lifesciences Corporation	EW	4/05/2021	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this item is warranted because only 11.36 percent of the fees paid to the auditor are for non-audit purposes.
Edwards Lifesciences Corporation	EW	4/05/2021	Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	Against	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.
GlaxoSmithKline Plc	GSK	5/05/2021	Accept Financial Statements and Statutory Reports	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	5/05/2021	Approve Remuneration Report	For	For	A vote FOR this item is considered warranted, in the absence of any significant concerns.
GlaxoSmithKline Plc	GSK	5/05/2021	Re-elect Sir Jonathan Symonds as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
GlaxoSmithKline Plc	GSK	5/05/2021	Re-elect Dame Emma Walmsley as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
GlaxoSmithKline Plc	GSK	5/05/2021	Re-elect Charles Bancroft as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
GlaxoSmithKline Plc	GSK	5/05/2021	Re-elect Vindi Banga as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
GlaxoSmithKline Plc	GSK	5/05/2021	Re-elect Dr Hal Barron as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
GlaxoSmithKline Plc	GSK	5/05/2021	Re-elect Dr Vivienne Cox as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
GlaxoSmithKline Plc	GSK	5/05/2021	Re-elect Lynn Elsenhans as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
GlaxoSmithKline Plc	GSK	5/05/2021	Re-elect Dr Laurie Glimcher as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
GlaxoSmithKline Plc	GSK	5/05/2021	Re-elect Dr Jesse Goodman as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
GlaxoSmithKline Plc	GSK	5/05/2021	Re-elect Iain Mackay as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
GlaxoSmithKline Plc	GSK	5/05/2021	Re-elect Urs Rohner as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
GlaxoSmithKline Plc	GSK	5/05/2021	Reappoint Deloitte LLP as Auditors	For	For	A vote FOR this item is warranted because only 6.0 percent of the total fees paid to the auditor are for non-audit purposes.
GlaxoSmithKline Plc	GSK	5/05/2021	Authorise Board to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
GlaxoSmithKline Plc	GSK	5/05/2021	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.
GlaxoSmithKline Plc	GSK	5/05/2021	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
GlaxoSmithKline Plc	GSK	5/05/2021	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.
GlaxoSmithKline Plc	GSK	5/05/2021	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.
GlaxoSmithKline Plc	GSK	5/05/2021	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.
GlaxoSmithKline Plc	GSK	5/05/2021	Approve the Exemption from Statement of the Name of the Senior Statutory Auditor in Published Copies of the Auditors' Reports	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	5/05/2021	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.
International Flavors & Fragrances Inc.	IFF	5/05/2021	Elect Director Kathryn J. Boor	For	For	A vote AGAINST Edward Breen is warranted for serving as a non-independent member (per Social Advisory Services criteria) of the nominating committee.A vote FOR the remaining director nominees is warranted.
International Flavors & Fragrances Inc.	IFF	5/05/2021	Elect Director Edward D. Breen	For	Against	A vote AGAINST Edward Breen is warranted for serving as a non-independent member (per Social Advisory Services criteria) of the nominating committee.A vote FOR the remaining director nominees is warranted.
International Flavors & Fragrances Inc.	IFF	5/05/2021	Elect Director Carol Anthony Davidson	For	For	A vote AGAINST Edward Breen is warranted for serving as a non-independent member (per Social Advisory Services criteria) of the nominating committee.A vote FOR the remaining director nominees is warranted.
International Flavors & Fragrances Inc.	IFF	5/05/2021	Elect Director Michael L. Ducker	For	For	A vote AGAINST Edward Breen is warranted for serving as a non-independent member (per Social Advisory Services criteria) of the nominating committee.A vote FOR the remaining director nominees is warranted.
International Flavors & Fragrances Inc.	IFF	5/05/2021	Elect Director Roger W. Ferguson, Jr.	For	For	A vote AGAINST Edward Breen is warranted for serving as a non-independent member (per Social Advisory Services criteria) of the nominating committee.A vote FOR the remaining director nominees is warranted.
International Flavors & Fragrances Inc.	IFF	5/05/2021	Elect Director John F. Ferraro	For	For	A vote AGAINST Edward Breen is warranted for serving as a non-independent member (per Social Advisory Services criteria) of the nominating committee.A vote FOR the remaining director nominees is warranted.
International Flavors & Fragrances Inc.	IFF	5/05/2021	Elect Director Andreas Fibig	For	For	A vote AGAINST Edward Breen is warranted for serving as a non-independent member (per Social Advisory Services criteria) of the nominating committee.A vote FOR the remaining director nominees is warranted.
International Flavors & Fragrances Inc.	IFF	5/05/2021	Elect Director Christina Gold	For	For	A vote AGAINST Edward Breen is warranted for serving as a non-independent member (per Social Advisory Services criteria) of the nominating committee.A vote FOR the remaining director nominees is warranted.
International Flavors & Fragrances Inc.	IFF	5/05/2021	Elect Director Ilene Gordon	For	For	A vote AGAINST Edward Breen is warranted for serving as a non-independent member (per Social Advisory Services criteria) of the nominating committee.A vote FOR the remaining director nominees is warranted.

International Flavors & Fragrances Inc.	IFF	5/05/2021	Elect Director Matthias J. Heinzel	For	For	A vote AGAINST Edward Breen is warranted for serving as a non-independent member (per Social Advisory Services criteria) of the nominating committee.A vote FOR the remaining director nominees is warranted.
International Flavors & Fragrances Inc.	IFF	5/05/2021	Elect Director Dale F. Morrison	For	For	A vote AGAINST Edward Breen is warranted for serving as a non-independent member (per Social Advisory Services criteria) of the nominating committee.A vote FOR the remaining director nominees is warranted.
International Flavors & Fragrances Inc.	IFF	5/05/2021	Elect Director Kare Schultz	For	For	A vote AGAINST Edward Breen is warranted for serving as a non-independent member (per Social Advisory Services criteria) of the nominating committee.A vote FOR the remaining director nominees is warranted.
International Flavors & Fragrances Inc.	IFF	5/05/2021	Elect Director Stephen Williamson	For	For	A vote AGAINST Edward Breen is warranted for serving as a non-independent member (per Social Advisory Services criteria) of the nominating committee.A vote FOR the remaining director nominees is warranted.
International Flavors & Fragrances Inc.	IFF	5/05/2021	Ratify PricewaterhouseCoopers LLP as Auditors	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.
International Flavors & Fragrances Inc.	IFF	5/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. While the long-term incentive program is majority time-based, the annual incentives are entirely based on objective, pre-set goals.
International Flavors & Fragrances Inc.	IFF	5/05/2021	Approve Omnibus Stock Plan	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
RenaissanceRe Holdings Ltd.	RNR	5/05/2021	Elect Director Brian G. J. Gray	For	Against	Votes AGAINST incumbent nominees Kevin O'Donnell, Brian Gray and Duncan Hennes are warranted for lack of diversity on the board.
RenaissanceRe Holdings Ltd.	RNR	5/05/2021	Elect Director Duncan P. Hennes	For	Against	Votes AGAINST incumbent nominees Kevin O'Donnell, Brian Gray and Duncan Hennes are warranted for lack of diversity on the board.
RenaissanceRe Holdings Ltd.	RNR	5/05/2021	Elect Director Kevin J. O'Donnell	For	Against	Votes AGAINST incumbent nominees Kevin O'Donnell, Brian Gray and Duncan Hennes are warranted for lack of diversity on the board.
RenaissanceRe Holdings Ltd.	RNR	5/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Although a concern is noted, vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.
RenaissanceRe Holdings Ltd.	RNR	5/05/2021	Approve Ernst & Young Ltd. as Auditors and Authorize Board to Fix Their Remuneration	For	For	A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.
S&P Global Inc.	SPGI	5/05/2021	Elect Director Marco Alvera	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.
S&P Global Inc.	SPGI	5/05/2021	Elect Director William J. Amelio	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.
S&P Global Inc.	SPGI	5/05/2021	Elect Director William D. Green	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.
S&P Global Inc.	SPGI	5/05/2021	Elect Director Stephanie C. Hill	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.
S&P Global Inc.	SPGI	5/05/2021	Elect Director Rebecca J. Jacoby	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.
S&P Global Inc.	SPGI	5/05/2021	Elect Director Monique F. Leroux	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.
S&P Global Inc.	SPGI	5/05/2021	Elect Director Ian P. Livingston	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.
S&P Global Inc.	SPGI	5/05/2021	Elect Director Maria R. Morris	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.
S&P Global Inc.	SPGI	5/05/2021	Elect Director Douglas L. Peterson	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.
S&P Global Inc.	SPGI	5/05/2021	Elect Director Edward B. Rust, Jr.	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.
S&P Global Inc.	SPGI	5/05/2021	Elect Director Kurt L. Schmoke	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.
S&P Global Inc.	SPGI	5/05/2021	Elect Director Richard E. Thornburgh	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.
S&P Global Inc.	SPGI	5/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review.
S&P Global Inc.	SPGI	5/05/2021	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this item is warranted because only 12.50 percent of the fees paid to the auditor are for non-audit purposes.
S&P Global Inc.	SPGI	5/05/2021	Approve Greenhouse Gas (GHG) Emissions Reduction Plan	For	For	A vote FOR this item is warranted because the company's climate transition plan includes clear targets for 2025 and the governance structure for addressing and dealing with the climate topics is transparent and appears robust.
S&P Global Inc.	SPGI	5/05/2021	Amend Certificate of Incorporation to Become a Public Benefit Corporation	Against	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.
Stryker Corporation	SYK	5/05/2021	Elect Director Mary K. Brainerd	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	5/05/2021	Elect Director Giovanni Caforio	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	5/05/2021	Elect Director Srikant M. Datar	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	5/05/2021	Elect Director Allan C. Golston	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	5/05/2021	Elect Director Kevin A. Lobo	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	5/05/2021	Elect Director Sherilyn S. McCoy	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	5/05/2021	Elect Director Andrew K. Silvernail	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	5/05/2021	Elect Director Lisa M. Skeete Tatum	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	5/05/2021	Elect Director Ronda E. Stryker	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	5/05/2021	Elect Director Rajeev Suri	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	5/05/2021	Ratify Ernst & Young LLP as Auditors	For	Against	A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 30.48 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	5/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time. While some shareholder concern may be warranted regarding the discretionary increases in the NEO's annual incentive awards, the company provides an adequate level of disclosure regarding its rationale for these adjustments. Additionally, annual incentives were still earned below target, and half of the company's equity grants are conditioned on long-term objective performance.
Stryker Corporation	SYK	5/05/2021	Report on Workforce Involvement in Corporate Governance	Against	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.
Stryker Corporation	SYK	5/05/2021	Provide Right to Call A Special Meeting	Against	For	A vote FOR this proposal is warranted. The proposed 15 percent threshold would represent an enhancement in the shareholders' special meeting right, which the board put in place after this proposal was submitted. Additionally, the 15 percent threshold appears reasonable given the company's current ownership structure.
Symrise AG	SY1	5/05/2021	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (Non-Voting)			This is a non-voting item.
Symrise AG	SY1	5/05/2021	Approve Allocation of Income and Dividends of EUR 0.97 per Share	For	For	A vote FOR this resolution is warranted.
Symrise AG	SY1	5/05/2021	Approve Discharge of Management Board for Fiscal Year 2020	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Symrise AG	SY1	5/05/2021	Approve Discharge of Supervisory Board for Fiscal Year 2020	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Symrise AG	SY1	5/05/2021	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2021	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Symrise AG	SY1	5/05/2021	Elect Michael Koenig to the Supervisory Board	For	Against	VOTE RECOMMENDATIONVotes FOR the nominees Ursula Buck, Bernd Hirsch, Horst-Otto Gerberding, Andrea Pfeifer, and Peter Vanacker are warranted due to a lack of concerns.A vote AGAINST Michael Koenig is warranted because if elected as board chair, he would be overboarded.
Symrise AG	SY1	5/05/2021	Elect Ursula Buck to the Supervisory Board	For	For	VOTE RECOMMENDATIONVotes FOR the nominees Ursula Buck, Bernd Hirsch, Horst-Otto Gerberding, Andrea Pfeifer, and Peter Vanacker are warranted due to a lack of concerns.A vote AGAINST Michael Koenig is warranted because if elected as board chair, he would be overboarded.
Symrise AG	SY1	5/05/2021	Elect Bernd Hirsch to the Supervisory Board	For	For	VOTE RECOMMENDATIONVotes FOR the nominees Ursula Buck, Bernd Hirsch, Horst-Otto Gerberding, Andrea Pfeifer, and Peter Vanacker are warranted due to a lack of concerns.A vote AGAINST Michael Koenig is warranted because if elected as board chair, he would be overboarded.
Symrise AG	SY1	5/05/2021	Elect Horst-Otto Gerberding to the Supervisory Board	For	For	VOTE RECOMMENDATIONVotes FOR the nominees Ursula Buck, Bernd Hirsch, Horst-Otto Gerberding, Andrea Pfeifer, and Peter Vanacker are warranted due to a lack of concerns.A vote AGAINST Michael Koenig is warranted because if elected as board chair, he would be overboarded.
Symrise AG	SY1	5/05/2021	Elect Andrea Pfeifer to the Supervisory Board	For	For	VOTE RECOMMENDATIONVotes FOR the nominees Ursula Buck, Bernd Hirsch, Horst-Otto Gerberding, Andrea Pfeifer, and Peter Vanacker are warranted due to a lack of concerns.A vote AGAINST Michael Koenig is warranted because if elected as board chair, he would be overboarded.
Symrise AG	SY1	5/05/2021	Elect Peter Vanacker to the Supervisory Board	For	For	VOTE RECOMMENDATIONVotes FOR the nominees Ursula Buck, Bernd Hirsch, Horst-Otto Gerberding, Andrea Pfeifer, and Peter Vanacker are warranted due to a lack of concerns.A vote AGAINST Michael Koenig is warranted because if elected as board chair, he would be overboarded.
Symrise AG	SY1	5/05/2021	Amend Articles Re: Online Participation; Absentee Vote; Virtual General Meeting	For	Against	A precautionary vote AGAINST this proposal is warranted because it entails changes that could provide for virtual-only meetings until June 2024, and there is no commitment that the company would return to a physical or hybrid format in more normal circumstances during that time period.
Symrise AG	SY1	5/05/2021	Approve Remuneration Policy	For	For	A vote FOR the remuneration report is warranted, though it is not without concerns.* The level of target disclosure is relatively low, which makes it difficult to assess the rigor of the proposed remuneration policy.* LTI awards may vest below median performance, which might be considered not sufficiently challenging by some shareholders.However, the remuneration system is broadly in line with market practice and the SRD II.
Symrise AG	SY1	5/05/2021	Approve Remuneration of Supervisory Board	For	For	A vote FOR the proposed change in the remuneration schedule for supervisory board members is warranted.
Aviva Plc	AV	6/05/2021	Accept Financial Statements and Statutory Reports	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	6/05/2021	Approve Remuneration Report	For	For	A vote FOR this resolution is considered warranted as no significant concerns have been identified.
Aviva Plc	AV	6/05/2021	Approve Remuneration Policy	For	For	A vote FOR this resolution is warranted as no significant areas of concern have been identified.
Aviva Plc	AV	6/05/2021	Approve Climate-Related Financial Disclosure	For	For	A vote FOR this item is warranted because the Company's climate-related disclosures includes clear targets for reducing exposure to carbon and the governance structure for addressing and dealing with the climate topics appears to be suitably transparent and robust.
Aviva Plc	AV	6/05/2021	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.
Aviva Plc	AV	6/05/2021	Elect Mohit Joshi as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
Aviva Plc	AV	6/05/2021	Elect Pippa Lambert as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
Aviva Plc	AV	6/05/2021	Elect Jim McConville as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
Aviva Plc	AV	6/05/2021	Re-elect Amanda Blanc as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
Aviva Plc	AV	6/05/2021	Re-elect Patricia Cross as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
Aviva Plc	AV	6/05/2021	Re-elect George Culmer as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
Aviva Plc	AV	6/05/2021	Re-elect Patrick Flynn as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
Aviva Plc	AV	6/05/2021	Re-elect Belen Romana Garcia as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
Aviva Plc	AV	6/05/2021	Re-elect Michael Mire as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
Aviva Plc	AV	6/05/2021	Re-elect Jason Windsor as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
Aviva Plc	AV	6/05/2021	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this item is warranted because only 14.2 percent of the total fees paid to the auditor are for non-audit purposes.
Aviva Plc	AV	6/05/2021	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.
Aviva Plc	AV	6/05/2021	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.
Aviva Plc	AV	6/05/2021	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Aviva Plc	AV	6/05/2021	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.
Aviva Plc	AV	6/05/2021	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.

Aviva Plc	AV	6/05/2021	Authorise Issue of Equity in Relation to Any Issuance of SII Instruments	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	6/05/2021	Authorise Issue of Equity without Pre-emptive Rights in Relation to Any Issuance of SII Instruments	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	6/05/2021	Approve Annual Bonus Plan	For	For	A vote FOR this item is considered warranted, in the absence of any significant concerns.
Aviva Plc	AV	6/05/2021	Approve Long Term Incentive Plan	For	For	A vote FOR this item is considered warranted, in the absence of any significant concerns.
Aviva Plc	AV	6/05/2021	Approve All-Employee Share Plan	For	For	A vote FOR this resolution is warranted as no material concerns have been identified.
Aviva Plc	AV	6/05/2021	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.
Aviva Plc	AV	6/05/2021	Authorise Market Purchase of 8 3/4 % Preference Shares	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	6/05/2021	Authorise Market Purchase of 8 3/8 % Preference Shares	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	6/05/2021	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.
Boston Scientific Corporation	BSX	6/05/2021	Elect Director Nelda J. Connors	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.
Boston Scientific Corporation	BSX	6/05/2021	Elect Director Charles J. Dockendorff	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.
Boston Scientific Corporation	BSX	6/05/2021	Elect Director Yoshiaki Fujimori	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.
Boston Scientific Corporation	BSX	6/05/2021	Elect Director Donna A. James	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.
Boston Scientific Corporation	BSX	6/05/2021	Elect Director Edward J. Ludwig	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.
Boston Scientific Corporation	BSX	6/05/2021	Elect Director Michael F. Mahoney	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.
Boston Scientific Corporation	BSX	6/05/2021	Elect Director David J. Roux	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.
Boston Scientific Corporation	BSX	6/05/2021	Elect Director John E. Sununu	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.
Boston Scientific Corporation	BSX	6/05/2021	Elect Director Ellen M. Zane	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.
Boston Scientific Corporation	BSX	6/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	There are some concerns regarding goal rigor for performance shares. However, annual incentives are largely based on preset objective goals, and below target payouts align with performance for the year. Overall, pay and performance are reasonably aligned at this time and, thus, a vote FOR this proposal is warranted.
Boston Scientific Corporation	BSX	6/05/2021	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this item is warranted because only 2.29 percent of the fees paid to the auditor are for non-audit purposes.
Boston Scientific Corporation	BSX	6/05/2021	Report on Non-Management Employee Representation on the Board of Directors	Against	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.
Capital One Financial Corporation	COF	6/05/2021	Elect Director Richard D. Fairbank	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.
Capital One Financial Corporation	COF	6/05/2021	Elect Director Ime Archibong	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.
Capital One Financial Corporation	COF	6/05/2021	Elect Director Ann Fritz Hackett	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.
Capital One Financial Corporation	COF	6/05/2021	Elect Director Peter Thomas Killalea	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.
Capital One Financial Corporation	COF	6/05/2021	Elect Director Cornelis "Eli" Leenaars	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.
Capital One Financial Corporation	COF	6/05/2021	Elect Director Francois Locoh-Donou	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.
Capital One Financial Corporation	COF	6/05/2021	Elect Director Peter E. Raskind	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.
Capital One Financial Corporation	COF	6/05/2021	Elect Director Eileen Serra	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.
Capital One Financial Corporation	COF	6/05/2021	Elect Director Mayo A. Shattuck, III	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.
Capital One Financial Corporation	COF	6/05/2021	Elect Director Bradford H. Warner	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.
Capital One Financial Corporation	COF	6/05/2021	Elect Director Catherine G. West	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.
Capital One Financial Corporation	COF	6/05/2021	Elect Director Craig Anthony Williams	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.
Capital One Financial Corporation	COF	6/05/2021	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.

Capital One Financial Corporation	COF	6/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted, with caution. The compensation committee demonstrated an adequate degree of responsiveness following last year's low say-on-pay vote result. The company engaged with a large portion of the shareholder base, areas of shareholder feedback are disclosed, and improvements were made to the pay program in response to the feedback received. Concerns continue to be raised by the heavy reliance on discretion in determining total executive pay, though there are mitigating factors for the year in review. Most notably, the use of discretion has not resulted in a quantitative pay-for-performance misalignment for the year in review. Further, the year-over-year decline in CEO performance year pay is directionally aligned with company performance. In addition, performance shares constitute the bulk of total CEO performance year pay and are earned based on multi-year performance criteria with forward-looking goal disclosure, and target payouts require relative outperformance. Shareholders are advised to monitor the company's incentive pay structure and decisions, particularly should CEO pay and company performance become misaligned going forward.
Capital One Financial Corporation	COF	6/05/2021	Amend Omnibus Stock Plan	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
Hennes & Mauritz AB	HM.B	6/05/2021	Open Meeting			These are routine meeting formalities.
Hennes & Mauritz AB	HM.B	6/05/2021	Elect Chairman of Meeting	For	For	These are routine meeting formalities.
Hennes & Mauritz AB	HM.B	6/05/2021	Designate Jan Andersson as Inspector of Minutes of Meeting	For	For	These are routine meeting formalities.
Hennes & Mauritz AB	HM.B	6/05/2021	Designate Anders Oscarsson as Inspector of Minutes of Meeting	For	For	These are routine meeting formalities.
Hennes & Mauritz AB	HM.B	6/05/2021	Prepare and Approve List of Shareholders	For	For	These are routine meeting formalities.
Hennes & Mauritz AB	HM.B	6/05/2021	Approve Agenda of Meeting	For	For	These are routine meeting formalities.
Hennes & Mauritz AB	HM.B	6/05/2021	Acknowledge Proper Convening of Meeting	For	For	These are routine meeting formalities.
Hennes & Mauritz AB	HM.B	6/05/2021	Receive Financial Statements and Statutory Reports			This is a routine, non-voting item.
Hennes & Mauritz AB	HM.B	6/05/2021	Accept Financial Statements and Statutory Reports	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	6/05/2021	Approve Allocation of Income and Omission of Dividends	For	For	A vote FOR the omission of dividend is warranted because the company has provided a rationale behind the decision to omit dividends.
Hennes & Mauritz AB	HM.B	6/05/2021	Approve Omission of Dividends and Sign Up to the Severance Guarantee Fund	None	Against	A vote AGAINST this proposal is warranted as the proposal seeks to micromanage the company's use of its earnings.
Hennes & Mauritz AB	HM.B	6/05/2021	Approve Discharge of Board Chairman Karl-Johan Persson	For	For	A vote FOR these proposals is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.
Hennes & Mauritz AB	HM.B	6/05/2021	Approve Discharge of Board Chairman Stefan Persson, Until May 7, 2020	For	For	A vote FOR these proposals is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.
Hennes & Mauritz AB	HM.B	6/05/2021	Approve Discharge of Board Member Stina Bergfors	For	For	A vote FOR these proposals is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.
Hennes & Mauritz AB	HM.B	6/05/2021	Approve Discharge of Board Member Anders Dahlvig	For	For	A vote FOR these proposals is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.
Hennes & Mauritz AB	HM.B	6/05/2021	Approve Discharge of Board Member Danica Kragic Jensfelt	For	For	A vote FOR these proposals is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.
Hennes & Mauritz AB	HM.B	6/05/2021	Approve Discharge of Board Member Lena Patriksson Keller	For	For	A vote FOR these proposals is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.
Hennes & Mauritz AB	HM.B	6/05/2021	Approve Discharge of Board Member Christian Sievert	For	For	A vote FOR these proposals is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.
Hennes & Mauritz AB	HM.B	6/05/2021	Approve Discharge of Board Member Erica Wiking Hager	For	For	A vote FOR these proposals is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.
Hennes & Mauritz AB	HM.B	6/05/2021	Approve Discharge of Board Member Niklas Zennstrom	For	For	A vote FOR these proposals is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.
Hennes & Mauritz AB	HM.B	6/05/2021	Approve Discharge of Board Member Ingrid Godin	For	For	A vote FOR these proposals is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.
Hennes & Mauritz AB	HM.B	6/05/2021	Approve Discharge of Board Member Alexandra Rosenqvist	For	For	A vote FOR these proposals is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.
Hennes & Mauritz AB	HM.B	6/05/2021	Approve Discharge of Deputy Board Member Helena Isberg	For	For	A vote FOR these proposals is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.
Hennes & Mauritz AB	HM.B	6/05/2021	Approve Discharge of Deputy Board Member Margareta Welinder	For	For	A vote FOR these proposals is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.
Hennes & Mauritz AB	HM.B	6/05/2021	Approve Discharge of CEO Helena Helmersson, From Jan. 30, 2020	For	For	A vote FOR these proposals is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.
Hennes & Mauritz AB	HM.B	6/05/2021	Approve Discharge of CEO Karl-Johan Persson, Until Jan. 29, 2020	For	For	A vote FOR these proposals is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.
Hennes & Mauritz AB	HM.B	6/05/2021	Determine Number of Members (8) and Deputy Members (0) of Board	For	For	A vote FOR this proposal is warranted because of a lack of controversy concerning the size of the board or the number of auditors.
Hennes & Mauritz AB	HM.B	6/05/2021	Determine Number of Auditors (1) and Deputy Auditors (0)	For	For	A vote FOR this proposal is warranted because of a lack of controversy concerning the size of the board or the number of auditors.
Hennes & Mauritz AB	HM.B	6/05/2021	Approve Remuneration of Directors in the Amount of SEK 1.7 Million for Chairman and SEK 650,000 for Other Directors; Approve Remuneration for Committee Work	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	6/05/2021	Approve Remuneration of Auditors	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Hennes & Mauritz AB	HM.B	6/05/2021	Reelect Stina Bergfors as Director	For	For	A vote FOR candidates Bergfors, Dahlvig, Kragic Jensfelt, Patriksson Keller, Persson, Wiking Hager, Zennstrom, is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidates Sievert is warranted due to his status as non-independent chairman of the audit committee.
Hennes & Mauritz AB	HM.B	6/05/2021	Reelect Anders Dahlvig as Director	For	For	A vote FOR candidates Bergfors, Dahlvig, Kragic Jensfelt, Patriksson Keller, Persson, Wiking Hager, Zennstrom, is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidates Sievert is warranted due to his status as non-independent chairman of the audit committee.
Hennes & Mauritz AB	HM.B	6/05/2021	Reelect Danica Kragic Jensfelt as Director	For	For	A vote FOR candidates Bergfors, Dahlvig, Kragic Jensfelt, Patriksson Keller, Persson, Wiking Hager, Zennstrom, is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidates Sievert is warranted due to his status as non-independent chairman of the audit committee.

Hennes & Mauritz AB	HM.B	6/05/2021	Reelect Lena Patriksson Keller as Director	For	For	A vote FOR candidates Bergfors, Dahlvig, Kragic Jensfelt, Patriksson Keller, Persson, Wiking Hager, Zennstrom, is warranted due to a lack of concern regarding the suitability of these individuals in particular.A vote AGAINST candidates Sievert is warranted due to his status as non-independent chairman of the audit committee.
Hennes & Mauritz AB	HM.B	6/05/2021	Reelect Karl-Johan Persson as Director	For	For	A vote FOR candidates Bergfors, Dahlvig, Kragic Jensfelt, Patriksson Keller, Persson, Wiking Hager, Zennstrom, is warranted due to a lack of concern regarding the suitability of these individuals in particular.A vote AGAINST candidates Sievert is warranted due to his status as non-independent chairman of the audit committee.
Hennes & Mauritz AB	HM.B	6/05/2021	Reelect Christian Sievert as Director	For	Against	A vote FOR candidates Bergfors, Dahlvig, Kragic Jensfelt, Patriksson Keller, Persson, Wiking Hager, Zennstrom, is warranted due to a lack of concern regarding the suitability of these individuals in particular.A vote AGAINST candidates Sievert is warranted due to his status as non-independent chairman of the audit committee.
Hennes & Mauritz AB	HM.B	6/05/2021	Reelect Erica Wiking Hager as Director	For	For	A vote FOR candidates Bergfors, Dahlvig, Kragic Jensfelt, Patriksson Keller, Persson, Wiking Hager, Zennstrom, is warranted due to a lack of concern regarding the suitability of these individuals in particular.A vote AGAINST candidates Sievert is warranted due to his status as non-independent chairman of the audit committee.
Hennes & Mauritz AB	HM.B	6/05/2021	Reelect Niklas Zennstrom as Director	For	For	A vote FOR candidates Bergfors, Dahlvig, Kragic Jensfelt, Patriksson Keller, Persson, Wiking Hager, Zennstrom, is warranted due to a lack of concern regarding the suitability of these individuals in particular.A vote AGAINST candidates Sievert is warranted due to his status as non-independent chairman of the audit committee.
Hennes & Mauritz AB	HM.B	6/05/2021	Reelect Karl-Johan Persson as Board Chairman	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	6/05/2021	Ratify Deloitte as Auditors	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Hennes & Mauritz AB	HM.B	6/05/2021	Elect Karl-Johan Persson, Stefan Persson, Lottie Tham, Jan Andersson and Erik Durhan as Members of Nominating Committee	For	For	A vote FOR these items is warranted, because of a lack of controversy regarding the nominating committee.
Hennes & Mauritz AB	HM.B	6/05/2021	Approve Procedures for Nominating Committee	For	For	A vote FOR these items is warranted, because of a lack of controversy regarding the nominating committee.
Hennes & Mauritz AB	HM.B	6/05/2021	Approve Remuneration Report	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.
Hennes & Mauritz AB	HM.B	6/05/2021	Approve Remuneration Policy And Other Terms of Employment For Executive Management	For	For	A vote FOR this item is warranted because the proposed remuneration policy is well described and does not contravene good Swedish executive remuneration practice. Concerns are noted, however, with the lack of disclosed forward-looking targets attached to the new LTIP.
Hennes & Mauritz AB	HM.B	6/05/2021	Amend Articles Re: Collecting Proxies and Postal Voting	For	For	A vote FOR this item is warranted as the proposed new article is uncontroversial.
Hennes & Mauritz AB	HM.B	6/05/2021	Approve Annual Proxy Vote and Report on Climate Change Policy and Strategies	None	For	A vote FOR this proposal is warranted given that this would help shareholders understand how the company intends and is able to achieve any of its targets.
Hennes & Mauritz AB	HM.B	6/05/2021	Disclose Sustainability Targets to be Achieved in Order for Senior Executives to be Paid Variable Remuneration; Report on the Performance of Senior Executives on Sustainability Targets	None	For	A vote FOR this proposal is warranted as shareholders would benefit from more comprehensive information about the inclusion of sustainability measures in the compensation framework, which would allow investors to better assess how executives are being incentivized to address the risks arising from current social and environmental challenges.
Hennes & Mauritz AB	HM.B	6/05/2021	Close Meeting			This is a non-voting formality.
Loblaw Companies Limited	L	6/05/2021	Elect Director Paviter S. Binning	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Loblaw Companies Limited	L	6/05/2021	Elect Director Scott B. Bonham	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Loblaw Companies Limited	L	6/05/2021	Elect Director Warren Bryant	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Loblaw Companies Limited	L	6/05/2021	Elect Director Christie J.B. Clark	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Loblaw Companies Limited	L	6/05/2021	Elect Director Daniel Debow	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Loblaw Companies Limited	L	6/05/2021	Elect Director William A. Downe	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Loblaw Companies Limited	L	6/05/2021	Elect Director Janice Fukakusa	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Loblaw Companies Limited	L	6/05/2021	Elect Director M. Marianne Harris	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Loblaw Companies Limited	L	6/05/2021	Elect Director Claudia Kotchka	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Loblaw Companies Limited	L	6/05/2021	Elect Director Beth Pritchard	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Loblaw Companies Limited	L	6/05/2021	Elect Director Sarah Raiss	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Loblaw Companies Limited	L	6/05/2021	Elect Director Galen G. Weston	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Loblaw Companies Limited	L	6/05/2021	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For	A vote FOR this item is warranted because only 2.88 percent of the total audit fees paid to the auditor are attributable to non-audit fees.
Loblaw Companies Limited	L	6/05/2021	Advisory Vote on Executive Compensation Approach	For	For	Vote FOR this non-binding advisory vote as there are no significant issues at this time.
Loblaw Companies Limited	L	6/05/2021	Prepare and Publish a Report Examining Capital and Risk Management Practices during the Pandemic, in terms of Balancing the Interests of Stakeholders and Monitoring/Assessing Actions that Could Cause Undue Reputational Risk	Against	For	A vote FOR this resolution is warranted as the requested report will aid shareholders in assessing the company's capital and risk management practices during the pandemic.
Mettler-Toledo International Inc.	MTD	6/05/2021	Elect Director Robert F. Spoerry	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.
Mettler-Toledo International Inc.	MTD	6/05/2021	Elect Director Wah-Hui Chu	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.

Mettler-Toledo International Inc.	MTD	6/05/2021	Elect Director Domitille Doat-Le Bigot	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.
Mettler-Toledo International Inc.	MTD	6/05/2021	Elect Director Olivier A. Filliol	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.
Mettler-Toledo International Inc.	MTD	6/05/2021	Elect Director Elisha W. Finney	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.
Mettler-Toledo International Inc.	MTD	6/05/2021	Elect Director Richard Francis	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.
Mettler-Toledo International Inc.	MTD	6/05/2021	Elect Director Michael A. Kelly	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.
Mettler-Toledo International Inc.	MTD	6/05/2021	Elect Director Thomas P. Salice	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.
Mettler-Toledo International Inc.	MTD	6/05/2021	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this item is warranted because only 9.70 percent of the fees paid to the auditor are for non-audit purposes.
Mettler-Toledo International Inc.	MTD	6/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	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 for the year under review.
Mettler-Toledo International Inc.	MTD	6/05/2021	Amend Omnibus Stock Plan	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
Molina Healthcare, Inc.	MOH	6/05/2021	Elect Director Daniel Cooperman	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.
Molina Healthcare, Inc.	MOH	6/05/2021	Elect Director Stephen H. Lockhart	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.
Molina Healthcare, Inc.	MOH	6/05/2021	Elect Director Richard M. Schapiro	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.
Molina Healthcare, Inc.	MOH	6/05/2021	Elect Director Ronna E. Romney	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.
Molina Healthcare, Inc.	MOH	6/05/2021	Elect Director Dale B. Wolf	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.
Molina Healthcare, Inc.	MOH	6/05/2021	Elect Director Joseph M. Zubretsky	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.
Molina Healthcare, Inc.	MOH	6/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	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 appear to be primarily performance-based, and long-term performance awards rely on multiyear performance periods.
Molina Healthcare, Inc.	MOH	6/05/2021	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this item is warranted because only 1.48 percent of the fees paid to the auditor are for non-audit purposes.
Vifor Pharma AG	VIFN	6/05/2021	Accept Financial Statements and Statutory Reports	For	For	A vote FOR the annual accounts, annual report, and auditor's report for the fiscal year in review is warranted.
Vifor Pharma AG	VIFN	6/05/2021	Approve Discharge of Board and Senior Management	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.
Vifor Pharma AG	VIFN	6/05/2021	Approve Allocation of Income and Dividends of CHF 2.00 per Share	For	For	A vote FOR the allocation of income resolution is warranted due to a lack of concerns.
Vifor Pharma AG	VIFN	6/05/2021	Approve Remuneration Report	For	For	A vote FOR the remuneration report is warranted because the company's remuneration practices are in line with market practice and do not raise significant concerns.
Vifor Pharma AG	VIFN	6/05/2021	Approve Remuneration of Directors in the Amount of CHF 4 Million	For	For	A vote FOR this resolution is warranted because the proposed amount is in line with market practice.
Vifor Pharma AG	VIFN	6/05/2021	Approve Remuneration of Executive Committee in the Amount of CHF 19.5 Million	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.
Vifor Pharma AG	VIFN	6/05/2021	Reelect Jacques Theurillat as Director and Board Chairman	For	For	Votes FOR the proposed board and committee nominees are warranted.
Vifor Pharma AG	VIFN	6/05/2021	Reelect Romeo Cerutti as Director	For	For	Votes FOR the proposed board and committee nominees are warranted.
Vifor Pharma AG	VIFN	6/05/2021	Reelect Michel Burnier as Director	For	For	Votes FOR the proposed board and committee nominees are warranted.
Vifor Pharma AG	VIFN	6/05/2021	Reelect Sue Mahony as Director	For	For	Votes FOR the proposed board and committee nominees are warranted.
Vifor Pharma AG	VIFN	6/05/2021	Reelect Kim Stratton as Director	For	For	Votes FOR the proposed board and committee nominees are warranted.
Vifor Pharma AG	VIFN	6/05/2021	Elect Alexandre LeBeaut as Director	For	For	Votes FOR the proposed board and committee nominees are warranted.
Vifor Pharma AG	VIFN	6/05/2021	Elect Asa Riisberg as Director	For	For	Votes FOR the proposed board and committee nominees are warranted.
Vifor Pharma AG	VIFN	6/05/2021	Reappoint Sue Mahony as Member of the Compensation Committee	For	For	Votes FOR the proposed board and committee nominees are warranted.
Vifor Pharma AG	VIFN	6/05/2021	Reappoint Michel Burnier as Member of the Compensation Committee	For	For	Votes FOR the proposed board and committee nominees are warranted.
Vifor Pharma AG	VIFN	6/05/2021	Reappoint Romeo Cerutti as Member of the Compensation Committee	For	For	Votes FOR the proposed board and committee nominees are warranted.
Vifor Pharma AG	VIFN	6/05/2021	Designate Walder Wyss AG as Independent Proxy	For	For	A vote FOR this proposal is warranted due to a lack of concerns.
Vifor Pharma AG	VIFN	6/05/2021	Ratify Ernst & Young AG as Auditors	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Vifor Pharma AG	VIFN	6/05/2021	Transact Other Business (Voting)	For	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.
AbbVie Inc.	ABBV	7/05/2021	Elect Director Roxanne S. Austin	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.
AbbVie Inc.	ABBV	7/05/2021	Elect Director Richard A. Gonzalez	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.
AbbVie Inc.	ABBV	7/05/2021	Elect Director Rebecca B. Roberts	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.

AbbVie Inc.	ABBV	7/05/2021	Elect Director Glenn F. Tilton	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.
AbbVie Inc.	ABBV	7/05/2021	Ratify Ernst & Young LLP as Auditors	For	Against	A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 25.16 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.
AbbVie Inc.	ABBV	7/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Although several concerns are noted and worth monitoring, a vote FOR this proposal is warranted, as pay is reasonably aligned with performance at this time.
AbbVie Inc.	ABBV	7/05/2021	Amend Omnibus Stock Plan	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
AbbVie Inc.	ABBV	7/05/2021	Amend Nonqualified Employee Stock Purchase Plan	For	For	A vote FOR this proposal is warranted given that the plan is broad-based, provides for a reasonable discount, and has limits on employee contributions.
AbbVie Inc.	ABBV	7/05/2021	Eliminate Supermajority Vote Requirement	For	For	A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement, if approved, would enhance shareholder rights.
AbbVie Inc.	ABBV	7/05/2021	Report on Lobbying Payments and Policy	Against	For	A vote FOR this resolution is warranted, as additional information on the company's direct and indirect lobbying expenditures and oversight mechanisms would provide shareholders a comprehensive understanding of the company's management of its lobbying activities and any related risks and benefits.
AbbVie Inc.	ABBV	7/05/2021	Require Independent Board Chair	Against	For	A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.
Illinois Tool Works Inc.	ITW	7/05/2021	Elect Director Daniel J. Brutto	For	For	A vote FOR the director nominees is warranted.
Illinois Tool Works Inc.	ITW	7/05/2021	Elect Director Susan Crown	For	For	A vote FOR the director nominees is warranted.
Illinois Tool Works Inc.	ITW	7/05/2021	Elect Director Darrell L. Ford	For	For	A vote FOR the director nominees is warranted.
Illinois Tool Works Inc.	ITW	7/05/2021	Elect Director James W. Griffith	For	For	A vote FOR the director nominees is warranted.
Illinois Tool Works Inc.	ITW	7/05/2021	Elect Director Jay L. Henderson	For	For	A vote FOR the director nominees is warranted.
Illinois Tool Works Inc.	ITW	7/05/2021	Elect Director Richard H. Lenny	For	For	A vote FOR the director nominees is warranted.
Illinois Tool Works Inc.	ITW	7/05/2021	Elect Director E. Scott Santi	For	For	A vote FOR the director nominees is warranted.
Illinois Tool Works Inc.	ITW	7/05/2021	Elect Director David B. Smith, Jr.	For	For	A vote FOR the director nominees is warranted.
Illinois Tool Works Inc.	ITW	7/05/2021	Elect Director Pamela B. Strobel	For	For	A vote FOR the director nominees is warranted.
Illinois Tool Works Inc.	ITW	7/05/2021	Elect Director Anre D. Williams	For	For	A vote FOR the director nominees is warranted.
Illinois Tool Works Inc.	ITW	7/05/2021	Ratify Deloitte & Touche LLP as Auditor	For	For	A vote FOR this item is warranted because only 7.32 percent of the fees paid to the auditor are for non-audit purposes.
Illinois Tool Works Inc.	ITW	7/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time. Annual incentives are based entirely on objective financial measures, and half of long-term incentives require the achievement of performance conditions.
Illinois Tool Works Inc.	ITW	7/05/2021	Provide Right to Act by Written Consent	Against	For	A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.
Innervex Renewable Energy Inc.	INE	11/05/2021	Elect Director Daniel Lafrance	For	INE	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Innervex Renewable Energy Inc.	INE	11/05/2021	Elect Director Ross J. Beaty	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Innervex Renewable Energy Inc.	INE	11/05/2021	Elect Director Pierre G. Brodeur	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Innervex Renewable Energy Inc.	INE	11/05/2021	Elect Director Nathalie Francisci	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Innervex Renewable Energy Inc.	INE	11/05/2021	Elect Director Richard Gagnon	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Innervex Renewable Energy Inc.	INE	11/05/2021	Elect Director Michel Letellier	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Innervex Renewable Energy Inc.	INE	11/05/2021	Elect Director Dalton James Patrick McGuinty	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Innervex Renewable Energy Inc.	INE	11/05/2021	Elect Director Monique Mercier	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Innervex Renewable Energy Inc.	INE	11/05/2021	Elect Director Ouma Sananikone	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Innervex Renewable Energy Inc.	INE	11/05/2021	Elect Director Louis Veci	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Innervex Renewable Energy Inc.	INE	11/05/2021	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For	A vote FOR this item is warranted because only 41.84 percent of the total audit fees paid to the auditor are attributable to non-audit fees.
Innervex Renewable Energy Inc.	INE	11/05/2021	Advisory Vote on Executive Compensation Approach	For	For	Vote FOR this non-binding advisory vote as there are no significant issues at this time.
Innervex Renewable Energy Inc.	INE	11/05/2021	Elect Director Daniel Lafrance	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Innervex Renewable Energy Inc.	INE	11/05/2021	Elect Director Ross J. Beaty	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Innervex Renewable Energy Inc.	INE	11/05/2021	Elect Director Pierre G. Brodeur	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Innervex Renewable Energy Inc.	INE	11/05/2021	Elect Director Nathalie Francisci	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Innervex Renewable Energy Inc.	INE	11/05/2021	Elect Director Richard Gagnon	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Innervex Renewable Energy Inc.	INE	11/05/2021	Elect Director Michel Letellier	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Innervex Renewable Energy Inc.	INE	11/05/2021	Elect Director Dalton James Patrick McGuinty	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Innervex Renewable Energy Inc.	INE	11/05/2021	Elect Director Monique Mercier	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Innervex Renewable Energy Inc.	INE	11/05/2021	Elect Director Ouma Sananikone	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.

Innergex Renewable Energy Inc.	INE	11/05/2021	Elect Director Louis Veci	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Innergex Renewable Energy Inc.	INE	11/05/2021	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For	A vote FOR this item is warranted because only 41.84 percent of the total audit fees paid to the auditor are attributable to non-audit fees.
Innergex Renewable Energy Inc.	INE	11/05/2021	Advisory Vote on Executive Compensation Approach	For	For	Vote FOR this non-binding advisory vote as there are no significant issues at this time.
LKQ Corporation	LKQ	11/05/2021	Elect Director Patrick Berard	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.
LKQ Corporation	LKQ	11/05/2021	Elect Director Meg A. Divitto	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.
LKQ Corporation	LKQ	11/05/2021	Elect Director Robert M. Hanser	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.
LKQ Corporation	LKQ	11/05/2021	Elect Director Joseph M. Holsten	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.
LKQ Corporation	LKQ	11/05/2021	Elect Director Blythe J. McGarvie	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.
LKQ Corporation	LKQ	11/05/2021	Elect Director John W. Mendel	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.
LKQ Corporation	LKQ	11/05/2021	Elect Director Jody G. Miller	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.
LKQ Corporation	LKQ	11/05/2021	Elect Director Guhan Subramanian	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.
LKQ Corporation	LKQ	11/05/2021	Elect Director Xavier Urbain	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.
LKQ Corporation	LKQ	11/05/2021	Elect Director Jacob H. Welch	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.
LKQ Corporation	LKQ	11/05/2021	Elect Director Dominick Zarcone	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.
LKQ Corporation	LKQ	11/05/2021	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this item is warranted because only 22.67 percent of the fees paid to the auditor are for non-audit purposes.
LKQ Corporation	LKQ	11/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted. One goal for measuring long-term cash awards was modified due to the impact of COVID-19, reducing the measurement period by one year and also reducing the payout relating to the metric. However, long-term incentives were entirely performance-based, and the modification did not lead to a pay and performance misalignment for the year in review. Moreover, the annual incentive program was based on pre-set financial goals.
Prudential Financial, Inc.	PRU	11/05/2021	Elect Director Thomas J. Baltimore, Jr.	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.
Prudential Financial, Inc.	PRU	11/05/2021	Elect Director Gilbert F. Casellas	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.
Prudential Financial, Inc.	PRU	11/05/2021	Elect Director Robert M. Falzon	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.
Prudential Financial, Inc.	PRU	11/05/2021	Elect Director Martina Hund-Mejean	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.
Prudential Financial, Inc.	PRU	11/05/2021	Elect Director Wendy E. Jones	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.
Prudential Financial, Inc.	PRU	11/05/2021	Elect Director Karl J. Krapek	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.
Prudential Financial, Inc.	PRU	11/05/2021	Elect Director Peter R. Lighte	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.
Prudential Financial, Inc.	PRU	11/05/2021	Elect Director Charles F. Lowrey	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.
Prudential Financial, Inc.	PRU	11/05/2021	Elect Director George Paz	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.
Prudential Financial, Inc.	PRU	11/05/2021	Elect Director Sandra Pianalto	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.
Prudential Financial, Inc.	PRU	11/05/2021	Elect Director Christine A. Poon	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.
Prudential Financial, Inc.	PRU	11/05/2021	Elect Director Douglas A. Scovanner	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.
Prudential Financial, Inc.	PRU	11/05/2021	Elect Director Michael A. Todman	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.
Prudential Financial, Inc.	PRU	11/05/2021	Ratify PricewaterhouseCoopers LLP as Auditors	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	11/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time. The majority of pay remains conditioned on objective financial performance, and the majority of equity awards are subject to a multi-year performance period.
Prudential Financial, Inc.	PRU	11/05/2021	Approve Omnibus Stock Plan	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
Prudential Financial, Inc.	PRU	11/05/2021	Require Independent Board Chair	Against	For	A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.
T. Rowe Price Group, Inc.	TROW	11/05/2021	Elect Director Mark S. Bartlett	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.
T. Rowe Price Group, Inc.	TROW	11/05/2021	Elect Director Mary K. Bush	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.
T. Rowe Price Group, Inc.	TROW	11/05/2021	Elect Director Dina Dublon	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.

T. Rowe Price Group, Inc.	TROW	11/05/2021	Elect Director Freeman A. Hrabowski, III	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.
T. Rowe Price Group, Inc.	TROW	11/05/2021	Elect Director Robert F. MacLellan	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.
T. Rowe Price Group, Inc.	TROW	11/05/2021	Elect Director Olympia J. Snowe	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.
T. Rowe Price Group, Inc.	TROW	11/05/2021	Elect Director Robert J. Stevens	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.
T. Rowe Price Group, Inc.	TROW	11/05/2021	Elect Director William J. Stromberg	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.
T. Rowe Price Group, Inc.	TROW	11/05/2021	Elect Director Richard R. Verma	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.
T. Rowe Price Group, Inc.	TROW	11/05/2021	Elect Director Sandra S. Wijnberg	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.
T. Rowe Price Group, Inc.	TROW	11/05/2021	Elect Director Alan D. Wilson	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.
T. Rowe Price Group, Inc.	TROW	11/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time. While the short-term incentives remain highly discretionary, the long-term performance shares rely on a multi-year performance metric.
T. Rowe Price Group, Inc.	TROW	11/05/2021	Ratify KPMG LLP as Auditors	For	For	A vote FOR this item is warranted because only 5.43 percent of the fees paid to the auditor are for non-audit purposes.
T. Rowe Price Group, Inc.	TROW	11/05/2021	Report on and Assess Proxy Voting Policies in Relation to Climate Change Position	Against	For	A vote FOR this proposal is warranted as the requested report would benefit shareholders by allowing them to assess the company's policies and proxy voting practices on climate change-related issues, as well as providing a better understanding of the company's policy positions on climate change.
Waters Corporation	WAT	11/05/2021	Elect Director Udit Batra	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.
Waters Corporation	WAT	11/05/2021	Elect Director Linda Baddour	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.
Waters Corporation	WAT	11/05/2021	Elect Director Michael J. Berendt	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.
Waters Corporation	WAT	11/05/2021	Elect Director Edward Conard	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.
Waters Corporation	WAT	11/05/2021	Elect Director Gary E. Hendrickson	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.
Waters Corporation	WAT	11/05/2021	Elect Director Pearl S. Huang	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.
Waters Corporation	WAT	11/05/2021	Elect Director Christopher A. Kuebler	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.
Waters Corporation	WAT	11/05/2021	Elect Director Flemming Ornskov	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.
Waters Corporation	WAT	11/05/2021	Elect Director Thomas P. Salice	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.
Waters Corporation	WAT	11/05/2021	Ratify PricewaterhouseCoopers LLP as Auditor	For	For	A vote FOR this item is warranted because only 7.48 percent of the fees paid to the auditor are for non-audit purposes.
Waters Corporation	WAT	11/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time. While the compensation committee reset and lowered the performance targets under the annual incentive plan halfway through the year, payouts were also reduced by half. Additionally, half of the company's regular equity grants are performance-conditioned, and the recently vested PSUs were earned below target, aligned with performance.
American Water Works Company, Inc.	AWK	12/05/2021	Elect Director Jeffrey N. Edwards	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.
American Water Works Company, Inc.	AWK	12/05/2021	Elect Director Martha Clark Goss	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.
American Water Works Company, Inc.	AWK	12/05/2021	Elect Director Veronica M. Hagen	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.
American Water Works Company, Inc.	AWK	12/05/2021	Elect Director Kimberly J. Harris	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.
American Water Works Company, Inc.	AWK	12/05/2021	Elect Director Julia L. Johnson	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.
American Water Works Company, Inc.	AWK	12/05/2021	Elect Director Patricia L. Kampling	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.
American Water Works Company, Inc.	AWK	12/05/2021	Elect Director Karl F. Kurz	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.
American Water Works Company, Inc.	AWK	12/05/2021	Elect Director Walter J. Lynch	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.
American Water Works Company, Inc.	AWK	12/05/2021	Elect Director George MacKenzie	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.
American Water Works Company, Inc.	AWK	12/05/2021	Elect Director James G. Stavridis	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.
American Water Works Company, Inc.	AWK	12/05/2021	Elect Director Lloyd M. Yates	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.
American Water Works Company, Inc.	AWK	12/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time. Annual incentive awards were based on pre-set goals, and equity awards were primarily performance-based.
American Water Works Company, Inc.	AWK	12/05/2021	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this item is warranted because only 4.60 percent of the fees paid to the auditor are for non-audit purposes.

Bayerische Motoren Werke AG	BMW	12/05/2021	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (Non-Voting)			This is a non-voting item.
Bayerische Motoren Werke AG	BMW	12/05/2021	Approve Allocation of Income and Dividends of EUR 1.90 per Ordinary Share and EUR 1.92 per Preferred Share	For	For	A vote FOR this resolution is warranted. Nevertheless, some shareholders may be concerned by the proposed distribution in the context of job reductions and short-time work schemes that were implemented during the year under review.
Bayerische Motoren Werke AG	BMW	12/05/2021	Approve Discharge of Management Board for Fiscal Year 2020	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Bayerische Motoren Werke AG	BMW	12/05/2021	Approve Discharge of Supervisory Board for Fiscal Year 2020	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Bayerische Motoren Werke AG	BMW	12/05/2021	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2021	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Bayerische Motoren Werke AG	BMW	12/05/2021	Elect Marc Bitzer to the Supervisory Board	For	For	Votes FOR the proposed nominees are warranted.
Bayerische Motoren Werke AG	BMW	12/05/2021	Elect Rachel Empey to the Supervisory Board	For	For	Votes FOR the proposed nominees are warranted.
Bayerische Motoren Werke AG	BMW	12/05/2021	Elect Christoph Schmidt to the Supervisory Board	For	For	Votes FOR the proposed nominees are warranted.
Bayerische Motoren Werke AG	BMW	12/05/2021	Approve Remuneration Policy	For	For	A vote FOR this resolution is warranted because the company's remuneration policy is broadly in line with best practice standards in Germany.
Bayerische Motoren Werke AG	BMW	12/05/2021	Approve Remuneration of Supervisory Board	For	For	A vote FOR the proposed remuneration schedule for supervisory board members is warranted.
Bayerische Motoren Werke AG	BMW	12/05/2021	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	For	For	Votes FOR the proposed article amendments are warranted because they will have a positive impact on shareholder rights and are considered non-contentious.
Bayerische Motoren Werke AG	BMW	12/05/2021	Amend Articles Re: Proof of Entitlement	For	For	Votes FOR the proposed article amendments are warranted because they will have a positive impact on shareholder rights and are considered non-contentious.
Bayerische Motoren Werke AG	BMW	12/05/2021	Amend Articles Re: Participation and Voting Rights	For	For	Votes FOR the proposed article amendments are warranted because they will have a positive impact on shareholder rights and are considered non-contentious.
Bayerische Motoren Werke AG	BMW	12/05/2021	Amend Affiliation Agreement with BMW Bank GmbH	For	For	A vote FOR this proposal is warranted.
First Solar, Inc.	FSLR	12/05/2021	Elect Director Michael J. Ahearn	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 nominees is warranted.
First Solar, Inc.	FSLR	12/05/2021	Elect Director Sharon L. Allen	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 nominees is warranted.
First Solar, Inc.	FSLR	12/05/2021	Elect Director Richard D. Chapman	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 nominees is warranted.
First Solar, Inc.	FSLR	12/05/2021	Elect Director George A. Hambro	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 nominees is warranted.
First Solar, Inc.	FSLR	12/05/2021	Elect Director Kathryn A. Hollister	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 nominees is warranted.
First Solar, Inc.	FSLR	12/05/2021	Elect Director Molly E. Joseph	For	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 nominees is warranted.
First Solar, Inc.	FSLR	12/05/2021	Elect Director Craig Kennedy	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 nominees is warranted.
First Solar, Inc.	FSLR	12/05/2021	Elect Director William J. Post	For	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 nominees is warranted.
First Solar, Inc.	FSLR	12/05/2021	Elect Director Paul H. Stebbins	For	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 nominees is warranted.
First Solar, Inc.	FSLR	12/05/2021	Elect Director Michael Sweeney	For	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 nominees is warranted.
First Solar, Inc.	FSLR	12/05/2021	Elect Director Mark R. Widmar	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 nominees is warranted.
First Solar, Inc.	FSLR	12/05/2021	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this item is warranted because only 13.11 percent of the fees paid to the auditor are for non-audit purposes.
First Solar, Inc.	FSLR	12/05/2021	Report on Board Diversity	Against	For	A vote FOR this resolution is warranted because the company's board nomination criteria do not specifically ensure that director candidate pools include diverse candidates. This is of heightened concern given that the board currently has no racially or ethnically diverse directors.
First Solar, Inc.	FSLR	12/05/2021	Elect Director Michael J. Ahearn	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 nominees is warranted.
First Solar, Inc.	FSLR	12/05/2021	Elect Director Sharon L. Allen	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 nominees is warranted.
First Solar, Inc.	FSLR	12/05/2021	Elect Director Richard D. Chapman	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 nominees is warranted.
First Solar, Inc.	FSLR	12/05/2021	Elect Director George A. Hambro	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 nominees is warranted.
First Solar, Inc.	FSLR	12/05/2021	Elect Director Kathryn A. Hollister	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 nominees is warranted.
First Solar, Inc.	FSLR	12/05/2021	Elect Director Molly E. Joseph	For	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 nominees is warranted.
First Solar, Inc.	FSLR	12/05/2021	Elect Director Craig Kennedy	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 nominees is warranted.
First Solar, Inc.	FSLR	12/05/2021	Elect Director William J. Post	For	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 nominees is warranted.

First Solar, Inc.	FSLR	12/05/2021	Elect Director Paul H. Stebbins	For	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 nominees is warranted.
First Solar, Inc.	FSLR	12/05/2021	Elect Director Michael Sweeney	For	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 nominees is warranted.
First Solar, Inc.	FSLR	12/05/2021	Elect Director Mark R. Widmar	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 nominees is warranted.
First Solar, Inc.	FSLR	12/05/2021	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this item is warranted because only 13.11 percent of the fees paid to the auditor are for non-audit purposes.
First Solar, Inc.	FSLR	12/05/2021	Report on Board Diversity	Against	For	A vote FOR this resolution is warranted because the company's board nomination criteria do not specifically ensure that director candidate pools include diverse candidates. This is of heightened concern given that the board currently has no racially or ethnically diverse directors.
Gilead Sciences, Inc.	GILD	12/05/2021	Elect Director Jacqueline K. Barton	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.
Gilead Sciences, Inc.	GILD	12/05/2021	Elect Director Jeffrey A. Bluestone	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.
Gilead Sciences, Inc.	GILD	12/05/2021	Elect Director Sandra J. Horning	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.
Gilead Sciences, Inc.	GILD	12/05/2021	Elect Director Kelly A. Kramer	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.
Gilead Sciences, Inc.	GILD	12/05/2021	Elect Director Kevin E. Lofton	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.
Gilead Sciences, Inc.	GILD	12/05/2021	Elect Director Harish Manwani	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.
Gilead Sciences, Inc.	GILD	12/05/2021	Elect Director Daniel P. O'Day	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.
Gilead Sciences, Inc.	GILD	12/05/2021	Elect Director Javier J. Rodriguez	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.
Gilead Sciences, Inc.	GILD	12/05/2021	Elect Director Anthony Welters	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.
Gilead Sciences, Inc.	GILD	12/05/2021	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this item is warranted because only 9.57 percent of the fees paid to the auditor are for non-audit purposes.
Gilead Sciences, Inc.	GILD	12/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Given that pay is reasonably aligned with performance at this time, a vote FOR this proposal is warranted.
Gilead Sciences, Inc.	GILD	12/05/2021	Require Independent Board Chair	Against	For	A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.
Intact Financial Corporation	IFC	12/05/2021	Elect Director Charles Brindamour	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Intact Financial Corporation	IFC	12/05/2021	Elect Director Janet De Silva	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Intact Financial Corporation	IFC	12/05/2021	Elect Director Claude Dussault	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Intact Financial Corporation	IFC	12/05/2021	Elect Director Jane E. Kinney	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Intact Financial Corporation	IFC	12/05/2021	Elect Director Robert G. Leary	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Intact Financial Corporation	IFC	12/05/2021	Elect Director Sylvie Paquette	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Intact Financial Corporation	IFC	12/05/2021	Elect Director Timothy H. Penner	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Intact Financial Corporation	IFC	12/05/2021	Elect Director Stuart J. Russell	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Intact Financial Corporation	IFC	12/05/2021	Elect Director Indira V. Samarasekera	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Intact Financial Corporation	IFC	12/05/2021	Elect Director Frederick Singer	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Intact Financial Corporation	IFC	12/05/2021	Elect Director Carolyn A. Wilkins	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Intact Financial Corporation	IFC	12/05/2021	Elect Director William L. Young	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Intact Financial Corporation	IFC	12/05/2021	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this item is warranted because only 5.79 percent of the total audit fees paid to the auditor are attributable to non-audit fees.
Intact Financial Corporation	IFC	12/05/2021	Advisory Vote on Executive Compensation Approach	For	For	Vote FOR this non-binding advisory vote as there are no significant issues at this time.
Intact Financial Corporation	IFC	12/05/2021	Approve Stock Option Plan	For	For	Based on the Equity Plan Score Card evaluation (EPSC), vote FOR this stock option plan.
Laboratory Corporation of America Holdings	LH	12/05/2021	Elect Director Kerrii B. Anderson	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.
Laboratory Corporation of America Holdings	LH	12/05/2021	Elect Director Jean-Luc Belingard	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.
Laboratory Corporation of America Holdings	LH	12/05/2021	Elect Director Jeffrey A. Davis	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.
Laboratory Corporation of America Holdings	LH	12/05/2021	Elect Director D. Gary Gilliland	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.

Laboratory Corporation of America Holdings	LH	12/05/2021	Elect Director Garheng Kong	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.
Laboratory Corporation of America Holdings	LH	12/05/2021	Elect Director Peter M. Neupert	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.
Laboratory Corporation of America Holdings	LH	12/05/2021	Elect Director Richelle P. Parham	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.
Laboratory Corporation of America Holdings	LH	12/05/2021	Elect Director Adam H. Schechter	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.
Laboratory Corporation of America Holdings	LH	12/05/2021	Elect Director Kathryn E. Wengel	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.
Laboratory Corporation of America Holdings	LH	12/05/2021	Elect Director R. Sanders Williams	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.
Laboratory Corporation of America Holdings	LH	12/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time. The company introduced a COVID related strategic metric to its annual incentive plan, but annual incentive awards remained based primarily on objective financial performance. Additionally, the majority of the company's regular equity grants remain conditioned on long-term relative and financial performance.
Laboratory Corporation of America Holdings	LH	12/05/2021	Ratify Deloitte & Touche LLP as Auditors	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.
Laboratory Corporation of America Holdings	LH	12/05/2021	Amend Proxy Access Right	Against	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.
CaixaBank SA	CABK	13/05/2021	Approve Consolidated and Standalone Financial Statements	For	For	A vote FOR this item is warranted due to a lack of concern regarding the accounts presented or audit procedures used.
CaixaBank SA	CABK	13/05/2021	Approve Non-Financial Information Statement	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.
CaixaBank SA	CABK	13/05/2021	Approve Discharge of Board	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.
CaixaBank SA	CABK	13/05/2021	Approve Increase of Legal Reserves	For	For	A vote FOR this item is warranted because the proposed accounting transfer is unproblematic.
CaixaBank SA	CABK	13/05/2021	Approve Allocation of Income and Dividends	For	For	A vote FOR this item is warranted due to a lack of concerns about the proposed income allocation, including dividend distribution, which is in line with the European Central Bank's recommendation.
CaixaBank SA	CABK	13/05/2021	Approve Reclassification of Goodwill Reserves to Voluntary Reserves	For	For	A vote FOR this item is warranted because the proposed reclassification is in accordance with legal provisions.
CaixaBank SA	CABK	13/05/2021	Renew Appointment of PricewaterhouseCoopers as Auditor	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
CaixaBank SA	CABK	13/05/2021	Reelect Jose Serna Masia as Director	For	For	A vote FOR Item 8.1 is warranted due to a lack of concerns about the independent director nominee. A vote FOR the reelection of NI-NED Jose Serna Masia under Item 8.2 is warranted, as the board exceeds the 50 percent independence guideline applicable to Spain-incorporated, non-controlled companies.
CaixaBank SA	CABK	13/05/2021	Reelect Koro Usarraga Unsain as Director	For	For	A vote FOR Item 8.1 is warranted due to a lack of concerns about the independent director nominee. A vote FOR the reelection of NI-NED Jose Serna Masia under Item 8.2 is warranted, as the board exceeds the 50 percent independence guideline applicable to Spain-incorporated, non-controlled companies.
CaixaBank SA	CABK	13/05/2021	Add New Article 22 bis Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	For	For	A vote FOR these items is warranted because the proposed amendments, which include the possibility to hold virtual-only meetings, are deemed fair.
CaixaBank SA	CABK	13/05/2021	Amend Article 24 Re: Representation and Voting by Remote Means	For	For	A vote FOR these items is warranted because the proposed amendments, which include the possibility to hold virtual-only meetings, are deemed fair.
CaixaBank SA	CABK	13/05/2021	Amend Articles Re: Board	For	For	A vote FOR these items is warranted because the proposed amendments, which include the possibility to hold virtual-only meetings, are deemed fair.
CaixaBank SA	CABK	13/05/2021	Amend Article 40 Re: Board Committees	For	For	A vote FOR these items is warranted because the proposed amendments, which include the possibility to hold virtual-only meetings, are deemed fair.
CaixaBank SA	CABK	13/05/2021	Amend Article 46 Re: Annual Accounts	For	For	A vote FOR these items is warranted because the proposed amendments, which include the possibility to hold virtual-only meetings, are deemed fair.
CaixaBank SA	CABK	13/05/2021	Amend Articles of General Meeting Regulations Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	For	For	A vote FOR these items is warranted because the proposed amendments, which include the possibility to hold virtual-only meetings, are deemed fair.
CaixaBank SA	CABK	13/05/2021	Authorize Board to Issue Contingent Convertible Securities for up to EUR 3.5 Billion	For	For	A vote FOR this item is warranted because the proposed request to issue contingent convertibles does not raise specific concerns.
CaixaBank SA	CABK	13/05/2021	Amend Remuneration Policy	For	For	A vote FOR Items 12, 13, and 15 is warranted because:* The terms of the executive chairman's contract are deemed fair; and* The rest of the company's remuneration policy is considered unproblematic, overall. A qualified vote FOR Item 14 is warranted because under the 2019-2021 LTIP's last cycle, share awards vest below median under the relative TSR component, which accounts for 30 percent of ex-post adjustments. Mitigating, this was established in the original terms of the LTIP, which was backed by 98.3 percent of votes cast at the 2019 AGM.
CaixaBank SA	CABK	13/05/2021	Approve Remuneration of Directors	For	For	A vote FOR Items 12, 13, and 15 is warranted because:* The terms of the executive chairman's contract are deemed fair; and* The rest of the company's remuneration policy is considered unproblematic, overall. A qualified vote FOR Item 14 is warranted because under the 2019-2021 LTIP's last cycle, share awards vest below median under the relative TSR component, which accounts for 30 percent of ex-post adjustments. Mitigating, this was established in the original terms of the LTIP, which was backed by 98.3 percent of votes cast at the 2019 AGM.
CaixaBank SA	CABK	13/05/2021	Amend Restricted Stock Plan	For	For	A vote FOR Items 12, 13, and 15 is warranted because:* The terms of the executive chairman's contract are deemed fair; and* The rest of the company's remuneration policy is considered unproblematic, overall. A qualified vote FOR Item 14 is warranted because under the 2019-2021 LTIP's last cycle, share awards vest below median under the relative TSR component, which accounts for 30 percent of ex-post adjustments. Mitigating, this was established in the original terms of the LTIP, which was backed by 98.3 percent of votes cast at the 2019 AGM.
CaixaBank SA	CABK	13/05/2021	Approve 2021 Variable Remuneration Scheme	For	For	A vote FOR Items 12, 13, and 15 is warranted because:* The terms of the executive chairman's contract are deemed fair; and* The rest of the company's remuneration policy is considered unproblematic, overall. A qualified vote FOR Item 14 is warranted because under the 2019-2021 LTIP's last cycle, share awards vest below median under the relative TSR component, which accounts for 30 percent of ex-post adjustments. Mitigating, this was established in the original terms of the LTIP, which was backed by 98.3 percent of votes cast at the 2019 AGM.
CaixaBank SA	CABK	13/05/2021	Fix Maximum Variable Compensation Ratio	For	For	A vote FOR this resolution is warranted given acceptable remuneration practices of the company. However, the company has not explained the discrepancy between the increase in beneficiaries (+34.4 percent) and bonus pool (+82.9 percent).

CaixaBank SA	CABK	13/05/2021	Authorize Board to Ratify and Execute Approved Resolutions	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.
CaixaBank SA	CABK	13/05/2021	Advisory Vote on Remuneration Report	For	For	A vote FOR this item is warranted due to a lack of concerns about the company's practices in FY2020.
CaixaBank SA	CABK	13/05/2021	Receive Amendments to Board of Directors Regulations			This is a non-voting item.
CVS Health Corporation	CVS	13/05/2021	Elect Director Fernando Aguirre	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	13/05/2021	Elect Director C. David Brown, II	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	13/05/2021	Elect Director Alecia A. DeCoudreaux	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	13/05/2021	Elect Director Nancy-Ann M. DeParle	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	13/05/2021	Elect Director David W. Dorman	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	13/05/2021	Elect Director Roger N. Farah	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	13/05/2021	Elect Director Anne M. Finucane	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	13/05/2021	Elect Director Edward J. Ludwig	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	13/05/2021	Elect Director Karen S. Lynch	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	13/05/2021	Elect Director Jean-Pierre Millon	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	13/05/2021	Elect Director Mary L. Schapiro	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	13/05/2021	Elect Director William C. Weldon	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	13/05/2021	Elect Director Tony L. White	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	13/05/2021	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this item is warranted because only 8.15 percent of the fees paid to the auditor are for non-audit purposes.
CVS Health Corporation	CVS	13/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR the proposal is warranted. Following a failed say-on-pay vote result, the company engaged with shareholders, disclosed their concerns, and made changes to the pay program in response to shareholder feedback. In addition, pay-for-performance concerns are sufficiently mitigated. The annual bonus remains largely based on pre-set financial metrics and the company improved disclosure of each executive's individual performance. Further, the compensation committee used its discretion to decrease payouts when performance was unexpectedly improved by the conditions surrounding the pandemic. In the long-term program, the annual equity grant is predominately based on performance-conditioned equity. The CEO did not receive a performance award in FY20 as it was granted in FY19. Performance criteria in the LTI grant are based on a multi-year performance period, and a holding period prohibits executives from selling shares up to two years after vesting.
CVS Health Corporation	CVS	13/05/2021	Reduce Ownership Threshold for Shareholders to Request Action by Written Consent	Against	For	A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.
CVS Health Corporation	CVS	13/05/2021	Require Independent Board Chair	Against	For	A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.
Ford Motor Company	F	13/05/2021	Elect Director Kimberly A. Casiano	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.
Ford Motor Company	F	13/05/2021	Elect Director Anthony F. Earley, Jr.	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.
Ford Motor Company	F	13/05/2021	Elect Director Alexandra Ford English	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.
Ford Motor Company	F	13/05/2021	Elect Director James D. Farley, Jr.	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.
Ford Motor Company	F	13/05/2021	Elect Director Henry Ford, III	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.
Ford Motor Company	F	13/05/2021	Elect Director William Clay Ford, Jr.	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.
Ford Motor Company	F	13/05/2021	Elect Director William W. Helman, IV	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.
Ford Motor Company	F	13/05/2021	Elect Director Jon M. Huntsman, Jr.	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.
Ford Motor Company	F	13/05/2021	Elect Director William E. Kennard	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.
Ford Motor Company	F	13/05/2021	Elect Director Beth E. Mooney	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.
Ford Motor Company	F	13/05/2021	Elect Director John L. Thornton	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.
Ford Motor Company	F	13/05/2021	Elect Director John B. Veihmeyer	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.
Ford Motor Company	F	13/05/2021	Elect Director Lynn M. Vojvodich	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.
Ford Motor Company	F	13/05/2021	Elect Director John S. Weinberg	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.
Ford Motor Company	F	13/05/2021	Ratify PricewaterhouseCoopers LLP as Auditor	For	For	A vote FOR this item is warranted because only 4.71 percent of the fees paid to the auditor are for non-audit purposes.

Ford Motor Company	F	13/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time. Short-term incentives are primarily based on preset performance criteria, and a majority of long-term incentives are performance conditioned. However, the company switched from multi-year performance periods to one-year performance periods for the principal metrics used in the performance unit program, and this issue warrants continued monitoring.
Ford Motor Company	F	13/05/2021	Approve Recapitalization Plan for all Stock to Have One-vote per Share	Against	For	A vote FOR this proposal is warranted, as it would provide shareholders of the company with equal voting rights on all voting items.
Henry Schein, Inc.	HSIC	13/05/2021	Elect Director Mohamad Ali	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.
Henry Schein, Inc.	HSIC	13/05/2021	Elect Director Barry J. Alperin	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.
Henry Schein, Inc.	HSIC	13/05/2021	Elect Director Gerald A. Benjamin	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.
Henry Schein, Inc.	HSIC	13/05/2021	Elect Director Stanley M. Bergman	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.
Henry Schein, Inc.	HSIC	13/05/2021	Elect Director James P. Breslawski	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.
Henry Schein, Inc.	HSIC	13/05/2021	Elect Director Deborah Derby	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.
Henry Schein, Inc.	HSIC	13/05/2021	Elect Director Joseph L. Herring	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.
Henry Schein, Inc.	HSIC	13/05/2021	Elect Director Kurt P. Kuehn	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.
Henry Schein, Inc.	HSIC	13/05/2021	Elect Director Philip A. Laskawy	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.
Henry Schein, Inc.	HSIC	13/05/2021	Elect Director Anne H. Margulies	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.
Henry Schein, Inc.	HSIC	13/05/2021	Elect Director Mark E. Mlotek	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.
Henry Schein, Inc.	HSIC	13/05/2021	Elect Director Steven Paladino	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.
Henry Schein, Inc.	HSIC	13/05/2021	Elect Director Carol Raphael	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.
Henry Schein, Inc.	HSIC	13/05/2021	Elect Director E. Dianne Rekow	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.
Henry Schein, Inc.	HSIC	13/05/2021	Elect Director Bradley T. Sheares	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.
Henry Schein, Inc.	HSIC	13/05/2021	Elect Director Reed V. Tuckson	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.
Henry Schein, Inc.	HSIC	13/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Cautionary support for this proposal is warranted, as there is concern with the special award's rationale and the fact that this is the second consecutive year CEO Bergman has been granted a special award. Although the committee adopted a new annual incentive plan mid-year, the payout remained under the original target opportunity and the long-term incentives are entirely performance based.
Henry Schein, Inc.	HSIC	13/05/2021	Ratify BDO USA, LLP as Auditor	For	For	A vote FOR this item is warranted because only 6.72 percent of the fees paid to the auditor are for non-audit purposes.
SBA Communications Corporation	SBAC	13/05/2021	Elect Director Mary S. Chan	For	Against	Votes AGAINST incumbent Nominating Committee members Mary Chan and George Krouse Jr. are warranted for lack of diversity on the board.
SBA Communications Corporation	SBAC	13/05/2021	Elect Director George R. Krouse, Jr.	For	Against	Votes AGAINST incumbent Nominating Committee members Mary Chan and George Krouse Jr. are warranted for lack of diversity on the board.
SBA Communications Corporation	SBAC	13/05/2021	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this item is warranted because only 1.64 percent of the fees paid to the auditor are for non-audit purposes.
SBA Communications Corporation	SBAC	13/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time. The committee made positive changes to the long-term incentive plan.
The Charles Schwab Corporation	SCHW	13/05/2021	Elect Director Walter W. Bettinger, II	For	For	A vote AGAINST Mark Goldfarb is warranted for serving as a non-independent member of a key board committee.A vote FOR the remaining director nominees is warranted.
The Charles Schwab Corporation	SCHW	13/05/2021	Elect Director Joan T. Dea	For	For	A vote AGAINST Mark Goldfarb is warranted for serving as a non-independent member of a key board committee.A vote FOR the remaining director nominees is warranted.
The Charles Schwab Corporation	SCHW	13/05/2021	Elect Director Christopher V. Dodds	For	For	A vote AGAINST Mark Goldfarb is warranted for serving as a non-independent member of a key board committee.A vote FOR the remaining director nominees is warranted.
The Charles Schwab Corporation	SCHW	13/05/2021	Elect Director Mark A. Goldfarb	For	Against	A vote AGAINST Mark Goldfarb is warranted for serving as a non-independent member of a key board committee.A vote FOR the remaining director nominees is warranted.
The Charles Schwab Corporation	SCHW	13/05/2021	Elect Director Bharat B. Masrani	For	For	A vote AGAINST Mark Goldfarb is warranted for serving as a non-independent member of a key board committee.A vote FOR the remaining director nominees is warranted.
The Charles Schwab Corporation	SCHW	13/05/2021	Elect Director Charles A. Ruffel	For	For	A vote AGAINST Mark Goldfarb is warranted for serving as a non-independent member of a key board committee.A vote FOR the remaining director nominees is warranted.
The Charles Schwab Corporation	SCHW	13/05/2021	Ratify Deloitte & Touche LLP as Auditors	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 Charles Schwab Corporation	SCHW	13/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review.
The Charles Schwab Corporation	SCHW	13/05/2021	Report on Lobbying Payments and Policy	Against	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 Charles Schwab Corporation	SCHW	13/05/2021	Declassify the Board of Directors	Against	For	A vote FOR this proposal is warranted because the declassification would enhance board accountability.
Seagen Inc.	SGEN	14/05/2021	Elect Director Felix J. Baker	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.
Seagen Inc.	SGEN	14/05/2021	Elect Director Clay B. Siegall	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.
Seagen Inc.	SGEN	14/05/2021	Elect Director Nancy A. Simonian	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.

Seagen Inc.	SGEN	14/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	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. The CEO's annual incentives were entirely based on corporate financial performance factors. In addition, the committee added performance-based equity to all NEO annual long-term incentives and expanded the performance period for PSUs from one to three-year periods.
Seagen Inc.	SGEN	14/05/2021	Ratify PricewaterhouseCoopers LLP as Auditors	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.
Amgen Inc.	AMGN	18/05/2021	Elect Director Wanda M. Austin	For	For	Votes AGAINST incumbent Nominating Committee member Greg Garland are warranted for lack of diversity on the board.
Amgen Inc.	AMGN	18/05/2021	Elect Director Robert A. Bradway	For	For	Votes AGAINST incumbent Nominating Committee member Greg Garland are warranted for lack of diversity on the board.
Amgen Inc.	AMGN	18/05/2021	Elect Director Brian J. Druker	For	For	Votes AGAINST incumbent Nominating Committee member Greg Garland are warranted for lack of diversity on the board.
Amgen Inc.	AMGN	18/05/2021	Elect Director Robert A. Eckert	For	Against	Votes AGAINST incumbent Nominating Committee member Greg Garland are warranted for lack of diversity on the board.
Amgen Inc.	AMGN	18/05/2021	Elect Director Greg C. Garland	For	Against	Votes AGAINST incumbent Nominating Committee member Greg Garland are warranted for lack of diversity on the board.
Amgen Inc.	AMGN	18/05/2021	Elect Director Charles M. Holley, Jr.	For	Against	Votes AGAINST incumbent Nominating Committee member Greg Garland are warranted for lack of diversity on the board.
Amgen Inc.	AMGN	18/05/2021	Elect Director Tyler Jacks	For	For	Votes AGAINST incumbent Nominating Committee member Greg Garland are warranted for lack of diversity on the board.
Amgen Inc.	AMGN	18/05/2021	Elect Director Ellen J. Kullman	For	Against	Votes AGAINST incumbent Nominating Committee member Greg Garland are warranted for lack of diversity on the board.
Amgen Inc.	AMGN	18/05/2021	Elect Director Amy E. Miles	For	For	Votes AGAINST incumbent Nominating Committee member Greg Garland are warranted for lack of diversity on the board.
Amgen Inc.	AMGN	18/05/2021	Elect Director Ronald D. Sugar	For	Against	Votes AGAINST incumbent Nominating Committee member Greg Garland are warranted for lack of diversity on the board.
Amgen Inc.	AMGN	18/05/2021	Elect Director R. Sanders Williams	For	Against	Votes AGAINST incumbent Nominating Committee member Greg Garland are warranted for lack of diversity on the board.
Amgen Inc.	AMGN	18/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	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	18/05/2021	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this item is warranted because only 4.02 percent of the fees paid to the auditor are for non-audit purposes.
Elia Group SA/NV	ELI	18/05/2021	Receive Directors' Reports (Non-Voting)			No vote is required.
Elia Group SA/NV	ELI	18/05/2021	Receive Auditors' Reports (Non-Voting)			No vote is required.
Elia Group SA/NV	ELI	18/05/2021	Approve Financial Statements and Allocation of Income	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* because the proposed payout ratio is adequate without being excessive
Elia Group SA/NV	ELI	18/05/2021	Approve Remuneration Policy	For	Against	A vote AGAINST is warranted, because:* The company does not provide caps and award levels regarding the variable remuneration of the executives, which is not in line with best market practices; and* The policy explicitly allows for one-off extraordinary awards without providing a further framework or cap.
Elia Group SA/NV	ELI	18/05/2021	Approve Remuneration Report	For	Against	A vote AGAINST is warranted, based on:* The overall level of disclosure is considered insufficient and below market practice; and* The company failed to provide insight into the performance metrics targets, and award levels of the short-term and long-term incentive plans. Moreover, although the levels of achievement have been disclosed regarding the STI award plan, no further explanation on how they were assessed was provided, making it hard to assess pay for performance.* The company failed to disclose the CEO pay ratio whereas this is a legal requirement in Belgium.
Elia Group SA/NV	ELI	18/05/2021	Receive Directors' Report on Consolidated Financial Statements			This is a non-voting item.
Elia Group SA/NV	ELI	18/05/2021	Receive Auditors' Report on Consolidated Financial Statements			This is a non-voting item.
Elia Group SA/NV	ELI	18/05/2021	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)			This is a non-voting item.
Elia Group SA/NV	ELI	18/05/2021	Approve Discharge of Directors	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.
Elia Group SA/NV	ELI	18/05/2021	Approve Discharge of Auditors	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.
Elia Group SA/NV	ELI	18/05/2021	Reelect Saskia Van Uffelen, Luc De Temmerman and Frank Donck as Independent Directors	For	Against	A vote AGAINST this bundled election is warranted because* The item is bundled in deviation of market best practice* Nominee Frank Donck is considered to be overboarded.
Elia Group SA/NV	ELI	18/05/2021	Acknowledge Voluntary Resignation of Kris Peeters as Director and Approve the Co-optation of Pieter de Crem as Director	For	For	A vote FOR is warranted. Although the term exceeds four years, this is a cooptation in replacement of the appointment term of Kris Peeters who was appointed for a period of six year in line with Belgian law of April 29, 1999, on the organization of the electricity market.
Elia Group SA/NV	ELI	18/05/2021	Transact Other Business			This is a routine non-voting item.
Elia Group SA/NV	ELI	18/05/2021	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	A vote FOR is warranted because:* This proposal is in line with commonly used safeguards;* The authorization would allow Elia Group SA/NV to repurchase 10.00 percent of the outstanding share capital.
Elia Group SA/NV	ELI	18/05/2021	Receive Directors' Reports (Non-Voting)			No vote is required.
Elia Group SA/NV	ELI	18/05/2021	Receive Auditors' Reports (Non-Voting)			No vote is required.
Elia Group SA/NV	ELI	18/05/2021	Approve Financial Statements and Allocation of Income	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* because the proposed payout ratio is adequate without being excessive
Elia Group SA/NV	ELI	18/05/2021	Approve Remuneration Policy	For	Against	A vote AGAINST is warranted, because:* The company does not provide caps and award levels regarding the variable remuneration of the executives, which is not in line with best market practices; and* The policy explicitly allows for one-off extraordinary awards without providing a further framework or cap.
Elia Group SA/NV	ELI	18/05/2021	Approve Remuneration Report	For	Against	A vote AGAINST is warranted, based on:* The overall level of disclosure is considered insufficient and below market practice; and* The company failed to provide insight into the performance metrics targets, and award levels of the short-term and long-term incentive plans. Moreover, although the levels of achievement have been disclosed regarding the STI award plan, no further explanation on how they were assessed was provided, making it hard to assess pay for performance.* The company failed to disclose the CEO pay ratio whereas this is a legal requirement in Belgium.
Elia Group SA/NV	ELI	18/05/2021	Receive Directors' Report on Consolidated Financial Statements			This is a non-voting item.
Elia Group SA/NV	ELI	18/05/2021	Receive Auditors' Report on Consolidated Financial Statements			This is a non-voting item.
Elia Group SA/NV	ELI	18/05/2021	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)			This is a non-voting item.
Elia Group SA/NV	ELI	18/05/2021	Approve Discharge of Directors	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.
Elia Group SA/NV	ELI	18/05/2021	Approve Discharge of Auditors	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.
Elia Group SA/NV	ELI	18/05/2021	Reelect Saskia Van Uffelen, Luc De Temmerman and Frank Donck as Independent Directors	For	Against	A vote AGAINST this bundled election is warranted because* The item is bundled in deviation of market best practice* Nominee Frank Donck is considered to be overboarded.

Elia Group SA/NV	ELI	18/05/2021	Acknowledge Voluntary Resignation of Kris Peeters as Director and Approve the Co-optation of Pieter de Crem as Director	For	For	A vote FOR is warranted. Although the term exceeds four years, this is a cooptation in replacement of the appointment term of Kris Peeters who was appointed for a period of six year in line with Belgian law of April 29, 1999, on the organization of the electricity market.
Elia Group SA/NV	ELI	18/05/2021	Transact Other Business			This is a routine non-voting item.
Elia Group SA/NV	ELI	18/05/2021	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	A vote FOR is warranted because:* This proposal is in line with commonly used safeguards;* The authorization would allow Elia Group SA/NV to repurchase 10.00 percent of the outstanding share capital.
Realty Income Corporation	O	18/05/2021	Elect Director Kathleen R. Allen	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.
Realty Income Corporation	O	18/05/2021	Elect Director A. Larry Chapman	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.
Realty Income Corporation	O	18/05/2021	Elect Director Reginald H. Gilyard	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.
Realty Income Corporation	O	18/05/2021	Elect Director Priya Cherian Huskins	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.
Realty Income Corporation	O	18/05/2021	Elect Director Gerardo I. Lopez	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.
Realty Income Corporation	O	18/05/2021	Elect Director Michael D. McKee	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.
Realty Income Corporation	O	18/05/2021	Elect Director Gregory T. McLaughlin	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.
Realty Income Corporation	O	18/05/2021	Elect Director Ronald L. Merriman	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.
Realty Income Corporation	O	18/05/2021	Elect Director Sumit Roy	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.
Realty Income Corporation	O	18/05/2021	Ratify KPMG LLP as Auditors	For	For	A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.
Realty Income Corporation	O	18/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Short-term incentives are primarily based on pre-set operational goals and long-term incentives are predominantly performance-based.
Realty Income Corporation	O	18/05/2021	Approve Omnibus Stock Plan	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
Zendesk, Inc.	ZEN	18/05/2021	Elect Director Archana Agrawal	For	For	A vote AGAINST incumbent director nominees Hilarie Koplow-McAdams and L. Michelle Wilson 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.A vote FOR new director nominee Archana Agrawal is warranted.
Zendesk, Inc.	ZEN	18/05/2021	Elect Director Hilarie Koplow-McAdams	For	Against	A vote AGAINST incumbent director nominees Hilarie Koplow-McAdams and L. Michelle Wilson 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.A vote FOR new director nominee Archana Agrawal is warranted.
Zendesk, Inc.	ZEN	18/05/2021	Elect Director Michelle Wilson	For	Against	A vote AGAINST incumbent director nominees Hilarie Koplow-McAdams and L. Michelle Wilson 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.A vote FOR new director nominee Archana Agrawal is warranted.
Zendesk, Inc.	ZEN	18/05/2021	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this item is warranted because only 16.95 percent of the fees paid to the auditor are for non-audit purposes.
Annaly Capital Management, Inc.	NLY	19/05/2021	Elect Director Francine J. Bovich	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.
Annaly Capital Management, Inc.	NLY	19/05/2021	Elect Director Wellington J. Denahan	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.
Annaly Capital Management, Inc.	NLY	19/05/2021	Elect Director Katie Beirne Fallon	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.
Annaly Capital Management, Inc.	NLY	19/05/2021	Elect Director David L. Finkelstein	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.
Annaly Capital Management, Inc.	NLY	19/05/2021	Elect Director Thomas Hamilton	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.
Annaly Capital Management, Inc.	NLY	19/05/2021	Elect Director Kathy Hopinkah Hannan	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.
Annaly Capital Management, Inc.	NLY	19/05/2021	Elect Director Michael Haylon	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.
Annaly Capital Management, Inc.	NLY	19/05/2021	Elect Director Eric A. Reeves	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.
Annaly Capital Management, Inc.	NLY	19/05/2021	Elect Director John H. Schaefer	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.
Annaly Capital Management, Inc.	NLY	19/05/2021	Elect Director Glenn A. Votek	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.
Annaly Capital Management, Inc.	NLY	19/05/2021	Elect Director Vicki Williams	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.
Annaly Capital Management, Inc.	NLY	19/05/2021	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this item is warranted because only 14.23 percent of the fees paid to the auditor are for non-audit purposes.
Cerner Corporation	CERN	19/05/2021	Elect Director Mitchell E. Daniels, Jr.	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.
Cerner Corporation	CERN	19/05/2021	Elect Director Elder Granger	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.
Cerner Corporation	CERN	19/05/2021	Elect Director John J. Greisch	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.
Cerner Corporation	CERN	19/05/2021	Elect Director Melinda J. Mount	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.

Cerner Corporation	CERN	19/05/2021	Ratify KPMG LLP as Auditors	For	For	A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.
Cerner Corporation	CERN	19/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. While the committee revised the annual incentive targets, it exercised negative discretion and capped payouts below target.
Cerner Corporation	CERN	19/05/2021	Eliminate Supermajority Vote Requirement	Against	For	A vote FOR this proposal is warranted given that elimination of the supermajority vote requirement would enhance shareholder rights.
Neurocrine Biosciences, Inc.	NBIX	19/05/2021	Elect Director William H. Rastetter	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.
Neurocrine Biosciences, Inc.	NBIX	19/05/2021	Elect Director George J. Morrow	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.
Neurocrine Biosciences, Inc.	NBIX	19/05/2021	Elect Director Leslie V. Norwalk	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.
Neurocrine Biosciences, Inc.	NBIX	19/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted, as pay is reasonably aligned with performance for the period in review.
Neurocrine Biosciences, Inc.	NBIX	19/05/2021	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this item is warranted because only 10.86 percent of the fees paid to the auditor are for non-audit purposes.
Sampo Oyj	SAMPO	19/05/2021	Open Meeting			These are routine meeting formalities.
Sampo Oyj	SAMPO	19/05/2021	Call the Meeting to Order			These are routine meeting formalities.
Sampo Oyj	SAMPO	19/05/2021	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting			These are routine meeting formalities.
Sampo Oyj	SAMPO	19/05/2021	Acknowledge Proper Convening of Meeting			These are routine meeting formalities.
Sampo Oyj	SAMPO	19/05/2021	Prepare and Approve List of Shareholders			These are routine meeting formalities.
Sampo Oyj	SAMPO	19/05/2021	Receive Financial Statements and Statutory Reports; Receive Board's Report; Receive Auditor's Report			This is a routine, non-voting item.
Sampo Oyj	SAMPO	19/05/2021	Accept Financial Statements and Statutory Reports	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	19/05/2021	Approve Allocation of Income and Dividends of EUR 1.70 Per Share	For	For	A vote FOR this income allocation proposal is warranted, however, it should be noted that the proposed dividend exceeds earnings and thus the company will draw from reserves to pay out the dividend this year.
Sampo Oyj	SAMPO	19/05/2021	Approve Discharge of Board and President	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.
Sampo Oyj	SAMPO	19/05/2021	Approve Remuneration Report (Advisory Vote)	For	Against	A vote AGAINST this item is warranted because the performance conditions for the annual bonus are too vaguely disclosed.
Sampo Oyj	SAMPO	19/05/2021	Approve Remuneration of Directors in the Amount of EUR 184,000 for Chairman and EUR 95,000 for Other Directors; Approve Remuneration for Committee Work	For	For	A vote FOR this remuneration proposal is warranted because of a lack of concern regarding the proposed fees.
Sampo Oyj	SAMPO	19/05/2021	Fix Number of Directors at Eight	For	For	A vote FOR this proposal is warranted because of a lack of controversy concerning the size of the board .
Sampo Oyj	SAMPO	19/05/2021	Reelect Christian Clausen, Fiona Clutterbuck, Georg Ehrnrooth, Jannica Fagerholm, Johanna Lamminen, Risto Murto and Bjorn Wahlroos as Directors; Elect Markus Rauramo as New Director	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	19/05/2021	Approve Remuneration of Auditors	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Sampo Oyj	SAMPO	19/05/2021	Ratify Deloitte as Auditors	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Sampo Oyj	SAMPO	19/05/2021	Authorize Share Repurchase Program	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	19/05/2021	Close Meeting			This is a non-voting formality.
SS&C Technologies Holdings, Inc.	SSNC	19/05/2021	Elect Director Jonathan E. Michael	For	Withhold	WITHHOLD votes are warranted for incumbent nominating committee member Jonathan Michael for lack of diversity on the board.
SS&C Technologies Holdings, Inc.	SSNC	19/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted. In response to the prior year's failed say-on-pay vote, the compensation committee engaged with shareholders and made significant improvements to the company's compensation practices in response to the feedback received. The annual incentive program will include an increased weighting on financial performance and the company introduced performance-based stock option awards to its long-term incentive plan. Additionally, CEO pay and company performance were reasonably aligned for the year in review.
SS&C Technologies Holdings, Inc.	SSNC	19/05/2021	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this item is warranted because only 5.20 percent of the fees paid to the auditor are for non-audit purposes.
State Street Corporation	STT	19/05/2021	Elect Director Patrick de Saint-Aignan	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.
State Street Corporation	STT	19/05/2021	Elect Director Marie A. Chandoha	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.
State Street Corporation	STT	19/05/2021	Elect Director Amelia C. Fawcett	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.
State Street Corporation	STT	19/05/2021	Elect Director William C. Freda	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.
State Street Corporation	STT	19/05/2021	Elect Director Sara Mathew	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.
State Street Corporation	STT	19/05/2021	Elect Director William L. Meaney	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.
State Street Corporation	STT	19/05/2021	Elect Director Ronald P. O'Hanley	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.
State Street Corporation	STT	19/05/2021	Elect Director Sean O'Sullivan	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.

State Street Corporation	STT	19/05/2021	Elect Director Julio A. Portalatin	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.
State Street Corporation	STT	19/05/2021	Elect Director John B. Rhea	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.
State Street Corporation	STT	19/05/2021	Elect Director Richard P. Sergel	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.
State Street Corporation	STT	19/05/2021	Elect Director Gregory L. Summe	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.
State Street Corporation	STT	19/05/2021	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this item is warranted because only 11.80 percent of the fees paid to the auditor are for non-audit purposes.
State Street Corporation	STT	19/05/2021	Report on Racial Equity Audit	Against	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 existing diversity and inclusion initiatives.
AIA Group Limited	1299	20/05/2021	Accept Financial Statements and Statutory Reports	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	20/05/2021	Approve Final Dividend	For	For	A vote FOR this resolution is warranted because this is a routine dividend proposal.
AIA Group Limited	1299	20/05/2021	Elect Lee Yuan Siong as Director	For	For	A vote FOR all nominees is warranted.
AIA Group Limited	1299	20/05/2021	Elect Chung-Kong Chow as Director	For	For	A vote FOR all nominees is warranted.
AIA Group Limited	1299	20/05/2021	Elect John Barrie Harrison as Director	For	For	A vote FOR all nominees is warranted.
AIA Group Limited	1299	20/05/2021	Elect Lawrence Juen-Yee Lau as Director	For	For	A vote FOR all nominees is warranted.
AIA Group Limited	1299	20/05/2021	Elect Cesar Velasquez Purisima as Director	For	For	A vote FOR all nominees is warranted.
AIA Group Limited	1299	20/05/2021	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	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	20/05/2021	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	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.
AIA Group Limited	1299	20/05/2021	Authorize Repurchase of Issued Share Capital	For	For	A vote FOR this resolution is warranted given the absence of any known issues concerning the proposed share repurchase.
AvalonBay Communities, Inc.	AVB	20/05/2021	Elect Director Glyn F. Aeppel	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.
AvalonBay Communities, Inc.	AVB	20/05/2021	Elect Director Terry S. Brown	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.
AvalonBay Communities, Inc.	AVB	20/05/2021	Elect Director Alan B. Buckelew	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.
AvalonBay Communities, Inc.	AVB	20/05/2021	Elect Director Ronald L. Havner, Jr.	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.
AvalonBay Communities, Inc.	AVB	20/05/2021	Elect Director Stephen P. Hills	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.
AvalonBay Communities, Inc.	AVB	20/05/2021	Elect Director Christopher B. Howard	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.
AvalonBay Communities, Inc.	AVB	20/05/2021	Elect Director Richard J. Lieb	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.
AvalonBay Communities, Inc.	AVB	20/05/2021	Elect Director Nnenna Lynch	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.
AvalonBay Communities, Inc.	AVB	20/05/2021	Elect Director Timothy J. Naughton	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.
AvalonBay Communities, Inc.	AVB	20/05/2021	Elect Director Benjamin W. Schall	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.
AvalonBay Communities, Inc.	AVB	20/05/2021	Elect Director Susan Swanezy	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.
AvalonBay Communities, Inc.	AVB	20/05/2021	Elect Director W. Edward Walter	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.
AvalonBay Communities, Inc.	AVB	20/05/2021	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this item is warranted because only 19.84 percent of the fees paid to the auditor are for non-audit purposes.
CDW Corporation	CDW	20/05/2021	Elect Director Virginia C. Addicott	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.
CDW Corporation	CDW	20/05/2021	Elect Director James A. Bell	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.
CDW Corporation	CDW	20/05/2021	Elect Director Lynda M. Clarizio	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.
CDW Corporation	CDW	20/05/2021	Elect Director Paul J. Finnegan	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.
CDW Corporation	CDW	20/05/2021	Elect Director Anthony R. Foxx	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.
CDW Corporation	CDW	20/05/2021	Elect Director Christine A. Leahy	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.
CDW Corporation	CDW	20/05/2021	Elect Director Sanjay Mehrotra	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.
CDW Corporation	CDW	20/05/2021	Elect Director David W. Nelms	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.
CDW Corporation	CDW	20/05/2021	Elect Director Joseph R. Swedish	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.

CDW Corporation	CDW	20/05/2021	Elect Director Donna F. Zarcone	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.
CDW Corporation	CDW	20/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time and no significant concerns were identified. Regular annual awards are entirely based on pre-set financial goals and long-term incentives are half-comprised of performance-based equity that relies on a multi-year performance period. While the addition of discretionary factors to the FY20 incentive determination significantly increased payouts, levels remained below target, the company included sufficient rationale and the factors are expected to be a one-time measure. However, shareholders should closely monitor future annual incentive plan adjustments.
CDW Corporation	CDW	20/05/2021	Ratify Ernst & Young LLP as Auditor	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	20/05/2021	Eliminate Supermajority Vote Requirement	For	For	A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement enhances shareholder rights.
CDW Corporation	CDW	20/05/2021	Amend Certificate of Incorporation to Eliminate Obsolete Competition and Corporate Opportunity Provision	For	For	A vote FOR this proposal is warranted as it would eliminate obsolete language from the company's certificate of incorporation and have no adverse impact on shareholder rights.
CDW Corporation	CDW	20/05/2021	Approve Omnibus Stock Plan	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
CDW Corporation	CDW	20/05/2021	Amend Qualified Employee Stock Purchase Plan	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.
Chubb Limited	CB	20/05/2021	Accept Financial Statements and Statutory Reports	For	For	A vote FOR this routine item is warranted.
Chubb Limited	CB	20/05/2021	Allocate Disposable Profit	For	For	A vote FOR this proposal is warranted given:* The increase in the dividend; and* The payout ratio, which exceeds 30 percent.
Chubb Limited	CB	20/05/2021	Approve Dividend Distribution From Legal Reserves Through Capital Contributions Reserve Subaccount	For	For	A vote FOR this proposal is warranted given:* The increase in the dividend; and* The payout ratio, which exceeds 30 percent.
Chubb Limited	CB	20/05/2021	Approve Discharge of Board of Directors	For	For	A vote FOR this proposal is warranted.
Chubb Limited	CB	20/05/2021	Ratify PricewaterhouseCoopers AG (Zurich) as Statutory Auditor	For	For	A vote FOR this item is warranted because only 6.23 percent of the fees paid to the auditor are for non-audit purposes.
Chubb Limited	CB	20/05/2021	Ratify PricewaterhouseCoopers LLP (United States) as Independent Registered Accounting Firm	For	For	A vote FOR this item is warranted because only 6.23 percent of the fees paid to the auditor are for non-audit purposes.
Chubb Limited	CB	20/05/2021	Ratify BDO AG (Zurich) as Special Audit Firm	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Chubb Limited	CB	20/05/2021	Elect Director Evan G. Greenberg	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.
Chubb Limited	CB	20/05/2021	Elect Director Michael P. Connors	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.
Chubb Limited	CB	20/05/2021	Elect Director Michael G. Atieh	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.
Chubb Limited	CB	20/05/2021	Elect Director Sheila P. Burke	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.
Chubb Limited	CB	20/05/2021	Elect Director Mary Cirillo	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.
Chubb Limited	CB	20/05/2021	Elect Director Robert J. Hugin	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.
Chubb Limited	CB	20/05/2021	Elect Director Robert W. Scully	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.
Chubb Limited	CB	20/05/2021	Elect Director Eugene B. Shanks, Jr.	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.
Chubb Limited	CB	20/05/2021	Elect Director Theodore E. Shasta	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.
Chubb Limited	CB	20/05/2021	Elect Director David H. Sidwell	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.
Chubb Limited	CB	20/05/2021	Elect Director Olivier Steimer	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.
Chubb Limited	CB	20/05/2021	Elect Director Luis Tellez	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.
Chubb Limited	CB	20/05/2021	Elect Director Frances F. Townsend	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.
Chubb Limited	CB	20/05/2021	Elect Evan G. Greenberg as Board Chairman	For	Against	A vote AGAINST the election of Evan G. Greenberg as chairman of the board is warranted given that Greenberg serves as the company's CEO.
Chubb Limited	CB	20/05/2021	Elect Michael P. Connors as Member of the Compensation Committee	For	For	Votes FOR the proposed nominees are warranted due to the lack of governance concerns and controversy surrounding the board of directors.
Chubb Limited	CB	20/05/2021	Elect Mary Cirillo as Member of the Compensation Committee	For	For	Votes FOR the proposed nominees are warranted due to the lack of governance concerns and controversy surrounding the board of directors.
Chubb Limited	CB	20/05/2021	Elect Frances F. Townsend as Member of the Compensation Committee	For	For	Votes FOR the proposed nominees are warranted due to the lack of governance concerns and controversy surrounding the board of directors.
Chubb Limited	CB	20/05/2021	Designate Homburger AG as Independent Proxy	For	For	A vote FOR this proposal is warranted due to the lack of concerns.
Chubb Limited	CB	20/05/2021	Amend Omnibus Stock Plan	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
Chubb Limited	CB	20/05/2021	Approve CHF 86,557,222.50 Reduction in Share Capital via Cancellation in Nominal Value of CHF 24.15 each	For	For	A vote FOR the proposed share capital reduction is warranted.
Chubb Limited	CB	20/05/2021	Approve the Maximum Aggregate Remuneration of Directors	For	For	A vote FOR this proposal is warranted as the proposed amount is broadly in line with market practice.

Chubb Limited	CB	20/05/2021	Approve Remuneration of Executive Management in the Amount of USD 48 Million for Fiscal 2022	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. Accordingly, a vote FOR this proposal is warranted.
Chubb Limited	CB	20/05/2021	Transact Other Business (Voting)	For	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.
Equitable Holdings, Inc.	EQH	20/05/2021	Elect Director Francis A. Hondal	For	For	A vote AGAINST governance committee members Kristi Matus, Bertram Scott, and Charles Stonehill 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 which adversely impacts shareholder rights.A vote FOR the remaining 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.
Equitable Holdings, Inc.	EQH	20/05/2021	Elect Director Daniel G. Kaye	For	For	A vote AGAINST governance committee members Kristi Matus, Bertram Scott, and Charles Stonehill 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 which adversely impacts shareholder rights.A vote FOR the remaining 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.
Equitable Holdings, Inc.	EQH	20/05/2021	Elect Director Joan Lamm-Tennant	For	For	A vote AGAINST governance committee members Kristi Matus, Bertram Scott, and Charles Stonehill 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 which adversely impacts shareholder rights.A vote FOR the remaining 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.
Equitable Holdings, Inc.	EQH	20/05/2021	Elect Director Kristi A. Matus	For	Against	A vote AGAINST governance committee members Kristi Matus, Bertram Scott, and Charles Stonehill 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 which adversely impacts shareholder rights.A vote FOR the remaining 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.
Equitable Holdings, Inc.	EQH	20/05/2021	Elect Director Ramon de Oliveira	For	For	A vote AGAINST governance committee members Kristi Matus, Bertram Scott, and Charles Stonehill 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 which adversely impacts shareholder rights.A vote FOR the remaining 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.
Equitable Holdings, Inc.	EQH	20/05/2021	Elect Director Mark Pearson	For	For	A vote AGAINST governance committee members Kristi Matus, Bertram Scott, and Charles Stonehill 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 which adversely impacts shareholder rights.A vote FOR the remaining 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.
Equitable Holdings, Inc.	EQH	20/05/2021	Elect Director Bertram L. Scott	For	Against	A vote AGAINST governance committee members Kristi Matus, Bertram Scott, and Charles Stonehill 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 which adversely impacts shareholder rights.A vote FOR the remaining 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.
Equitable Holdings, Inc.	EQH	20/05/2021	Elect Director George Stansfield	For	For	A vote AGAINST governance committee members Kristi Matus, Bertram Scott, and Charles Stonehill 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 which adversely impacts shareholder rights.A vote FOR the remaining 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.
Equitable Holdings, Inc.	EQH	20/05/2021	Elect Director Charles G.T. Stonehill	For	Against	A vote AGAINST governance committee members Kristi Matus, Bertram Scott, and Charles Stonehill 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 which adversely impacts shareholder rights.A vote FOR the remaining 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.
Equitable Holdings, Inc.	EQH	20/05/2021	Ratify PricewaterhouseCoopers LLP as Auditors	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.
Equitable Holdings, Inc.	EQH	20/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.
Host Hotels & Resorts, Inc.	HST	20/05/2021	Elect Director Mary L. Baglivo	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.
Host Hotels & Resorts, Inc.	HST	20/05/2021	Elect Director Richard E. Marriott	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.
Host Hotels & Resorts, Inc.	HST	20/05/2021	Elect Director Sandeep L. Mathrani	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.
Host Hotels & Resorts, Inc.	HST	20/05/2021	Elect Director John B. Morse, Jr.	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.
Host Hotels & Resorts, Inc.	HST	20/05/2021	Elect Director Mary Hogan Preusse	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.
Host Hotels & Resorts, Inc.	HST	20/05/2021	Elect Director Walter C. Rakowich	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.
Host Hotels & Resorts, Inc.	HST	20/05/2021	Elect Director James F. Risoleo	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.
Host Hotels & Resorts, Inc.	HST	20/05/2021	Elect Director Gordon H. Smith	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.
Host Hotels & Resorts, Inc.	HST	20/05/2021	Elect Director A. William Stein	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.
Host Hotels & Resorts, Inc.	HST	20/05/2021	Ratify KPMG LLP as Auditor	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	20/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted. The compensation committee made COVID related adjustments in the annual incentive program by providing additional discretionary awards. However, the rationale for the additional payment is sufficiently disclosed and overall cash incentives remained below original incentive target payouts.
Host Hotels & Resorts, Inc.	HST	20/05/2021	Amend Qualified Employee Stock Purchase Plan	For	For	A vote FOR this proposal is warranted given that:* the purchase price is reasonable;* the shares reserved are relatively conservative; and* the offer period is within the limits prescribed by Section 423 of the Internal Revenue Code.
Legal & General Group Plc	LGEN	20/05/2021	Accept Financial Statements and Statutory Reports	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.
Legal & General Group Plc	LGEN	20/05/2021	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.
Legal & General Group Plc	LGEN	20/05/2021	Elect Ric Lewis as Director	For	For	Votes AGAINST incumbent Nominating Committee members Sir John Kingman, Philip Broadley, Henrietta Baldock, Lesley Knox, Melville Lewis and Toby Strauss are warranted for lack of diversity on the board.A vote FOR the remaining director nominees is warranted.
Legal & General Group Plc	LGEN	20/05/2021	Elect Nilufer von Bismarck as Director	For	For	Votes AGAINST incumbent Nominating Committee members Sir John Kingman, Philip Broadley, Henrietta Baldock, Lesley Knox, Melville Lewis and Toby Strauss are warranted for lack of diversity on the board.A vote FOR the remaining director nominees is warranted.
Legal & General Group Plc	LGEN	20/05/2021	Re-elect Henrietta Baldock as Director	For	Against	Votes AGAINST incumbent Nominating Committee members Sir John Kingman, Philip Broadley, Henrietta Baldock, Lesley Knox, Melville Lewis and Toby Strauss are warranted for lack of diversity on the board.A vote FOR the remaining director nominees is warranted.
Legal & General Group Plc	LGEN	20/05/2021	Re-elect Philip Broadley as Director	For	Against	Votes AGAINST incumbent Nominating Committee members Sir John Kingman, Philip Broadley, Henrietta Baldock, Lesley Knox, Melville Lewis and Toby Strauss are warranted for lack of diversity on the board.A vote FOR the remaining director nominees is warranted.
Legal & General Group Plc	LGEN	20/05/2021	Re-elect Jeff Davies as Director	For	For	Votes AGAINST incumbent Nominating Committee members Sir John Kingman, Philip Broadley, Henrietta Baldock, Lesley Knox, Melville Lewis and Toby Strauss are warranted for lack of diversity on the board.A vote FOR the remaining director nominees is warranted.

Legal & General Group Plc	LGEN	20/05/2021	Re-elect Sir John Kingman as Director	For	Against	Votes AGAINST incumbent Nominating Committee members Sir John Kingman, Philip Broadley, Henrietta Baldock, Lesley Knox, Melville Lewis and Toby Strauss are warranted for lack of diversity on the board.A vote FOR the remaining director nominees is warranted.
Legal & General Group Plc	LGEN	20/05/2021	Re-elect Lesley Knox as Director	For	Against	Votes AGAINST incumbent Nominating Committee members Sir John Kingman, Philip Broadley, Henrietta Baldock, Lesley Knox, Melville Lewis and Toby Strauss are warranted for lack of diversity on the board.A vote FOR the remaining director nominees is warranted.
Legal & General Group Plc	LGEN	20/05/2021	Re-elect George Lewis as Director	For	Against	Votes AGAINST incumbent Nominating Committee members Sir John Kingman, Philip Broadley, Henrietta Baldock, Lesley Knox, Melville Lewis and Toby Strauss are warranted for lack of diversity on the board.A vote FOR the remaining director nominees is warranted.
Legal & General Group Plc	LGEN	20/05/2021	Re-elect Toby Strauss as Director	For	Against	Votes AGAINST incumbent Nominating Committee members Sir John Kingman, Philip Broadley, Henrietta Baldock, Lesley Knox, Melville Lewis and Toby Strauss are warranted for lack of diversity on the board.A vote FOR the remaining director nominees is warranted.
Legal & General Group Plc	LGEN	20/05/2021	Re-elect Nigel Wilson as Director	For	For	Votes AGAINST incumbent Nominating Committee members Sir John Kingman, Philip Broadley, Henrietta Baldock, Lesley Knox, Melville Lewis and Toby Strauss are warranted for lack of diversity on the board.A vote FOR the remaining director nominees is warranted.
Legal & General Group Plc	LGEN	20/05/2021	Reappoint KPMG LLP as Auditors	For	For	A vote FOR this resolution is considered warranted at this time.
Legal & General Group Plc	LGEN	20/05/2021	Authorise Board to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because only 4.7 percent of the total fees paid to the auditor are for non-audit purposes.
Legal & General Group Plc	LGEN	20/05/2021	Approve Remuneration Report	For	For	A vote FOR this item is considered warranted, in the absence of any significant concerns.
Legal & General Group Plc	LGEN	20/05/2021	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Legal & General Group Plc	LGEN	20/05/2021	Authorise Issue of Equity in Connection with the Issue of Contingent Convertible Securities	For	For	A vote FOR these resolutions is warranted, although this is not without concern for shareholders:* If the Company were to issue such securities 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.
Legal & General Group Plc	LGEN	20/05/2021	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.
Legal & General Group Plc	LGEN	20/05/2021	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.
Legal & General Group Plc	LGEN	20/05/2021	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.
Legal & General Group Plc	LGEN	20/05/2021	Authorise Issue of Equity without Pre-emptive Rights in Connection with the Issue of Contingent Convertible Securities	For	For	A vote FOR these resolutions is warranted, although this is not without concern for shareholders:* If the Company were to issue such securities 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.
Legal & General Group Plc	LGEN	20/05/2021	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.
Legal & General Group Plc	LGEN	20/05/2021	Adopt New Articles of Association	For	For	A vote FOR this resolution is warranted as no significant concerns have been identified.
Legal & General Group Plc	LGEN	20/05/2021	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.
NN Group NV	NN	20/05/2021	Open Meeting			No vote is required for this item.
NN Group NV	NN	20/05/2021	Receive Annual Report			This is a non-voting item
NN Group NV	NN	20/05/2021	Approve Remuneration Report	For	For	A vote FOR is warranted as the overall structure of the remuneration policy is considered to be in line with best market practice and absence of concerns over quantum or pay for performance alignment. However, we do raise concern over the lack of (retrospective) disclosure regarding the STI objectives and level of achievement, not enabling shareholders to fully assess the stringency of the objectives.
NN Group NV	NN	20/05/2021	Adopt Financial Statements and Statutory Reports	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	20/05/2021	Receive Explanation on Company's Reserves and Dividend Policy			This is a non-voting item.
NN Group NV	NN	20/05/2021	Approve Dividends of EUR 2.33 Per Share	For	For	A vote FOR this dividend proposal is warranted because the proposed payout ratio is adequate without being excessive.
NN Group NV	NN	20/05/2021	Approve Discharge of Executive Board	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	20/05/2021	Approve Discharge of Supervisory Board	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	20/05/2021	Elect Cecilia Reyes to Supervisory Board	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	20/05/2021	Elect Rob Lelieveld to Supervisory Board	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	20/05/2021	Elect Inga Beale to Supervisory Board	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	20/05/2021	Approve Increase Maximum Ratio Between Fixed and Variable Components of Remuneration	For	For	A vote FOR the proposal is warranted because the cap is applied to a number of senior staff (working in the NN Investment Partners business outside the EEA, primarily in the US, Asia and the United Kingdom) and aims at attracting, motivating, and retaining staff with competitive packages and there are no signs of excessiveness.
NN Group NV	NN	20/05/2021	Grant Board Authority to Issue Ordinary Shares Up To 10 Percent of Issued Capital	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	20/05/2021	Authorize Board to Exclude Preemptive Rights from Share Issuances Under Item 8.A.1	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	20/05/2021	Grant Board Authority to Issue Shares Up To 20 Percent of Issued Capital in Connection with a Rights Issue	For	For	A vote FOR is warranted as the proposal would respect commonly used safeguards with regard to volume and duration
NN Group NV	NN	20/05/2021	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	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 NN Group to repurchase up to 10 percent of the issued share capital.
NN Group NV	NN	20/05/2021	Approve Reduction in Share Capital through Cancellation of Shares	For	For	Since the cancellation of shares is in shareholders' interests, a vote FOR is warranted.

NN Group NV	NN	20/05/2021	Close Meeting			No vote is required for this item.
ON Semiconductor Corporation	ON	20/05/2021	Elect Director Atsushi Abe	For	For	A vote FOR the director nominees is warranted. The company adopted a short-term poison pill in June 2020 and has not put it to a vote. In light of the decline in the share price that preceded its adoption and the presence of a potential acquirer, the board's actions are considered reasonable. However, shareholders should closely monitor the board's actions with respect to the pill, as the board could decide to renew it shortly after this year's annual meeting.
ON Semiconductor Corporation	ON	20/05/2021	Elect Director Alan Campbell	For	For	A vote FOR the director nominees is warranted. The company adopted a short-term poison pill in June 2020 and has not put it to a vote. In light of the decline in the share price that preceded its adoption and the presence of a potential acquirer, the board's actions are considered reasonable. However, shareholders should closely monitor the board's actions with respect to the pill, as the board could decide to renew it shortly after this year's annual meeting.
ON Semiconductor Corporation	ON	20/05/2021	Elect Director Susan K. Carter	For	For	A vote FOR the director nominees is warranted. The company adopted a short-term poison pill in June 2020 and has not put it to a vote. In light of the decline in the share price that preceded its adoption and the presence of a potential acquirer, the board's actions are considered reasonable. However, shareholders should closely monitor the board's actions with respect to the pill, as the board could decide to renew it shortly after this year's annual meeting.
ON Semiconductor Corporation	ON	20/05/2021	Elect Director Thomas L. Deitrich	For	For	A vote FOR the director nominees is warranted. The company adopted a short-term poison pill in June 2020 and has not put it to a vote. In light of the decline in the share price that preceded its adoption and the presence of a potential acquirer, the board's actions are considered reasonable. However, shareholders should closely monitor the board's actions with respect to the pill, as the board could decide to renew it shortly after this year's annual meeting.
ON Semiconductor Corporation	ON	20/05/2021	Elect Director Gilles Delfassy	For	For	A vote FOR the director nominees is warranted. The company adopted a short-term poison pill in June 2020 and has not put it to a vote. In light of the decline in the share price that preceded its adoption and the presence of a potential acquirer, the board's actions are considered reasonable. However, shareholders should closely monitor the board's actions with respect to the pill, as the board could decide to renew it shortly after this year's annual meeting.
ON Semiconductor Corporation	ON	20/05/2021	Elect Director Hassane S. El-Khoury	For	For	A vote FOR the director nominees is warranted. The company adopted a short-term poison pill in June 2020 and has not put it to a vote. In light of the decline in the share price that preceded its adoption and the presence of a potential acquirer, the board's actions are considered reasonable. However, shareholders should closely monitor the board's actions with respect to the pill, as the board could decide to renew it shortly after this year's annual meeting.
ON Semiconductor Corporation	ON	20/05/2021	Elect Director Bruce E. Kiddoo	For	For	A vote FOR the director nominees is warranted. The company adopted a short-term poison pill in June 2020 and has not put it to a vote. In light of the decline in the share price that preceded its adoption and the presence of a potential acquirer, the board's actions are considered reasonable. However, shareholders should closely monitor the board's actions with respect to the pill, as the board could decide to renew it shortly after this year's annual meeting.
ON Semiconductor Corporation	ON	20/05/2021	Elect Director Paul A. Mascarenas	For	For	A vote FOR the director nominees is warranted. The company adopted a short-term poison pill in June 2020 and has not put it to a vote. In light of the decline in the share price that preceded its adoption and the presence of a potential acquirer, the board's actions are considered reasonable. However, shareholders should closely monitor the board's actions with respect to the pill, as the board could decide to renew it shortly after this year's annual meeting.
ON Semiconductor Corporation	ON	20/05/2021	Elect Director Gregory L. Waters	For	For	A vote FOR the director nominees is warranted. The company adopted a short-term poison pill in June 2020 and has not put it to a vote. In light of the decline in the share price that preceded its adoption and the presence of a potential acquirer, the board's actions are considered reasonable. However, shareholders should closely monitor the board's actions with respect to the pill, as the board could decide to renew it shortly after this year's annual meeting.
ON Semiconductor Corporation	ON	20/05/2021	Elect Director Christine Y. Yan	For	For	A vote FOR the director nominees is warranted. The company adopted a short-term poison pill in June 2020 and has not put it to a vote. In light of the decline in the share price that preceded its adoption and the presence of a potential acquirer, the board's actions are considered reasonable. However, shareholders should closely monitor the board's actions with respect to the pill, as the board could decide to renew it shortly after this year's annual meeting.
ON Semiconductor Corporation	ON	20/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time. No annual incentive awards were earned as the threshold financial performance targets were not met, and the majority of the new CEO's new hire equity grant is conditioned on objective and clearly disclosed financial performance metrics.
ON Semiconductor Corporation	ON	20/05/2021	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this item is warranted because only 16.25 percent of the fees paid to the auditor are for non-audit purposes.
ON Semiconductor Corporation	ON	20/05/2021	Amend Qualified Employee Stock Purchase Plan	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.
ON Semiconductor Corporation	ON	20/05/2021	Amend Omnibus Stock Plan	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
Shaw Communications Inc.	SJR.B	20/05/2021	Approve Acquisition by Rogers Communications Inc.	For	For	Vote FOR this proposal. The value of consideration offered to Non-Shaw Family Shareholders represents a significant premium to the unaffected price of both Class A (33.5 percent) and Class B Shares (69.5 percent), while the all cash consideration will provide immediate liquidity and certainty of value. SJR has ensured that there is no premium paid in respect of Class A Shares versus Class B Shares. Finally, the sale process undertaken by SJR appears to be adequate, with reference and context to the SJR's size and position within the Canadian telecommunications industry and the fact that SJR negotiated on a non-exclusive basis for a reasonable period with two parties. The SJR special committee appears to have succeeded in improving the offer consideration possible from a limited pool of potential suitors, and it remains additionally unlikely that if the company were to continue running a process, other superior bids would materialize. The transaction involves the provision of Different Consideration to the Shaw Family Shareholders, the Connected Transaction with Bradley Shaw, and the provision of other "collateral benefits" for certain members of Senior Management. The Different Consideration appears to be a tool for tax purposes on behalf of the Shaw Family Shareholders, and was contemplated with an equivalence in value in mind with the consideration to be received by all other shareholders. Moreover, such consideration, in virtue of it being partially satisfied in the form of RCI shares, is subject to greater risks due to the fact it does not provide the same certainty of value as pure cash consideration. The amounts due to Bradley Shaw as well as members of Senior Management pursuant to the Connected Transaction, Retention Payments, SERP/ERP Enhancement Value, and Change of Control (in the case of Shaw only), appear reasonable within the context of the transaction size, necessity to retain personnel to effect the combined entity's strategic plan, and each executive's respective employment agreements. Shareholders should be aware that the transaction itself requires several significant key regulatory approvals which have been identified as risks. In light of the foregoing, shareholder approval of this resolution is warranted.
Synchrony Financial	SYF	20/05/2021	Elect Director Margaret M. Keane	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.
Synchrony Financial	SYF	20/05/2021	Elect Director Fernando Aguirre	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.
Synchrony Financial	SYF	20/05/2021	Elect Director Paget L. Alves	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.
Synchrony Financial	SYF	20/05/2021	Elect Director Arthur W. Coviello, Jr.	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.
Synchrony Financial	SYF	20/05/2021	Elect Director Brian D. Doubles	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.
Synchrony Financial	SYF	20/05/2021	Elect Director William W. Graylin	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.
Synchrony Financial	SYF	20/05/2021	Elect Director Roy A. Guthrie	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.
Synchrony Financial	SYF	20/05/2021	Elect Director Jeffrey G. Naylor	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.
Synchrony Financial	SYF	20/05/2021	Elect Director P.W. "Bill" Parker	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.
Synchrony Financial	SYF	20/05/2021	Elect Director Laurel J. Richie	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.
Synchrony Financial	SYF	20/05/2021	Elect Director Olympia J. Snowe	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.

Synchrony Financial	SYF	20/05/2021	Elect Director Ellen M. Zane	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.
Synchrony Financial	SYF	20/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time. While the annual incentive plan was modified due to the COVID-19 pandemic to a more subjective review of company performance, the company provides an adequate level of disclosure regarding its rationale for this change, and the performance metrics considered under the new framework. Additionally, the majority of equity awards are conditioned on multi-year financial performance. Shareholders should expect to the company to return to its usual annual incentive plan next year, which focuses on disclosed financial metrics.
Synchrony Financial	SYF	20/05/2021	Advisory Vote on Say on Pay Frequency	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.
Synchrony Financial	SYF	20/05/2021	Ratify KPMG LLP as Auditors	For	For	A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.
The Home Depot, Inc.	HD	20/05/2021	Elect Director Gerard J. Arpey	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 Home Depot, Inc.	HD	20/05/2021	Elect Director Ari Bousbib	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 Home Depot, Inc.	HD	20/05/2021	Elect Director Jeffery H. Boyd	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 Home Depot, Inc.	HD	20/05/2021	Elect Director Gregory D. Brenneman	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 Home Depot, Inc.	HD	20/05/2021	Elect Director J. Frank Brown	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 Home Depot, Inc.	HD	20/05/2021	Elect Director Albert P. Carey	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 Home Depot, Inc.	HD	20/05/2021	Elect Director Helena B. Foulkes	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 Home Depot, Inc.	HD	20/05/2021	Elect Director Linda R. Gooden	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 Home Depot, Inc.	HD	20/05/2021	Elect Director Wayne M. Hewett	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 Home Depot, Inc.	HD	20/05/2021	Elect Director Manuel Kadre	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 Home Depot, Inc.	HD	20/05/2021	Elect Director Stephanie C. Linnartz	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 Home Depot, Inc.	HD	20/05/2021	Elect Director Craig A. Menear	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 Home Depot, Inc.	HD	20/05/2021	Ratify KPMG LLP as Auditors	For	For	A vote FOR this item is warranted because only 6.02 percent of the fees paid to the auditor are for non-audit purposes.
The Home Depot, Inc.	HD	20/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	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.
The Home Depot, Inc.	HD	20/05/2021	Amend Shareholder Written Consent Provisions	Against	For	A vote FOR this proposal is warranted given that a reduction in the ownership threshold would provide a more meaningful written consent right for shareholders.
The Home Depot, Inc.	HD	20/05/2021	Report on Political Contributions Congruency Analysis	Against	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	20/05/2021	Report on Prison Labor in the Supply Chain	Against	For	A vote FOR this proposal is warranted. Additional reporting on the company's policies addressing use of prison labor would help shareholders assess the level of human rights risk that may be facing the company.
Cable One, Inc.	CABO	21/05/2021	Elect Director Thomas S. Gayner	For	Against	* A vote AGAINST governance committee members Thomas (Tom) Gayner and Kristine Miller 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 bylaws, which adversely impacts shareholder rights. * A vote AGAINST Thomas (Tom) Gayner 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.
Cable One, Inc.	CABO	21/05/2021	Elect Director Deborah J. Kissire	For	For	* A vote AGAINST governance committee members Thomas (Tom) Gayner and Kristine Miller 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 bylaws, which adversely impacts shareholder rights. * A vote AGAINST Thomas (Tom) Gayner 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.
Cable One, Inc.	CABO	21/05/2021	Elect Director Thomas O. Might	For	For	* A vote AGAINST governance committee members Thomas (Tom) Gayner and Kristine Miller 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 bylaws, which adversely impacts shareholder rights. * A vote AGAINST Thomas (Tom) Gayner 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.
Cable One, Inc.	CABO	21/05/2021	Elect Director Kristine E. Miller	For	Against	* A vote AGAINST governance committee members Thomas (Tom) Gayner and Kristine Miller 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 bylaws, which adversely impacts shareholder rights. * A vote AGAINST Thomas (Tom) Gayner 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.
Cable One, Inc.	CABO	21/05/2021	Ratify PricewaterhouseCoopers LLP as Auditors	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.
Cable One, Inc.	CABO	21/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	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.
Crown Castle International Corp.	CCI	21/05/2021	Elect Director P. Robert Bartolo	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.
Crown Castle International Corp.	CCI	21/05/2021	Elect Director Jay A. Brown	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.
Crown Castle International Corp.	CCI	21/05/2021	Elect Director Cindy Christy	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.
Crown Castle International Corp.	CCI	21/05/2021	Elect Director Ari Q. Fitzgerald	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.
Crown Castle International Corp.	CCI	21/05/2021	Elect Director Andrea J. Goldsmith	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.
Crown Castle International Corp.	CCI	21/05/2021	Elect Director Lee W. Hogan	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.
Crown Castle International Corp.	CCI	21/05/2021	Elect Director Tammy K. Jones	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.
Crown Castle International Corp.	CCI	21/05/2021	Elect Director J. Landis Martin	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.

Crown Castle International Corp.	CCI	21/05/2021	Elect Director Anthony J. Melone	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.
Crown Castle International Corp.	CCI	21/05/2021	Elect Director W. Benjamin Moreland	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.
Crown Castle International Corp.	CCI	21/05/2021	Elect Director Kevin A. Stephens	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.
Crown Castle International Corp.	CCI	21/05/2021	Elect Director Matthew Thornton, III	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.
Crown Castle International Corp.	CCI	21/05/2021	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this item is warranted because only 5.98 percent of the fees paid to the auditor are for non-audit purposes.
Crown Castle International Corp.	CCI	21/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	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 financial performance, and the majority of equity grants are based on a multi-year performance period.
Crown Castle International Corp.	CCI	21/05/2021	Advisory Vote on Say on Pay Frequency	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.
EssilorLuxottica SA	EL	21/05/2021	Approve Financial Statements and Statutory Reports	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	21/05/2021	Approve Consolidated Financial Statements and Statutory Reports	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	21/05/2021	Approve Allocation of Income and Dividends of EUR 2.23 per Share	For	For	A vote FOR this income allocation proposal is warranted but is not without concerns due to:* The high payout ratio; and* The use of financial aid mechanism proposed by the French government in the context of the covid-19 crisis.
EssilorLuxottica SA	EL	21/05/2021	Approve Auditors' Special Report on Related-Party Transactions	For	For	A vote FOR this proposal is warranted because the information disclosed in the auditors' special report does not raise concerns.
EssilorLuxottica SA	EL	21/05/2021	Approve Compensation Report of Corporate Officers	For	For	A vote FOR this remuneration report is warranted because it does not raise any significant concern.
EssilorLuxottica SA	EL	21/05/2021	Approve Compensation of Leonardo Del Vecchio, Chairman and CEO Until Dec. 17, 2020 and Chairman of the Board Since Dec. 17, 2020	For	For	A vote FOR the remuneration report is warranted but is not without concerns as the LTIP previously granted are not lost or prorated despite the departure of Leonardo Del Vecchio.Mitigating, the number of performance shares granted under the 2019 and 2020 LTIP has decreased (from 50,000 in 2018 to 20,000 in 2020).
EssilorLuxottica SA	EL	21/05/2021	Approve Compensation of Hubert Sagnieres, Vice-Chairman and Vice-CEO Until Dec. 17, 2020 and Vice-Chairman of the Board Since Dec. 17, 2020	For	For	A vote FOR the remuneration report is warranted but is not without concerns as the LTIP previously granted are not lost or prorated despite the departure of Hubert Sagnieres for his retirement.Mitigating, the number of performance shares granted under the 2019 and 2020 LTIP has decreased (from 50,000 in 2018 to 20,000 in 2020).
EssilorLuxottica SA	EL	21/05/2021	Approve Remuneration Policy of Corporate Officers, Since Jan. 1, 2020 Until the General Assembly	For	For	A vote FOR the remuneration policy applicable to corporate officers from Jan. 2021 until the 2021 GM (Item 8) is warranted but is not without concerns as the CEO and Vice-CEO employment contracts have not been canceled under this period while they have been appointed CEO and Vice-CEO since Dec. 17, 2020.A vote AGAINST the remuneration policy applicable to corporate officers after 2021 GM (Item 9) is warranted as:* The CEO base salary increases without compelling rationale;* Severance agreement for the CEO and Vice-CEO raise several concerns;* The Vice-CEO employment contract has not been canceled (only suspended);* The CEO non-compete agreement is guaranteed;* The post mandate LTIP treatment is not in line with market practices; and* The stringency of a criterion of the LTIP 2021 is not deemed sufficient.
EssilorLuxottica SA	EL	21/05/2021	Approve Remuneration Policy of Corporate Officers, Since the General Assembly	For	Against	A vote FOR the remuneration policy applicable to corporate officers from Jan. 2021 until the 2021 GM (Item 8) is warranted but is not without concerns as the CEO and Vice-CEO employment contracts have not been canceled under this period while they have been appointed CEO and Vice-CEO since Dec. 17, 2020.A vote AGAINST the remuneration policy applicable to corporate officers after 2021 GM (Item 9) is warranted as:* The CEO base salary increases without compelling rationale;* Severance agreement for the CEO and Vice-CEO raise several concerns;* The Vice-CEO employment contract has not been canceled (only suspended);* The CEO non-compete agreement is guaranteed;* The post mandate LTIP treatment is not in line with market practices; and* The stringency of a criterion of the LTIP 2021 is not deemed sufficient.
EssilorLuxottica SA	EL	21/05/2021	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	Such share buyback programs merit a vote FOR.
EssilorLuxottica SA	EL	21/05/2021	Amend Bylaws to Comply with Legal Changes	For	For	These proposals merit votes FOR as the proposed amendments do not raise concerns.However, the adoption of the new articles proposed under Items 11 and 13 does not allow piecemeal voting by shareholders, who are presented with an all-or-nothing choice.
EssilorLuxottica SA	EL	21/05/2021	Amend Article 13 of Bylaws Re: Directors Length of Term	For	For	These proposals merit votes FOR as the proposed amendments do not raise concerns.However, the adoption of the new articles proposed under Items 11 and 13 does not allow piecemeal voting by shareholders, who are presented with an all-or-nothing choice.
EssilorLuxottica SA	EL	21/05/2021	Amend Article 15, 16 and 23 of Bylaws Re: Board Deliberation	For	For	These proposals merit votes FOR as the proposed amendments do not raise concerns.However, the adoption of the new articles proposed under Items 11 and 13 does not allow piecemeal voting by shareholders, who are presented with an all-or-nothing choice.
EssilorLuxottica SA	EL	21/05/2021	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For	A vote FOR this item is warranted as such share capital reductions are favorable to shareholders.
EssilorLuxottica SA	EL	21/05/2021	Authorize up to 2.5 Percent of Issued Capital for Use in Restricted Stock Plans	For	For	A vote FOR this resolution is warranted but is not without concerns as one of the performance criteria is not deemed stringent enough.The main reason for support is the absence of specific concerns.
EssilorLuxottica SA	EL	21/05/2021	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 5 Percent of Issued Capital	For	For	Vote FOR the authorization is warranted as its proposed volume respect the recommended guidelines for issuances with preemptive rights.
EssilorLuxottica SA	EL	21/05/2021	Authorize Capitalization of Reserves of Up to EUR 500 Million for Bonus Issue or Increase in Par Value	For	For	A vote FOR is warranted since this potential transfer of wealth is in shareholders' interests.
EssilorLuxottica SA	EL	21/05/2021	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For	A vote FOR is warranted because the plans could increase employee participation to a level of ownership that would remain acceptable for savings-related share purchase plans.
EssilorLuxottica SA	EL	21/05/2021	Reelect Leonardo Del Vecchio as Director	For	For	* Votes FOR the (re)elections of these non-independent nominees are /warranted given the satisfactory level of board independence (including all board members: 50.0 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 63.6 percent vs 50 percent recommended) but are not without concerns as the Company does not disclose the composition of its committees (Items 19-21).* Votes FOR the (re)elections of the CEO and Vice-CEO are warranted but are not without concerns as the Company does not disclose the composition of its committees (Items 22-23).* Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 24-30).
EssilorLuxottica SA	EL	21/05/2021	Reelect Romolo Bardin as Director	For	For	* Votes FOR the (re)elections of these non-independent nominees are /warranted given the satisfactory level of board independence (including all board members: 50.0 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 63.6 percent vs 50 percent recommended) but are not without concerns as the Company does not disclose the composition of its committees (Items 19-21).* Votes FOR the (re)elections of the CEO and Vice-CEO are warranted but are not without concerns as the Company does not disclose the composition of its committees (Items 22-23).* Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 24-30).
EssilorLuxottica SA	EL	21/05/2021	Reelect Juliette Favre as Director	For	For	* Votes FOR the (re)elections of these non-independent nominees are /warranted given the satisfactory level of board independence (including all board members: 50.0 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 63.6 percent vs 50 percent recommended) but are not without concerns as the Company does not disclose the composition of its committees (Items 19-21).* Votes FOR the (re)elections of the CEO and Vice-CEO are warranted but are not without concerns as the Company does not disclose the composition of its committees (Items 22-23).* Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 24-30).

EssilorLuxottica SA	EL	21/05/2021	Reelect Francesco Milleri as Director	For	For	* Votes FOR the (re)elections of these non-independent nominees are /warranted given the satisfactory level of board independence (including all board members: 50.0 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 63.6 percent vs 50 percent recommended) but are not without concerns as the Company does not disclose the composition of its committees (Items 19-21).* Votes FOR the (re)elections of the CEO and Vice-CEO are warranted but are not without concerns as the Company does not disclose the composition of its committees (Items 22-23).* Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 24-30).
EssilorLuxottica SA	EL	21/05/2021	Reelect Paul du Saillant as Director	For	For	* Votes FOR the (re)elections of these non-independent nominees are /warranted given the satisfactory level of board independence (including all board members: 50.0 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 63.6 percent vs 50 percent recommended) but are not without concerns as the Company does not disclose the composition of its committees (Items 19-21).* Votes FOR the (re)elections of the CEO and Vice-CEO are warranted but are not without concerns as the Company does not disclose the composition of its committees (Items 22-23).* Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 24-30).
EssilorLuxottica SA	EL	21/05/2021	Reelect Cristina Scocchia as Director	For	For	* Votes FOR the (re)elections of these non-independent nominees are /warranted given the satisfactory level of board independence (including all board members: 50.0 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 63.6 percent vs 50 percent recommended) but are not without concerns as the Company does not disclose the composition of its committees (Items 19-21).* Votes FOR the (re)elections of the CEO and Vice-CEO are warranted but are not without concerns as the Company does not disclose the composition of its committees (Items 22-23).* Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 24-30).
EssilorLuxottica SA	EL	21/05/2021	Elect Jean-Luc Biamonti as Director	For	For	* Votes FOR the (re)elections of these non-independent nominees are /warranted given the satisfactory level of board independence (including all board members: 50.0 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 63.6 percent vs 50 percent recommended) but are not without concerns as the Company does not disclose the composition of its committees (Items 19-21).* Votes FOR the (re)elections of the CEO and Vice-CEO are warranted but are not without concerns as the Company does not disclose the composition of its committees (Items 22-23).* Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 24-30).
EssilorLuxottica SA	EL	21/05/2021	Elect Marie-Christine Coisne as Director	For	For	* Votes FOR the (re)elections of these non-independent nominees are /warranted given the satisfactory level of board independence (including all board members: 50.0 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 63.6 percent vs 50 percent recommended) but are not without concerns as the Company does not disclose the composition of its committees (Items 19-21).* Votes FOR the (re)elections of the CEO and Vice-CEO are warranted but are not without concerns as the Company does not disclose the composition of its committees (Items 22-23).* Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 24-30).
EssilorLuxottica SA	EL	21/05/2021	Elect Jose Gonzalo as Director	For	For	* Votes FOR the (re)elections of these non-independent nominees are /warranted given the satisfactory level of board independence (including all board members: 50.0 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 63.6 percent vs 50 percent recommended) but are not without concerns as the Company does not disclose the composition of its committees (Items 19-21).* Votes FOR the (re)elections of the CEO and Vice-CEO are warranted but are not without concerns as the Company does not disclose the composition of its committees (Items 22-23).* Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 24-30).
EssilorLuxottica SA	EL	21/05/2021	Elect Swati Piramal as Director	For	For	* Votes FOR the (re)elections of these non-independent nominees are /warranted given the satisfactory level of board independence (including all board members: 50.0 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 63.6 percent vs 50 percent recommended) but are not without concerns as the Company does not disclose the composition of its committees (Items 19-21).* Votes FOR the (re)elections of the CEO and Vice-CEO are warranted but are not without concerns as the Company does not disclose the composition of its committees (Items 22-23).* Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 24-30).
EssilorLuxottica SA	EL	21/05/2021	Elect Nathalie von Siemens as Director	For	For	* Votes FOR the (re)elections of these non-independent nominees are /warranted given the satisfactory level of board independence (including all board members: 50.0 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 63.6 percent vs 50 percent recommended) but are not without concerns as the Company does not disclose the composition of its committees (Items 19-21).* Votes FOR the (re)elections of the CEO and Vice-CEO are warranted but are not without concerns as the Company does not disclose the composition of its committees (Items 22-23).* Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 24-30).
EssilorLuxottica SA	EL	21/05/2021	Elect Andrea Zappia as Director	For	For	* Votes FOR the (re)elections of these non-independent nominees are /warranted given the satisfactory level of board independence (including all board members: 50.0 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 63.6 percent vs 50 percent recommended) but are not without concerns as the Company does not disclose the composition of its committees (Items 19-21).* Votes FOR the (re)elections of the CEO and Vice-CEO are warranted but are not without concerns as the Company does not disclose the composition of its committees (Items 22-23).* Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 24-30).
EssilorLuxottica SA	EL	21/05/2021	Directors Length of Term, Pursuant Item 12	For	For	A vote FOR this item is warranted as it is not deemed contentious.
EssilorLuxottica SA	EL	21/05/2021	Authorize Filing of Required Documents/Other Formalities	For	For	A vote FOR this routine item is warranted.
Quest Diagnostics Incorporated	DGX	21/05/2021	Elect Director Vicky B. Gregg	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	21/05/2021	Elect Director Wright L. Lassiter, III	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	21/05/2021	Elect Director Timothy L. Main	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	21/05/2021	Elect Director Denise M. Morrison	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	21/05/2021	Elect Director Gary M. Pfeiffer	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	21/05/2021	Elect Director Timothy M. Ring	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	21/05/2021	Elect Director Stephen H. Ruszkowski	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	21/05/2021	Elect Director Helen I. Torley	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	21/05/2021	Elect Director Gail R. Wilensky	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	21/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time. While the committee implemented a supplemental plan, annual incentives are primarily based on pre-set financial goals.
Quest Diagnostics Incorporated	DGX	21/05/2021	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this item is warranted because only 2.34 percent of the fees paid to the auditor are for non-audit purposes.
Quest Diagnostics Incorporated	DGX	21/05/2021	Provide Right to Act by Written Consent	Against	For	A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.
BioMarin Pharmaceutical Inc.	BMRN	25/05/2021	Elect Director Jean-Jacques Bienaime	For	For	WITHHOLD votes are warranted for Michael Grey for serving as a director on more than five public company boards.A vote FOR the remaining director nominees is warranted.
BioMarin Pharmaceutical Inc.	BMRN	25/05/2021	Elect Director Elizabeth McKee Anderson	For	For	WITHHOLD votes are warranted for Michael Grey for serving as a director on more than five public company boards.A vote FOR the remaining director nominees is warranted.
BioMarin Pharmaceutical Inc.	BMRN	25/05/2021	Elect Director Willard Dere	For	For	WITHHOLD votes are warranted for Michael Grey for serving as a director on more than five public company boards.A vote FOR the remaining director nominees is warranted.
BioMarin Pharmaceutical Inc.	BMRN	25/05/2021	Elect Director Michael Grey	For	Withhold	WITHHOLD votes are warranted for Michael Grey for serving as a director on more than five public company boards.A vote FOR the remaining director nominees is warranted.
BioMarin Pharmaceutical Inc.	BMRN	25/05/2021	Elect Director Elaine J. Heron	For	For	WITHHOLD votes are warranted for Michael Grey for serving as a director on more than five public company boards.A vote FOR the remaining director nominees is warranted.

BioMarin Pharmaceutical Inc.	BMRN	25/05/2021	Elect Director Maykin Ho	For	For	WITHHOLD votes are warranted for Michael Grey for serving as a director on more than five public company boards.A vote FOR the remaining director nominees is warranted.
BioMarin Pharmaceutical Inc.	BMRN	25/05/2021	Elect Director Robert J. Hombach	For	For	WITHHOLD votes are warranted for Michael Grey for serving as a director on more than five public company boards.A vote FOR the remaining director nominees is warranted.
BioMarin Pharmaceutical Inc.	BMRN	25/05/2021	Elect Director V. Bryan Lawlis	For	For	WITHHOLD votes are warranted for Michael Grey for serving as a director on more than five public company boards.A vote FOR the remaining director nominees is warranted.
BioMarin Pharmaceutical Inc.	BMRN	25/05/2021	Elect Director Richard A. Meier	For	For	WITHHOLD votes are warranted for Michael Grey for serving as a director on more than five public company boards.A vote FOR the remaining director nominees is warranted.
BioMarin Pharmaceutical Inc.	BMRN	25/05/2021	Elect Director David E.J. Pyott	For	For	WITHHOLD votes are warranted for Michael Grey for serving as a director on more than five public company boards.A vote FOR the remaining director nominees is warranted.
BioMarin Pharmaceutical Inc.	BMRN	25/05/2021	Elect Director Dennis J. Slamon	For	For	WITHHOLD votes are warranted for Michael Grey for serving as a director on more than five public company boards.A vote FOR the remaining director nominees is warranted.
BioMarin Pharmaceutical Inc.	BMRN	25/05/2021	Ratify KPMG LLP as Auditors	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.
BioMarin Pharmaceutical Inc.	BMRN	25/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted. Although some concern is raised regarding the use of discretion in STI payouts, the financial portion of the payouts were based on pre-set goals, and the payouts were aligned with improved earnings. However, while the committee improved the vesting design of the performance shares year-over-year, non-GAAP income under the LTI program is measured annually and overlaps with the STI program, relative TSR targets merely median performance, and certain forward-looking goals were undisclosed. Nevertheless, equity awards are at least half performance-based with largely multi-year goals, and the CEO's equity awards are expected to decline in FY21. Close shareholder monitoring is warranted with respect to incentive pay outcomes.
BioMarin Pharmaceutical Inc.	BMRN	25/05/2021	Amend Omnibus Stock Plan	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
Anthem, Inc.	ANTM	26/05/2021	Elect Director Lewis Hay, III	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	26/05/2021	Elect Director Antonio F. Neri	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	26/05/2021	Elect Director Ramiro G. Peru	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	26/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	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 goals and approximately half of long-term incentives were performance-conditioned. Moreover, performance shares utilize a multi-year performance measurement period.
Anthem, Inc.	ANTM	26/05/2021	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this item is warranted because only 3.82 percent of the fees paid to the auditor are for non-audit purposes.
BlackRock, Inc.	BLK	26/05/2021	Elect Director Bader M. Alsaad	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.
BlackRock, Inc.	BLK	26/05/2021	Elect Director Pamela Daley	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.
BlackRock, Inc.	BLK	26/05/2021	Elect Director Jessica P. Einhorn	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.
BlackRock, Inc.	BLK	26/05/2021	Elect Director Laurence D. Fink	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.
BlackRock, Inc.	BLK	26/05/2021	Elect Director William E. Ford	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.
BlackRock, Inc.	BLK	26/05/2021	Elect Director Fabrizio Freda	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.
BlackRock, Inc.	BLK	26/05/2021	Elect Director Murry S. Gerber	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.
BlackRock, Inc.	BLK	26/05/2021	Elect Director Margaret 'Peggy' L. Johnson	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.
BlackRock, Inc.	BLK	26/05/2021	Elect Director Robert S. Kapito	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.
BlackRock, Inc.	BLK	26/05/2021	Elect Director Cheryl D. Mills	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.
BlackRock, Inc.	BLK	26/05/2021	Elect Director Gordon M. Nixon	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.
BlackRock, Inc.	BLK	26/05/2021	Elect Director Charles H. Robbins	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.
BlackRock, Inc.	BLK	26/05/2021	Elect Director Marco Antonio Slim Domit	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.
BlackRock, Inc.	BLK	26/05/2021	Elect Director Hans E. Vestberg	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.
BlackRock, Inc.	BLK	26/05/2021	Elect Director Susan L. Wagner	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.
BlackRock, Inc.	BLK	26/05/2021	Elect Director Mark Wilson	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.
BlackRock, Inc.	BLK	26/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted, with caution. There is some ongoing concern regarding the impact of committee discretion in determining total incentive pay. Although guided by performance assessments in three broad categories, NEOs' total incentive pay determinations remain ultimately discretionary, and the proxy lacks disclosure of pre-set weights and targets for the specific metrics and achievements. However, there are mitigating factors for the year in review. First and most notably, the use of discretion has not resulted in a quantitative pay-for-performance misalignment for the year in review. Also, the year-over-year increase in NEO pay is directionally aligned with the company's strong TSR performance and the results of consistently considered financial metrics under the CEO's performance scorecard. Additionally, each NEO's incentive pay is capped at 125 percent of the prior year's incentive pay, somewhat limiting year-over-year pay increases. Further, a majority of long-term incentives are performance-based with clearly disclosed multi-year goals, and closing-cycle performance shares vested slightly above-target in alignment with the company's long-term TSR performance. Nevertheless, close shareholder monitoring of the incentive pay program structure and outcomes is warranted, particularly should CEO and company performance become misaligned going forward.
BlackRock, Inc.	BLK	26/05/2021	Ratify Deloitte LLP as Auditors	For	For	A vote FOR this item is warranted because only 6.21 percent of the fees paid to the auditor are for non-audit purposes.
BlackRock, Inc.	BLK	26/05/2021	Provide Right to Call Special Meeting	For	For	A vote FOR this proposal is warranted as providing shareholders with the ability to call special meetings would improve shareholder rights.
BlackRock, Inc.	BLK	26/05/2021	Eliminate Supermajority Vote Requirement	For	For	A vote FOR this proposal is warranted given that the removal of supermajority vote requirements would improve shareholder rights.

BlackRock, Inc.	BLK	26/05/2021	Amend Charter to Eliminate Provisions that are No Longer Applicable and Make Other Technical Revisions	For	For	A vote FOR this proposal is warranted given that removal of the provisions would not have a negative impact on shareholder rights.
BlackRock, Inc.	BLK	26/05/2021	Amend Certificate of Incorporation to Become a Public Benefit Corporation	Against	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.
Coupa Software Incorporated	COUP	26/05/2021	Elect Director Roger Siboni	For	Withhold	WITHHOLD votes are warranted for director nominees Roger Siboni and Henry Tayloe Stansbury 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 warranted for incumbent Nominating Committee member Roger Siboni for lack of diversity on the board.
Coupa Software Incorporated	COUP	26/05/2021	Elect Director Tayloe Stansbury	For	Withhold	WITHHOLD votes are warranted for director nominees Roger Siboni and Henry Tayloe Stansbury 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 warranted for incumbent Nominating Committee member Roger Siboni for lack of diversity on the board.
Coupa Software Incorporated	COUP	26/05/2021	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this item is warranted because only 3.75 percent of the fees paid to the auditor are for non-audit purposes.
Coupa Software Incorporated	COUP	26/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted. While CEO pay increased year-over-year, TSR performance was strong and the committee made positive improvements to the incentive programs. Although individual performance assessments were largely discretionary, STI payouts were primarily based on rigorous financial goals with no upside potential, reflecting an improvement from the prior year. Further, although the relative TSR metric targets merely the index return with no disclosed cap for negative TSR, more than half of the CEO's equity awards were performance-based with multi-year goals, a significant improvement from the prior year's entirely time-vested LTI awards. Continued shareholder monitoring is warranted with respect to the CEO's equity award magnitude.
Extra Space Storage Inc.	EXR	26/05/2021	Elect Director Kenneth M. Woolley	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.
Extra Space Storage Inc.	EXR	26/05/2021	Elect Director Joseph D. Margolis	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.
Extra Space Storage Inc.	EXR	26/05/2021	Elect Director Roger B. Porter	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.
Extra Space Storage Inc.	EXR	26/05/2021	Elect Director Joseph J. Bonner	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.
Extra Space Storage Inc.	EXR	26/05/2021	Elect Director Gary L. Crittenden	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.
Extra Space Storage Inc.	EXR	26/05/2021	Elect Director Spencer F. Kirk	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.
Extra Space Storage Inc.	EXR	26/05/2021	Elect Director Dennis J. Letham	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.
Extra Space Storage Inc.	EXR	26/05/2021	Elect Director Diane Olmstead	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.
Extra Space Storage Inc.	EXR	26/05/2021	Elect Director Julia Vander Ploeg	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.
Extra Space Storage Inc.	EXR	26/05/2021	Ratify Ernst & Young LLP as Auditors	For	Against	A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 36.73 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	26/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned. Annual incentives are based on pre-set financial metrics and the long-term incentives are majority performance based.
Extra Space Storage Inc.	EXR	26/05/2021	Advisory Vote on Say on Pay Frequency	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	26/05/2021	Elect Director Rodney C. Adkins	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.
PayPal Holdings, Inc.	PYPL	26/05/2021	Elect Director Jonathan Christodoro	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.
PayPal Holdings, Inc.	PYPL	26/05/2021	Elect Director John J. Donahoe	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.
PayPal Holdings, Inc.	PYPL	26/05/2021	Elect Director David W. Dorman	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.
PayPal Holdings, Inc.	PYPL	26/05/2021	Elect Director Belinda J. Johnson	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.
PayPal Holdings, Inc.	PYPL	26/05/2021	Elect Director Gail J. McGovern	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.
PayPal Holdings, Inc.	PYPL	26/05/2021	Elect Director Deborah M. Messemmer	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.
PayPal Holdings, Inc.	PYPL	26/05/2021	Elect Director David M. Moffett	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.
PayPal Holdings, Inc.	PYPL	26/05/2021	Elect Director Ann M. Sarnoff	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.
PayPal Holdings, Inc.	PYPL	26/05/2021	Elect Director Daniel H. Schulman	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.
PayPal Holdings, Inc.	PYPL	26/05/2021	Elect Director Frank D. Yeary	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.
PayPal Holdings, Inc.	PYPL	26/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. The annual incentives were primarily based on the company's performance and half of the long-term incentive plan is performance contingent.
PayPal Holdings, Inc.	PYPL	26/05/2021	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this item is warranted because only 3.91 percent of the fees paid to the auditor are for non-audit purposes.
PayPal Holdings, Inc.	PYPL	26/05/2021	Provide Right to Act by Written Consent	Against	For	A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.
PayPal Holdings, Inc.	PYPL	26/05/2021	Report on Whether Written Policies or Unwritten Norms Reinforce Racism in Company Culture	Against	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 existing diversity and inclusion initiatives.
Publicis Groupe SA	PUB	26/05/2021	Approve Financial Statements and Statutory Reports	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	26/05/2021	Approve Consolidated Financial Statements and Statutory Reports	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	26/05/2021	Approve Allocation of Income and Dividends of EUR 2 per Share	For	For	A vote FOR this income allocation is warranted in the absence of specific concerns.
Publicis Groupe SA	PUB	26/05/2021	Approve Stock Dividend Program	For	For	This proposal merits a vote FOR.
Publicis Groupe SA	PUB	26/05/2021	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	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	26/05/2021	Reelect Maurice Levy as Supervisory Board Member	For	For	* Votes FOR the (re)elections of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 53.8 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 63.6 percent vs 50 percent recommended) and the absence of specific concerns (Items 6 and 7). * A vote FOR the (re)election of this independent nominee is warranted in the absence of specific concerns (Item 8).
Publicis Groupe SA	PUB	26/05/2021	Reelect Simon Badinter as Supervisory Board Member	For	For	* Votes FOR the (re)elections of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 53.8 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 63.6 percent vs 50 percent recommended) and the absence of specific concerns (Items 6 and 7). * A vote FOR the (re)election of this independent nominee is warranted in the absence of specific concerns (Item 8).
Publicis Groupe SA	PUB	26/05/2021	Reelect Jean Charest as Supervisory Board Member	For	For	* Votes FOR the (re)elections of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 53.8 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 63.6 percent vs 50 percent recommended) and the absence of specific concerns (Items 6 and 7). * A vote FOR the (re)election of this independent nominee is warranted in the absence of specific concerns (Item 8).
Publicis Groupe SA	PUB	26/05/2021	Approve Remuneration Policy of Chairman of Supervisory Board	For	For	Votes FOR these remuneration policies are warranted because they do not raise any significant concern.
Publicis Groupe SA	PUB	26/05/2021	Approve Remuneration Policy of Supervisory Board Members	For	For	Votes FOR these remuneration policies are warranted because they do not raise any significant concern.
Publicis Groupe SA	PUB	26/05/2021	Approve Compensation Report	For	For	A vote FOR this remuneration report is warranted because it does not raise any significant concern.
Publicis Groupe SA	PUB	26/05/2021	Approve Compensation of Maurice Levy, Chairman of Supervisory Board	For	For	A vote FOR this remuneration report is warranted because it does not raise any significant concern.
Publicis Groupe SA	PUB	26/05/2021	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	Such share buyback programs merit a vote FOR.
Publicis Groupe SA	PUB	26/05/2021	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For	A vote FOR this item is warranted as such share capital reductions are favorable to shareholders.
Publicis Groupe SA	PUB	26/05/2021	Authorize up to 3 Percent of Issued Capital for Use in Restricted Stock Plans	For	For	A vote FOR this resolution is warranted but is not without concerns as no detail is provided regarding the performance condition attached to the plan. The main reason for support is the absence of other specific concern and that, for the members of the management board, this issue is mitigated by the possibility to assess the proposed conditions under the say on pay votes.
Publicis Groupe SA	PUB	26/05/2021	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For	Votes FOR the employee stock purchase plans are warranted as their proposed volume respect the 10-percent recommended guidelines.
Publicis Groupe SA	PUB	26/05/2021	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	For	For	Votes FOR the employee stock purchase plans are warranted as their proposed volume respect the 10-percent recommended guidelines.
Publicis Groupe SA	PUB	26/05/2021	Amend Bylaws to Comply with Legal Changes	For	Against	The proposed changes in Item 25 may have a negative impact on shareholders' rights.
Publicis Groupe SA	PUB	26/05/2021	Authorize Filing of Required Documents/Other Formalities	For	For	A vote FOR this routine item is warranted.
UDR, Inc.	UDR	27/05/2021	Elect Director Katherine A. Cattanach	For	For	Votes AGAINST incumbent Nominating Committee members James Klingbeil, Clint McDonnough, Robert McNamara and Mark Patterson are warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
UDR, Inc.	UDR	27/05/2021	Elect Director Jon A. Grove	For	For	Votes AGAINST incumbent Nominating Committee members James Klingbeil, Clint McDonnough, Robert McNamara and Mark Patterson are warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
UDR, Inc.	UDR	27/05/2021	Elect Director Mary Ann King	For	For	Votes AGAINST incumbent Nominating Committee members James Klingbeil, Clint McDonnough, Robert McNamara and Mark Patterson are warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
UDR, Inc.	UDR	27/05/2021	Elect Director James D. Klingbeil	For	Against	Votes AGAINST incumbent Nominating Committee members James Klingbeil, Clint McDonnough, Robert McNamara and Mark Patterson are warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
UDR, Inc.	UDR	27/05/2021	Elect Director Clint D. McDonnough	For	Against	Votes AGAINST incumbent Nominating Committee members James Klingbeil, Clint McDonnough, Robert McNamara and Mark Patterson are warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
UDR, Inc.	UDR	27/05/2021	Elect Director Diane M. Morefield	For	For	Votes AGAINST incumbent Nominating Committee members James Klingbeil, Clint McDonnough, Robert McNamara and Mark Patterson are warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
UDR, Inc.	UDR	27/05/2021	Elect Director Robert A. McNamara	For	Against	Votes AGAINST incumbent Nominating Committee members James Klingbeil, Clint McDonnough, Robert McNamara and Mark Patterson are warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
UDR, Inc.	UDR	27/05/2021	Elect Director Mark R. Patterson	For	Against	Votes AGAINST incumbent Nominating Committee members James Klingbeil, Clint McDonnough, Robert McNamara and Mark Patterson are warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
UDR, Inc.	UDR	27/05/2021	Elect Director Thomas W. Toomey	For	For	Votes AGAINST incumbent Nominating Committee members James Klingbeil, Clint McDonnough, Robert McNamara and Mark Patterson are warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
UDR, Inc.	UDR	27/05/2021	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this item is warranted because only 2.38 percent of the fees paid to the auditor are for non-audit purposes.
UDR, Inc.	UDR	27/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time. While the committee modified the long-term incentive plan, only one of four metrics was replaced and the rationale for the replacement appears reasonable. The annual incentive plan was majority based on pre-set objectives, no modifications were made to the annual plan and awards were earned below target.
UDR, Inc.	UDR	27/05/2021	Amend Omnibus Stock Plan	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
DocuSign, Inc.	DOCU	28/05/2021	Elect Director Enrique Salem	For	Withhold	WITHHOLD votes are warranted for director nominees Mary (Maggie) Wilderotter, Enrique Salem, Peter Solvik, and Inhi Cho Suh 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.
DocuSign, Inc.	DOCU	28/05/2021	Elect Director Peter Solvik	For	Withhold	WITHHOLD votes are warranted for director nominees Mary (Maggie) Wilderotter, Enrique Salem, Peter Solvik, and Inhi Cho Suh 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.
DocuSign, Inc.	DOCU	28/05/2021	Elect Director Inhi Cho Suh	For	Withhold	WITHHOLD votes are warranted for director nominees Mary (Maggie) Wilderotter, Enrique Salem, Peter Solvik, and Inhi Cho Suh 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.
DocuSign, Inc.	DOCU	28/05/2021	Elect Director Mary Agnes "Maggie" Wilderotter	For	Withhold	WITHHOLD votes are warranted for director nominees Mary (Maggie) Wilderotter, Enrique Salem, Peter Solvik, and Inhi Cho Suh 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.
DocuSign, Inc.	DOCU	28/05/2021	Ratify PricewaterhouseCoopers LLP as Auditors	For	Against	A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 29.53 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.

DocuSign, Inc.	DOCU	28/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time. The increase in CEO pay is aligned with the company's recent stock price performance, and the majority of the CEO's pay is conditioned on objective financial performance metrics. Additionally, half of the CEO's equity award is conditioned on multi-year performance goals.
DocuSign, Inc.	DOCU	28/05/2021	Elect Director Enrique Salem	For	Withhold	WITHHOLD votes are warranted for director nominees Mary (Maggie) Wilderotter, Enrique Salem, Peter Solvik, and Inhi Cho Suh 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.
DocuSign, Inc.	DOCU	28/05/2021	Elect Director Peter Solvik	For	Withhold	WITHHOLD votes are warranted for director nominees Mary (Maggie) Wilderotter, Enrique Salem, Peter Solvik, and Inhi Cho Suh 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.
DocuSign, Inc.	DOCU	28/05/2021	Elect Director Inhi Cho Suh	For	Withhold	WITHHOLD votes are warranted for director nominees Mary (Maggie) Wilderotter, Enrique Salem, Peter Solvik, and Inhi Cho Suh 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.
DocuSign, Inc.	DOCU	28/05/2021	Elect Director Mary Agnes "Maggie" Wilderotter	For	Withhold	WITHHOLD votes are warranted for director nominees Mary (Maggie) Wilderotter, Enrique Salem, Peter Solvik, and Inhi Cho Suh 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.
DocuSign, Inc.	DOCU	28/05/2021	Ratify PricewaterhouseCoopers LLP as Auditors	For	Against	A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 29.53 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.
DocuSign, Inc.	DOCU	28/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time. The increase in CEO pay is aligned with the company's recent stock price performance, and the majority of the CEO's pay is conditioned on objective financial performance metrics. Additionally, half of the CEO's equity award is conditioned on multi-year performance goals.
Biogen Inc.	BIIB	2/06/2021	Elect Director Alexander J. Denner	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.
Biogen Inc.	BIIB	2/06/2021	Elect Director Caroline D. Dorsa	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.
Biogen Inc.	BIIB	2/06/2021	Elect Director Maria C. Freire	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.
Biogen Inc.	BIIB	2/06/2021	Elect Director William A. Hawkins	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.
Biogen Inc.	BIIB	2/06/2021	Elect Director William D. Jones	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.
Biogen Inc.	BIIB	2/06/2021	Elect Director Nancy L. Leaming	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.
Biogen Inc.	BIIB	2/06/2021	Elect Director Jesus B. Mantas	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.
Biogen Inc.	BIIB	2/06/2021	Elect Director Richard C. Mulligan	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.
Biogen Inc.	BIIB	2/06/2021	Elect Director Stelios Papadopoulos	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.
Biogen Inc.	BIIB	2/06/2021	Elect Director Brian S. Posner	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.
Biogen Inc.	BIIB	2/06/2021	Elect Director Eric K. Rowinsky	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.
Biogen Inc.	BIIB	2/06/2021	Elect Director Stephen A. Sherwin	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.
Biogen Inc.	BIIB	2/06/2021	Elect Director Michel Vounatsos	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.
Biogen Inc.	BIIB	2/06/2021	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this item is warranted because only 6.25 percent of the fees paid to the auditor are for non-audit purposes.
Biogen Inc.	BIIB	2/06/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	While pay and performance are reasonably aligned for the year in review, the company granted departing CFO Capello excessive severance payments. A vote AGAINST this proposal is warranted.
Biogen Inc.	BIIB	2/06/2021	Amend Certificate of Incorporation to Add Federal Forum Selection Provision	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.
Biogen Inc.	BIIB	2/06/2021	Report on Lobbying Payments and Policy	Against	For	A vote FOR this resolution is warranted, as additional information on the company's direct and indirect lobbying expenditures and related management control would provide shareholders with a comprehensive understanding of the company's management of its lobbying activities and any related risks and benefits.
Biogen Inc.	BIIB	2/06/2021	Report on Gender Pay Gap	Against	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.
CoStar Group, Inc.	CSGP	2/06/2021	Elect Director Michael R. Klein	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.
CoStar Group, Inc.	CSGP	2/06/2021	Elect Director Andrew C. Florance	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.
CoStar Group, Inc.	CSGP	2/06/2021	Elect Director Laura Cox Kaplan	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.
CoStar Group, Inc.	CSGP	2/06/2021	Elect Director Michael J. Glosserman	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.
CoStar Group, Inc.	CSGP	2/06/2021	Elect Director John W. Hill	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.
CoStar Group, Inc.	CSGP	2/06/2021	Elect Director Robert W. Musslewhite	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.
CoStar Group, Inc.	CSGP	2/06/2021	Elect Director Christopher J. Nassetta	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.
CoStar Group, Inc.	CSGP	2/06/2021	Elect Director Louise S. Sams	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.
CoStar Group, Inc.	CSGP	2/06/2021	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this item is warranted because only 4.80 percent of the fees paid to the auditor are for non-audit purposes.
CoStar Group, Inc.	CSGP	2/06/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	A vote AGAINST this proposal is warranted because:* Equity award arrangements provide for automatic accelerated vesting upon a change-in-control;* The company has legacy arrangements with an executive that provide for modified single-trigger severance; and* The company has legacy arrangements with an executive that provide for excise tax-gross up provisions.
CoStar Group, Inc.	CSGP	2/06/2021	Increase Authorized Common Stock	For	For	There is both gender and racial diversity on the board.Elimination of the company's remaining supermajority voting provisions would enhance shareholder rights.
CoStar Group, Inc.	CSGP	2/06/2021	Amend Qualified Employee Stock Purchase Plan	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.
CoStar Group, Inc.	CSGP	2/06/2021	Eliminate Supermajority Vote Requirement	Against	For	A vote FOR this proposal is warranted given that elimination of the supermajority vote requirement would enhance shareholder rights.

Adyen NV	ADYEN	3/06/2021	Approve Remuneration Report	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	3/06/2021	Adopt Financial Statements and Statutory Reports	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	3/06/2021	Approve Discharge of Management Board	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	3/06/2021	Approve Discharge of Supervisory Board	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	3/06/2021	Reelect Ingo Jeroen Uytdehaage to Management Board	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.
Adyen NV	ADYEN	3/06/2021	Reelect Delfin Rueda Arroyo to Supervisory Board	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.
Adyen NV	ADYEN	3/06/2021	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	For	A vote FOR is warranted as the number of shares, along with its duration, are not excessive and are considered to be reasonable.
Adyen NV	ADYEN	3/06/2021	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	For	A vote FOR is warranted as the number of shares, along with its duration, are not excessive and are considered to be reasonable.
Adyen NV	ADYEN	3/06/2021	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	A vote FOR this item is warranted because the terms comply with market practices and Social Advisory Services guidelines.
Adyen NV	ADYEN	3/06/2021	Ratify PwC as Auditors	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Allegion plc	ALLE	3/06/2021	Elect Director Kirk S. Hachigian	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.
Allegion plc	ALLE	3/06/2021	Elect Director Steven C. Mizell	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.
Allegion plc	ALLE	3/06/2021	Elect Director Nicole Parent Haughey	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.
Allegion plc	ALLE	3/06/2021	Elect Director David D. Petratis	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.
Allegion plc	ALLE	3/06/2021	Elect Director Dean I. Schaffer	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.
Allegion plc	ALLE	3/06/2021	Elect Director Charles L. Szews	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.
Allegion plc	ALLE	3/06/2021	Elect Director Dev Vardhan	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.
Allegion plc	ALLE	3/06/2021	Elect Director Martin E. Welch, III	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.
Allegion plc	ALLE	3/06/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted, with caution. After a review of the company's compensation program and practices, it is concluded that pay is reasonably aligned with performance at this time. With that said, the compensation committee adjusted the financial measures utilized under the STI and LTI programs to account for COVID-19 business interruption costs, though payouts remained commensurate with company performance and shareholder outcomes.
Allegion plc	ALLE	3/06/2021	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	For	Against	A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 29.47 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.
Allegion plc	ALLE	3/06/2021	Renew the Board's Authority to Issue Shares Under Irish Law	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Allegion plc	ALLE	3/06/2021	Renew the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Booking Holdings Inc.	BKNG	3/06/2021	Elect Director Timothy M. Armstrong	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.
Booking Holdings Inc.	BKNG	3/06/2021	Elect Director Glenn D. Fogel	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.
Booking Holdings Inc.	BKNG	3/06/2021	Elect Director Mirian M. Graddick-Weir	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.
Booking Holdings Inc.	BKNG	3/06/2021	Elect Director Wei Hopeman	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.
Booking Holdings Inc.	BKNG	3/06/2021	Elect Director Robert J. Mylod, Jr.	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.
Booking Holdings Inc.	BKNG	3/06/2021	Elect Director Charles H. Noski	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.
Booking Holdings Inc.	BKNG	3/06/2021	Elect Director Nicholas J. Read	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.
Booking Holdings Inc.	BKNG	3/06/2021	Elect Director Thomas E. Rothman	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.
Booking Holdings Inc.	BKNG	3/06/2021	Elect Director Bob van Dijk	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.
Booking Holdings Inc.	BKNG	3/06/2021	Elect Director Lynn M. Vojvodich	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.
Booking Holdings Inc.	BKNG	3/06/2021	Elect Director Vanessa A. Wittman	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.
Booking Holdings Inc.	BKNG	3/06/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this item is warranted. Although concerns are noted, pay and performance appear reasonably aligned for the year in review. Annual incentives for FY20 were originally based on achievement of financial metrics but were changed to individual performance assessment due to the impact of the COVID-19 pandemic. The CEO received no bonus payout for his annual incentive. Long-term incentives for the CEO were time-based due to difficulty in determining meaningful performance targets. However, the FY21 long-term incentive will return to a mix of equity awards both performance- and time-based.
Booking Holdings Inc.	BKNG	3/06/2021	Amend Omnibus Stock Plan	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
Booking Holdings Inc.	BKNG	3/06/2021	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this item is warranted because only 1.58 percent of the fees paid to the auditor are for non-audit purposes.
Booking Holdings Inc.	BKNG	3/06/2021	Provide Right to Act by Written Consent	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.

Booking Holdings Inc.	BKNG	3/06/2021	Provide Right to Act by Written Consent	Against	For	A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.
Booking Holdings Inc.	BKNG	3/06/2021	Report on Annual Climate Transition	Against	For	A vote FOR this proposal is warranted, as additional information on the company's climate transition plan would allow shareholders to better assess the climate change risk management practices of the company.
Booking Holdings Inc.	BKNG	3/06/2021	Annual Investor Advisory Vote on Climate Plan	Against	For	A vote FOR this proposal is warranted, as an annual advisory vote on the company's climate policies and strategies is warranted, as it would allow shareholders to express their opinions on the climate risk management practices of the company.
Netflix, Inc.	NFLX	3/06/2021	Elect Director Richard N. Barton	For	Withhold	The board's transparency on its corporate governance philosophy and shareholder engagement efforts do not rise to a level that meaningfully addresses years of inaction on the part of the board on critical governance issues. As such, WITHHOLD votes are warranted for all incumbent director nominees. WITHHOLD votes are further warranted for Richard (Rich) Barton for serving on more than three public boards while serving as a CEO of an outside company. WITHHOLD votes are further warranted for compensation committee members Rodolphe Belmer and Anne Sweeney, due to poor responsiveness to low support for last year's say-on-pay proposal.
Netflix, Inc.	NFLX	3/06/2021	Elect Director Rodolphe Belmer	For	Withhold	The board's transparency on its corporate governance philosophy and shareholder engagement efforts do not rise to a level that meaningfully addresses years of inaction on the part of the board on critical governance issues. As such, WITHHOLD votes are warranted for all incumbent director nominees. WITHHOLD votes are further warranted for Richard (Rich) Barton for serving on more than three public boards while serving as a CEO of an outside company. WITHHOLD votes are further warranted for compensation committee members Rodolphe Belmer and Anne Sweeney, due to poor responsiveness to low support for last year's say-on-pay proposal.
Netflix, Inc.	NFLX	3/06/2021	Elect Director Bradford L. Smith	For	Withhold	The board's transparency on its corporate governance philosophy and shareholder engagement efforts do not rise to a level that meaningfully addresses years of inaction on the part of the board on critical governance issues. As such, WITHHOLD votes are warranted for all incumbent director nominees. WITHHOLD votes are further warranted for Richard (Rich) Barton for serving on more than three public boards while serving as a CEO of an outside company. WITHHOLD votes are further warranted for compensation committee members Rodolphe Belmer and Anne Sweeney, due to poor responsiveness to low support for last year's say-on-pay proposal.
Netflix, Inc.	NFLX	3/06/2021	Elect Director Anne M. Sweeney	For	Withhold	The board's transparency on its corporate governance philosophy and shareholder engagement efforts do not rise to a level that meaningfully addresses years of inaction on the part of the board on critical governance issues. As such, WITHHOLD votes are warranted for all incumbent director nominees. WITHHOLD votes are further warranted for Richard (Rich) Barton for serving on more than three public boards while serving as a CEO of an outside company. WITHHOLD votes are further warranted for compensation committee members Rodolphe Belmer and Anne Sweeney, due to poor responsiveness to low support for last year's say-on-pay proposal.
Netflix, Inc.	NFLX	3/06/2021	Ratify Ernst & Young LLP as Auditors	For	Against	A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 27.88 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.
Netflix, Inc.	NFLX	3/06/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	A vote AGAINST this proposal is warranted. Following low support for this proposal for consecutive years, the compensation committee engaged with shareholders but did not disclose with sufficient specificity the compensation concerns leading to the low support. Further, the committee determined to make no material changes to the pay program, indicating poor responsiveness. There are additional ongoing concerns regarding pay structure. NEO pay primarily consists of base salaries and grants of fully-vested stock option awards. While the board sets NEO total pay levels for the year, the NEOs themselves select the form in which their pay is delivered. This has resulted in excessive base salaries for certain NEOs - notably a \$20 million salary for co-CEO Sarandos. The lack of any time- or performance-vesting criteria on incentive pay is problematic.
Netflix, Inc.	NFLX	3/06/2021	Report on Political Contributions	Against	For	A vote this FOR resolution is warranted, as additional disclosure of the company's political contributions, including trade association memberships and payments, and the company's oversight mechanisms regarding those contributions would allow shareholders to better assess related risks.
Netflix, Inc.	NFLX	3/06/2021	Adopt Simple Majority Vote	Against	For	A vote FOR this proposal is warranted given that elimination of the supermajority vote requirement would enhance shareholders' rights.
Netflix, Inc.	NFLX	3/06/2021	Improve the Executive Compensation Philosophy	Against	For	A vote FOR this resolution is warranted. While the company discloses its executive compensation setting process, inclusion of CEO pay ratio and other factors 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.
NVIDIA Corporation	NVDA	3/06/2021	Elect Director Robert K. Burgess	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.
NVIDIA Corporation	NVDA	3/06/2021	Elect Director Tench Cox	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.
NVIDIA Corporation	NVDA	3/06/2021	Elect Director John O. Dabiri	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.
NVIDIA Corporation	NVDA	3/06/2021	Elect Director Persis S. Drell	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.
NVIDIA Corporation	NVDA	3/06/2021	Elect Director Jen-Hsun Huang	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.
NVIDIA Corporation	NVDA	3/06/2021	Elect Director Dawn Hudson	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.
NVIDIA Corporation	NVDA	3/06/2021	Elect Director Harvey C. Jones	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.
NVIDIA Corporation	NVDA	3/06/2021	Elect Director Michael G. McCaffery	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.
NVIDIA Corporation	NVDA	3/06/2021	Elect Director Stephen C. Neal	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.
NVIDIA Corporation	NVDA	3/06/2021	Elect Director Mark L. Perry	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.
NVIDIA Corporation	NVDA	3/06/2021	Elect Director A. Brooke Seawell	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.
NVIDIA Corporation	NVDA	3/06/2021	Elect Director Aarti Shah	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.
NVIDIA Corporation	NVDA	3/06/2021	Elect Director Mark A. Stevens	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.
NVIDIA Corporation	NVDA	3/06/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	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 achievement of a financial metric, and the CEO's equity awards were entirely performance-based, although a portion of the award utilizes only a single-year performance period.
NVIDIA Corporation	NVDA	3/06/2021	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this item is warranted because only 8.93 percent of the fees paid to the auditor are for non-audit purposes.
NVIDIA Corporation	NVDA	3/06/2021	Increase Authorized Common Stock	For	For	A vote FOR this proposal is warranted, as the increase is within allowable limits when adjusted for the upcoming four-for-one stock split.
Citrix Systems, Inc.	CTXS	4/06/2021	Elect Director Robert M. Calderoni	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.
Citrix Systems, Inc.	CTXS	4/06/2021	Elect Director Nanci E. Caldwell	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.
Citrix Systems, Inc.	CTXS	4/06/2021	Elect Director Murray J. Demo	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.
Citrix Systems, Inc.	CTXS	4/06/2021	Elect Director Ajei S. Gopal	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.

Citrix Systems, Inc.	CTXS	4/06/2021	Elect Director David J. Henshall	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.
Citrix Systems, Inc.	CTXS	4/06/2021	Elect Director Thomas E. Hogan	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.
Citrix Systems, Inc.	CTXS	4/06/2021	Elect Director Moira A. Kilcoyne	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.
Citrix Systems, Inc.	CTXS	4/06/2021	Elect Director Robert E. Knowling, Jr.	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.
Citrix Systems, Inc.	CTXS	4/06/2021	Elect Director Peter J. Sacripanti	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.
Citrix Systems, Inc.	CTXS	4/06/2021	Elect Director J. Donald Sherman	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.
Citrix Systems, Inc.	CTXS	4/06/2021	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this item is warranted because only 20.77 percent of the fees paid to the auditor are for non-audit purposes.
Citrix Systems, Inc.	CTXS	4/06/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	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 pre-set objective measures and the majority of long-term incentives are performance-based and utilize multi-year performance periods.
Citrix Systems, Inc.	CTXS	4/06/2021	Adopt Simple Majority Vote	None	For	A vote FOR this proposal is warranted given that elimination of the supermajority vote requirements would enhance shareholder rights.
UnitedHealth Group Incorporated	UNH	7/06/2021	Elect Director Richard T. Burke	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.
UnitedHealth Group Incorporated	UNH	7/06/2021	Elect Director Timothy P. Flynn	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.
UnitedHealth Group Incorporated	UNH	7/06/2021	Elect Director Stephen J. Hemsley	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.
UnitedHealth Group Incorporated	UNH	7/06/2021	Elect Director Michele J. Hooper	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.
UnitedHealth Group Incorporated	UNH	7/06/2021	Elect Director F. William McNabb, III	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.
UnitedHealth Group Incorporated	UNH	7/06/2021	Elect Director Valerie C. Montgomery Rice	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.
UnitedHealth Group Incorporated	UNH	7/06/2021	Elect Director John H. Noseworthy	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.
UnitedHealth Group Incorporated	UNH	7/06/2021	Elect Director Gail R. Wilensky	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.
UnitedHealth Group Incorporated	UNH	7/06/2021	Elect Director Andrew Witty	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.
UnitedHealth Group Incorporated	UNH	7/06/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	While pay and performance are reasonably aligned for the year in review, the company granted departing CEO Wichmann excessive severance payments upon his retirement. A vote AGAINST this proposal is warranted.
UnitedHealth Group Incorporated	UNH	7/06/2021	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this item is warranted because only 5.22 percent of the fees paid to the auditor are for non-audit purposes.
UnitedHealth Group Incorporated	UNH	7/06/2021	Amend Qualified Employee Stock Purchase Plan	For	For	A vote FOR this proposal is warranted because the purchase price is reasonable, the number of shares reserved is relatively conservative, and the offering period is within the prescribed limits.
UnitedHealth Group Incorporated	UNH	7/06/2021	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For	A vote FOR this proposal is warranted as lowering the ownership threshold for shareholders to call a special meeting would enhance shareholders' rights and the possibility of abuse is considered to be limited.
The TJX Companies, Inc.	TJX	8/06/2021	Elect Director Zein Abdalla	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	8/06/2021	Elect Director Jose B. Alvarez	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	8/06/2021	Elect Director Alan M. Bennett	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	8/06/2021	Elect Director Rosemary T. Berkery	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	8/06/2021	Elect Director David T. Ching	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	8/06/2021	Elect Director C. Kim Goodwin	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	8/06/2021	Elect Director Ernie Herrman	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	8/06/2021	Elect Director Michael F. Hines	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	8/06/2021	Elect Director Amy B. Lane	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	8/06/2021	Elect Director Carol Meyrowitz	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	8/06/2021	Elect Director Jackwyn L. Nemerov	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	8/06/2021	Elect Director John F. O'Brien	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	8/06/2021	Ratify PricewaterhouseCoopers as Auditors	For	For	A vote FOR this item is warranted because only 11.96 percent of the fees paid to the auditor are for non-audit purposes.
The TJX Companies, Inc.	TJX	8/06/2021	Report on Animal Welfare	Against	For	A vote FOR this proposal is warranted for the following reasons: * TJX does not have a formal company-wide animal welfare policy; and* Shareholder would benefit from an assessment of the company's current vendor policies pertaining to oversight on animal welfare throughout the supply chain, and to report to shareholders
The TJX Companies, Inc.	TJX	8/06/2021	Report on Pay Disparity	Against	For	A vote FOR this proposal is warranted for the following reasons: * Consideration of pay grades and/or salary ranges of all classification of company employees when setting target amounts for CEO compensation would serve to further eliminate excessive pay disparities.* Excessive pay disparities could pose risks to long-term shareholder value, and impact employee morale as well as a company's standing in the communities in which it operates.

Workday, Inc.	WDAY	8/06/2021	Elect Director Aneel Bhusrri	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.
Workday, Inc.	WDAY	8/06/2021	Elect Director Ann-Marie Campbell	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.
Workday, Inc.	WDAY	8/06/2021	Elect Director David A. Duffield	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.
Workday, Inc.	WDAY	8/06/2021	Elect Director Lee J. Styslinger, III	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.
Workday, Inc.	WDAY	8/06/2021	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this item is warranted because only 7.36 percent of the fees paid to the auditor are for non-audit purposes.
Workday, Inc.	WDAY	8/06/2021	Advisory Vote on Say on Pay Frequency	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.
Expedia Group, Inc.	EXPE	9/06/2021	Elect Director Samuel Altman	For	For	WITHHOLD votes are warranted for compensation committee members Chelsea Clinton and Craig Jacobson for modifications to previously granted option awards reducing the at-risk nature of the awards, which is a problematic practice.A vote FOR the remaining director nominees is warranted.
Expedia Group, Inc.	EXPE	9/06/2021	Elect Director Beverly Anderson	For	For	WITHHOLD votes are warranted for compensation committee members Chelsea Clinton and Craig Jacobson for modifications to previously granted option awards reducing the at-risk nature of the awards, which is a problematic practice.A vote FOR the remaining director nominees is warranted.
Expedia Group, Inc.	EXPE	9/06/2021	Elect Director Susan Athey	For	For	WITHHOLD votes are warranted for compensation committee members Chelsea Clinton and Craig Jacobson for modifications to previously granted option awards reducing the at-risk nature of the awards, which is a problematic practice.A vote FOR the remaining director nominees is warranted.
Expedia Group, Inc.	EXPE	9/06/2021	Elect Director Chelsea Clinton	For	Withhold	WITHHOLD votes are warranted for compensation committee members Chelsea Clinton and Craig Jacobson for modifications to previously granted option awards reducing the at-risk nature of the awards, which is a problematic practice.A vote FOR the remaining director nominees is warranted.
Expedia Group, Inc.	EXPE	9/06/2021	Elect Director Barry Diller	For	For	WITHHOLD votes are warranted for compensation committee members Chelsea Clinton and Craig Jacobson for modifications to previously granted option awards reducing the at-risk nature of the awards, which is a problematic practice.A vote FOR the remaining director nominees is warranted.
Expedia Group, Inc.	EXPE	9/06/2021	Elect Director Jon Gieselman - Withdrawn			WITHHOLD votes are warranted for compensation committee members Chelsea Clinton and Craig Jacobson for modifications to previously granted option awards reducing the at-risk nature of the awards, which is a problematic practice.A vote FOR the remaining director nominees is warranted.
Expedia Group, Inc.	EXPE	9/06/2021	Elect Director Craig Jacobson	For	Withhold	WITHHOLD votes are warranted for compensation committee members Chelsea Clinton and Craig Jacobson for modifications to previously granted option awards reducing the at-risk nature of the awards, which is a problematic practice.A vote FOR the remaining director nominees is warranted.
Expedia Group, Inc.	EXPE	9/06/2021	Elect Director Peter Kern	For	For	WITHHOLD votes are warranted for compensation committee members Chelsea Clinton and Craig Jacobson for modifications to previously granted option awards reducing the at-risk nature of the awards, which is a problematic practice.A vote FOR the remaining director nominees is warranted.
Expedia Group, Inc.	EXPE	9/06/2021	Elect Director Dara Khosrowshahi	For	For	WITHHOLD votes are warranted for compensation committee members Chelsea Clinton and Craig Jacobson for modifications to previously granted option awards reducing the at-risk nature of the awards, which is a problematic practice.A vote FOR the remaining director nominees is warranted.
Expedia Group, Inc.	EXPE	9/06/2021	Elect Director Patricia Menendez-Cambo	For	For	WITHHOLD votes are warranted for compensation committee members Chelsea Clinton and Craig Jacobson for modifications to previously granted option awards reducing the at-risk nature of the awards, which is a problematic practice.A vote FOR the remaining director nominees is warranted.
Expedia Group, Inc.	EXPE	9/06/2021	Elect Director Greg Mondre	For	For	WITHHOLD votes are warranted for compensation committee members Chelsea Clinton and Craig Jacobson for modifications to previously granted option awards reducing the at-risk nature of the awards, which is a problematic practice.A vote FOR the remaining director nominees is warranted.
Expedia Group, Inc.	EXPE	9/06/2021	Elect Director David Sambur - Withdrawn			WITHHOLD votes are warranted for compensation committee members Chelsea Clinton and Craig Jacobson for modifications to previously granted option awards reducing the at-risk nature of the awards, which is a problematic practice.A vote FOR the remaining director nominees is warranted.
Expedia Group, Inc.	EXPE	9/06/2021	Elect Director Alex von Furstenberg	For	For	WITHHOLD votes are warranted for compensation committee members Chelsea Clinton and Craig Jacobson for modifications to previously granted option awards reducing the at-risk nature of the awards, which is a problematic practice.A vote FOR the remaining director nominees is warranted.
Expedia Group, Inc.	EXPE	9/06/2021	Elect Director Julie Whalen	For	For	WITHHOLD votes are warranted for compensation committee members Chelsea Clinton and Craig Jacobson for modifications to previously granted option awards reducing the at-risk nature of the awards, which is a problematic practice.A vote FOR the remaining director nominees is warranted.
Expedia Group, Inc.	EXPE	9/06/2021	Amend Qualified Employee Stock Purchase Plan	For	For	A vote FOR this proposal is warranted given that:The purchase price is reasonable;The number of shares reserved is relatively conservative; andThe offer period is within the limits prescribed by Section 423 of the Internal Revenue Code.
Expedia Group, Inc.	EXPE	9/06/2021	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this item is warranted because only 9.73 percent of the fees paid to the auditor are for non-audit purposes.
Expedia Group, Inc.	EXPE	9/06/2021	Report on Political Contributions and Expenditures	Against	For	A vote FOR this proposal is warranted, as shareholders could benefit from additional information regarding the company's political expenditures and trade association activities.
WPP Plc	WPP	9/06/2021	Accept Financial Statements and Statutory Reports	For	For	A vote FOR this resolution is warranted, although it is not without concern because:* The Company identified failures in internal controls which caused material misstatements in respect of the years ended 31 December 2019, 2018 and 2017.The main reasons for support are:* A process to remediate these errors is now in place, and the Director of Internal Audit has recently been changed.
WPP Plc	WPP	9/06/2021	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.
WPP Plc	WPP	9/06/2021	Approve Compensation Committee Report	For	For	A vote FOR this item is warranted as no significant concerns have been identified.
WPP Plc	WPP	9/06/2021	Elect Angela Ahrendts as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
WPP Plc	WPP	9/06/2021	Elect Tom Ilube as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
WPP Plc	WPP	9/06/2021	Elect Ya-Qin Zhang as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
WPP Plc	WPP	9/06/2021	Re-elect Jacques Aigrain as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
WPP Plc	WPP	9/06/2021	Re-elect Sandrine Dufour as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
WPP Plc	WPP	9/06/2021	Re-elect Tarek Farahat as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
WPP Plc	WPP	9/06/2021	Re-elect Roberto Farata as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
WPP Plc	WPP	9/06/2021	Re-elect Mark Read as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
WPP Plc	WPP	9/06/2021	Re-elect John Rogers as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
WPP Plc	WPP	9/06/2021	Re-elect Cindy Rose as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
WPP Plc	WPP	9/06/2021	Re-elect Nicole Seligman as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
WPP Plc	WPP	9/06/2021	Re-elect Sally Susman as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
WPP Plc	WPP	9/06/2021	Re-elect Keith Weed as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
WPP Plc	WPP	9/06/2021	Re-elect Jasmine Whitbread as Director	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
WPP Plc	WPP	9/06/2021	Reappoint Deloitte LLP as Auditors	For	For	A vote FOR this item is warranted because only 15.1 percent of the total fees paid to the auditor are for non-audit purposes.
WPP Plc	WPP	9/06/2021	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.
WPP Plc	WPP	9/06/2021	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
WPP Plc	WPP	9/06/2021	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.
WPP Plc	WPP	9/06/2021	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.

WPP Plc	WPP	9/06/2021	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.
WPP Plc	WPP	9/06/2021	Adopt New Articles of Association	For	For	A vote FOR this resolution is warranted as no significant concerns have been identified.
Regeneron Pharmaceuticals, Inc.	REGN	11/06/2021	Elect Director N. Anthony Coles	For	For	A vote AGAINST Marc Tessier-Lavigne is warranted for failing to attend at least 75 percent of the total board and committee meetings held during the fiscal year under review without an acceptable reason for the absences.A vote AGAINST compensation committee member George Sing is warranted due to pay-for-performance misalignment concerns that are underscored by multiple issues relating to the design and magnitude of front-loaded PSU awards for the CEO and CSO.A vote FOR the remaining director nominees is warranted.
Regeneron Pharmaceuticals, Inc.	REGN	11/06/2021	Elect Director Arthur F. Ryan	For	For	A vote AGAINST Marc Tessier-Lavigne is warranted for failing to attend at least 75 percent of the total board and committee meetings held during the fiscal year under review without an acceptable reason for the absences.A vote AGAINST compensation committee member George Sing is warranted due to pay-for-performance misalignment concerns that are underscored by multiple issues relating to the design and magnitude of front-loaded PSU awards for the CEO and CSO.A vote FOR the remaining director nominees is warranted.
Regeneron Pharmaceuticals, Inc.	REGN	11/06/2021	Elect Director George L. Sing	For	Against	A vote AGAINST Marc Tessier-Lavigne is warranted for failing to attend at least 75 percent of the total board and committee meetings held during the fiscal year under review without an acceptable reason for the absences.A vote AGAINST compensation committee member George Sing is warranted due to pay-for-performance misalignment concerns that are underscored by multiple issues relating to the design and magnitude of front-loaded PSU awards for the CEO and CSO.A vote FOR the remaining director nominees is warranted.
Regeneron Pharmaceuticals, Inc.	REGN	11/06/2021	Elect Director Marc Tessier-Lavigne	For	Against	A vote AGAINST Marc Tessier-Lavigne is warranted for failing to attend at least 75 percent of the total board and committee meetings held during the fiscal year under review without an acceptable reason for the absences.A vote AGAINST compensation committee member George Sing is warranted due to pay-for-performance misalignment concerns that are underscored by multiple issues relating to the design and magnitude of front-loaded PSU awards for the CEO and CSO.A vote FOR the remaining director nominees is warranted.
Regeneron Pharmaceuticals, Inc.	REGN	11/06/2021	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this item is warranted because only 2.51 percent of the fees paid to the auditor are for non-audit purposes.
eBay Inc.	EBAY	15/06/2021	Elect Director Anthony J. Bates	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.
eBay Inc.	EBAY	15/06/2021	Elect Director Adriane M. Brown	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.
eBay Inc.	EBAY	15/06/2021	Elect Director Diana Farrell	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.
eBay Inc.	EBAY	15/06/2021	Elect Director Logan D. Green	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.
eBay Inc.	EBAY	15/06/2021	Elect Director Bonnie S. Hammer	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.
eBay Inc.	EBAY	15/06/2021	Elect Director E. Carol Hayles	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.
eBay Inc.	EBAY	15/06/2021	Elect Director Jamie Iannone	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.
eBay Inc.	EBAY	15/06/2021	Elect Director Kathleen C. Mitic	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.
eBay Inc.	EBAY	15/06/2021	Elect Director Matthew J. Murphy	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.
eBay Inc.	EBAY	15/06/2021	Elect Director Paul S. Pressler	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.
eBay Inc.	EBAY	15/06/2021	Elect Director Mohak Shroff	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.
eBay Inc.	EBAY	15/06/2021	Elect Director Robert H. Swan	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.
eBay Inc.	EBAY	15/06/2021	Elect Director Perry M. Traquina	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.
eBay Inc.	EBAY	15/06/2021	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this item is warranted because only 20.71 percent of the fees paid to the auditor are for non-audit purposes.
eBay Inc.	EBAY	15/06/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. The annual, long-term and CEO new-hire equity awards are all primarily performance-based with performance shares relying on multi-year performance periods. However, future compensation levels require further monitoring in light of the limited disclosure of individual performance terms.
eBay Inc.	EBAY	15/06/2021	Improve Principles of Executive Compensation Program	Against	For	A vote FOR this resolution is warranted. While the company provides disclosure surrounding its executive compensation setting process, inclusion of CEO pay ratios and other factors to executive compensation programs 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.
eBay Inc.	EBAY	15/06/2021	Provide Right to Act by Written Consent	Against	For	A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.
Altice USA, Inc.	ATUS	16/06/2021	Elect Director Patrick Drahí	For	Against	A vote AGAINST all director nominees is warranted because a majority of the board is not independent.A vote AGAINST all nominees is further warranted for failure to remove, or make subject to a sunset provision, the problematic capital structure adopted in connection with the company's IPO.A vote AGAINST incumbent nominees Patrick Drahí, Dexter Goei, Gerrit Jan Bakker, David Drahí, Mark Mullen, Dennis Okhuijsen, Charles Stewart, and Raymond Svíder is warranted for lack of diversity on the board.A vote AGAINST non-independent director nominees Patrick Drahí, Dexter Goei, Gerrit Jan Bakker, David Drahí, Dennis Okhuijsen, and Charles Stewart is warranted due to the company's lack of a formal nominating committee.A vote AGAINST Audit Committee members Mark Mullen and Raymond Svíder is warranted in light of the pledging activity at the company that poses a material risk to shareholders.A vote AGAINST Compensation Committee members Mark Mullen and Raymond Svíder is further warranted in the absence of a say-on-pay proposal, due to an unmitigated pay-for-performance misalignment. The CEO's equity awards are outsized, and the majority of the NEOs' long-term incentives lack pre-set performance criteria.
Altice USA, Inc.	ATUS	16/06/2021	Elect Director Gerrit Jan Bakker	For	Against	A vote AGAINST all director nominees is warranted because a majority of the board is not independent.A vote AGAINST all nominees is further warranted for failure to remove, or make subject to a sunset provision, the problematic capital structure adopted in connection with the company's IPO.A vote AGAINST incumbent nominees Patrick Drahí, Dexter Goei, Gerrit Jan Bakker, David Drahí, Mark Mullen, Dennis Okhuijsen, Charles Stewart, and Raymond Svíder is warranted for lack of diversity on the board.A vote AGAINST non-independent director nominees Patrick Drahí, Dexter Goei, Gerrit Jan Bakker, David Drahí, Dennis Okhuijsen, and Charles Stewart is warranted due to the company's lack of a formal nominating committee.A vote AGAINST Audit Committee members Mark Mullen and Raymond Svíder is warranted in light of the pledging activity at the company that poses a material risk to shareholders.A vote AGAINST Compensation Committee members Mark Mullen and Raymond Svíder is further warranted in the absence of a say-on-pay proposal, due to an unmitigated pay-for-performance misalignment. The CEO's equity awards are outsized, and the majority of the NEOs' long-term incentives lack pre-set performance criteria.
Altice USA, Inc.	ATUS	16/06/2021	Elect Director Manon Brouillette *Withdrawn Resolution*			A vote AGAINST all director nominees is warranted because a majority of the board is not independent.A vote AGAINST all nominees is further warranted for failure to remove, or make subject to a sunset provision, the problematic capital structure adopted in connection with the company's IPO.A vote AGAINST incumbent nominees Patrick Drahí, Dexter Goei, Gerrit Jan Bakker, David Drahí, Mark Mullen, Dennis Okhuijsen, Charles Stewart, and Raymond Svíder is warranted for lack of diversity on the board.A vote AGAINST non-independent director nominees Patrick Drahí, Dexter Goei, Gerrit Jan Bakker, David Drahí, Dennis Okhuijsen, and Charles Stewart is warranted due to the company's lack of a formal nominating committee.A vote AGAINST Audit Committee members Mark Mullen and Raymond Svíder is warranted in light of the pledging activity at the company that poses a material risk to shareholders.A vote AGAINST Compensation Committee members Mark Mullen and Raymond Svíder is further warranted in the absence of a say-on-pay proposal, due to an unmitigated pay-for-performance misalignment. The CEO's equity awards are outsized, and the majority of the NEOs' long-term incentives lack pre-set performance criteria.

Altice USA, Inc.	ATUS	16/06/2021	Elect Director David Drahi	For	Against	A vote AGAINST all director nominees is warranted because a majority of the board is not independent.A vote AGAINST all nominees is further warranted for failure to remove, or make subject to a sunset provision, the problematic capital structure adopted in connection with the company's IPO.A vote AGAINST incumbent nominees Patrick Drahi, Dexter Goei, Gerrit Jan Bakker, David Drahi, Mark Mullen, Dennis Okhuijsen, Charles Stewart, and Raymond Svider is warranted for lack of diversity on the board.A vote AGAINST non-independent director nominees Patrick Drahi, Dexter Goei, Gerrit Jan Bakker, David Drahi, Dennis Okhuijsen, and Charles Stewart is warranted due to the company's lack of a formal nominating committee.A vote AGAINST Audit Committee members Mark Mullen and Raymond Svider is warranted in light of the pledging activity at the company that poses a material risk to shareholders.A vote AGAINST Compensation Committee members Mark Mullen and Raymond Svider is further warranted in the absence of a say-on-pay proposal, due to an unmitigated pay-for-performance misalignment. The CEO's equity awards are outsized, and the majority of the NEOs' long-term incentives lack pre-set performance criteria.
Altice USA, Inc.	ATUS	16/06/2021	Elect Director Dexter Goei	For	Against	A vote AGAINST all director nominees is warranted because a majority of the board is not independent.A vote AGAINST all nominees is further warranted for failure to remove, or make subject to a sunset provision, the problematic capital structure adopted in connection with the company's IPO.A vote AGAINST incumbent nominees Patrick Drahi, Dexter Goei, Gerrit Jan Bakker, David Drahi, Mark Mullen, Dennis Okhuijsen, Charles Stewart, and Raymond Svider is warranted for lack of diversity on the board.A vote AGAINST non-independent director nominees Patrick Drahi, Dexter Goei, Gerrit Jan Bakker, David Drahi, Dennis Okhuijsen, and Charles Stewart is warranted due to the company's lack of a formal nominating committee.A vote AGAINST Audit Committee members Mark Mullen and Raymond Svider is warranted in light of the pledging activity at the company that poses a material risk to shareholders.A vote AGAINST Compensation Committee members Mark Mullen and Raymond Svider is further warranted in the absence of a say-on-pay proposal, due to an unmitigated pay-for-performance misalignment. The CEO's equity awards are outsized, and the majority of the NEOs' long-term incentives lack pre-set performance criteria.
Altice USA, Inc.	ATUS	16/06/2021	Elect Director Mark Mullen	For	Against	A vote AGAINST all director nominees is warranted because a majority of the board is not independent.A vote AGAINST all nominees is further warranted for failure to remove, or make subject to a sunset provision, the problematic capital structure adopted in connection with the company's IPO.A vote AGAINST incumbent nominees Patrick Drahi, Dexter Goei, Gerrit Jan Bakker, David Drahi, Mark Mullen, Dennis Okhuijsen, Charles Stewart, and Raymond Svider is warranted for lack of diversity on the board.A vote AGAINST non-independent director nominees Patrick Drahi, Dexter Goei, Gerrit Jan Bakker, David Drahi, Dennis Okhuijsen, and Charles Stewart is warranted due to the company's lack of a formal nominating committee.A vote AGAINST Audit Committee members Mark Mullen and Raymond Svider is warranted in light of the pledging activity at the company that poses a material risk to shareholders.A vote AGAINST Compensation Committee members Mark Mullen and Raymond Svider is further warranted in the absence of a say-on-pay proposal, due to an unmitigated pay-for-performance misalignment. The CEO's equity awards are outsized, and the majority of the NEOs' long-term incentives lack pre-set performance criteria.
Altice USA, Inc.	ATUS	16/06/2021	Elect Director Dennis Okhuijsen	For	Against	A vote AGAINST all director nominees is warranted because a majority of the board is not independent.A vote AGAINST all nominees is further warranted for failure to remove, or make subject to a sunset provision, the problematic capital structure adopted in connection with the company's IPO.A vote AGAINST incumbent nominees Patrick Drahi, Dexter Goei, Gerrit Jan Bakker, David Drahi, Mark Mullen, Dennis Okhuijsen, Charles Stewart, and Raymond Svider is warranted for lack of diversity on the board.A vote AGAINST non-independent director nominees Patrick Drahi, Dexter Goei, Gerrit Jan Bakker, David Drahi, Dennis Okhuijsen, and Charles Stewart is warranted due to the company's lack of a formal nominating committee.A vote AGAINST Audit Committee members Mark Mullen and Raymond Svider is warranted in light of the pledging activity at the company that poses a material risk to shareholders.A vote AGAINST Compensation Committee members Mark Mullen and Raymond Svider is further warranted in the absence of a say-on-pay proposal, due to an unmitigated pay-for-performance misalignment. The CEO's equity awards are outsized, and the majority of the NEOs' long-term incentives lack pre-set performance criteria.
Altice USA, Inc.	ATUS	16/06/2021	Elect Director Charles Stewart	For	Against	A vote AGAINST all director nominees is warranted because a majority of the board is not independent.A vote AGAINST all nominees is further warranted for failure to remove, or make subject to a sunset provision, the problematic capital structure adopted in connection with the company's IPO.A vote AGAINST incumbent nominees Patrick Drahi, Dexter Goei, Gerrit Jan Bakker, David Drahi, Mark Mullen, Dennis Okhuijsen, Charles Stewart, and Raymond Svider is warranted for lack of diversity on the board.A vote AGAINST non-independent director nominees Patrick Drahi, Dexter Goei, Gerrit Jan Bakker, David Drahi, Dennis Okhuijsen, and Charles Stewart is warranted due to the company's lack of a formal nominating committee.A vote AGAINST Audit Committee members Mark Mullen and Raymond Svider is warranted in light of the pledging activity at the company that poses a material risk to shareholders.A vote AGAINST Compensation Committee members Mark Mullen and Raymond Svider is further warranted in the absence of a say-on-pay proposal, due to an unmitigated pay-for-performance misalignment. The CEO's equity awards are outsized, and the majority of the NEOs' long-term incentives lack pre-set performance criteria.
Altice USA, Inc.	ATUS	16/06/2021	Elect Director Raymond Svider	For	Against	A vote AGAINST all director nominees is warranted because a majority of the board is not independent.A vote AGAINST all nominees is further warranted for failure to remove, or make subject to a sunset provision, the problematic capital structure adopted in connection with the company's IPO.A vote AGAINST incumbent nominees Patrick Drahi, Dexter Goei, Gerrit Jan Bakker, David Drahi, Mark Mullen, Dennis Okhuijsen, Charles Stewart, and Raymond Svider is warranted for lack of diversity on the board.A vote AGAINST non-independent director nominees Patrick Drahi, Dexter Goei, Gerrit Jan Bakker, David Drahi, Dennis Okhuijsen, and Charles Stewart is warranted due to the company's lack of a formal nominating committee.A vote AGAINST Audit Committee members Mark Mullen and Raymond Svider is warranted in light of the pledging activity at the company that poses a material risk to shareholders.A vote AGAINST Compensation Committee members Mark Mullen and Raymond Svider is further warranted in the absence of a say-on-pay proposal, due to an unmitigated pay-for-performance misalignment. The CEO's equity awards are outsized, and the majority of the NEOs' long-term incentives lack pre-set performance criteria.
Altice USA, Inc.	ATUS	16/06/2021	Ratify KPMG LLP as Auditors	For	For	A vote FOR this item is warranted because only 19.84 percent of the fees paid to the auditor are for non-audit purposes.
Autodesk, Inc.	ADSK	16/06/2021	Elect Director Andrew Anagnost	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.
Autodesk, Inc.	ADSK	16/06/2021	Elect Director Karen Blasing	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.
Autodesk, Inc.	ADSK	16/06/2021	Elect Director Reid French	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.
Autodesk, Inc.	ADSK	16/06/2021	Elect Director Ayanna Howard	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.
Autodesk, Inc.	ADSK	16/06/2021	Elect Director Blake Irving	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.
Autodesk, Inc.	ADSK	16/06/2021	Elect Director Mary T. McDowell	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.
Autodesk, Inc.	ADSK	16/06/2021	Elect Director Stephen Milligan	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.
Autodesk, Inc.	ADSK	16/06/2021	Elect Director Lorrie M. Norrington	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.
Autodesk, Inc.	ADSK	16/06/2021	Elect Director Elizabeth (Betsy) Rafael	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.
Autodesk, Inc.	ADSK	16/06/2021	Elect Director Stacy J. Smith	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.
Autodesk, Inc.	ADSK	16/06/2021	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this item is warranted because only 4.84 percent of the fees paid to the auditor are for non-audit purposes.
Autodesk, Inc.	ADSK	16/06/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. While annual and long-term incentives utilize an overlapping metric, which risks rewarding executives with duplicative payouts for the same achievement, both plans are sufficiently performance-based. A majority of long-term incentives were performance-conditioned and measured over multi-year periods. In addition, the compensation committee exercised negative discretion to annual incentive payouts in light of the impact of COVID-19.
Best Buy Co., Inc.	BBY	16/06/2021	Elect Director Corie S. Barry	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	16/06/2021	Elect Director Lisa M. Caputo	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	16/06/2021	Elect Director J. Patrick Doyle	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	16/06/2021	Elect Director David W. Kenny	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	16/06/2021	Elect Director Mario J. Marte	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	16/06/2021	Elect Director Karen A. McLoughlin	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	16/06/2021	Elect Director Thomas L. "Tommy" Millner	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	16/06/2021	Elect Director Claudia F. Munce	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	16/06/2021	Elect Director Richelle P. Parham	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	16/06/2021	Elect Director Steven E. Rendle	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	16/06/2021	Elect Director Eugene A. Woods	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	16/06/2021	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.
Best Buy Co., Inc.	BBY	16/06/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted. Annual incentive payouts were made at target and determined by strategic objectives over the second half of the year because of the impact on the company's business from the COVID-19 pandemic. The majority of long-term equity awards were performance-based and utilize financial metrics measured over a multi-year performance period . As such, pay and performance are reasonably aligned for the year in review.
Best Buy Co., Inc.	BBY	16/06/2021	Provide Right to Act by Written Consent	Against	For	A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.
Japan Exchange Group, Inc.	8697	16/06/2021	Elect Director Tsuda, Hiroki	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Japan Exchange Group, Inc.	8697	16/06/2021	Elect Director Kiyota, Akira	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Japan Exchange Group, Inc.	8697	16/06/2021	Elect Director Yamaji, Hiromi	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Japan Exchange Group, Inc.	8697	16/06/2021	Elect Director Iwanaga, Moriuyuki	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Japan Exchange Group, Inc.	8697	16/06/2021	Elect Director Shizuka, Masaki	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Japan Exchange Group, Inc.	8697	16/06/2021	Elect Director Christina Ahmadian	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Japan Exchange Group, Inc.	8697	16/06/2021	Elect Director Endo, Nobuhiro	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Japan Exchange Group, Inc.	8697	16/06/2021	Elect Director Ogita, Hitoshi	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Japan Exchange Group, Inc.	8697	16/06/2021	Elect Director Koda, Main	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Japan Exchange Group, Inc.	8697	16/06/2021	Elect Director Kobayashi, Eizo	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Japan Exchange Group, Inc.	8697	16/06/2021	Elect Director Takeno, Yasuzo	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Japan Exchange Group, Inc.	8697	16/06/2021	Elect Director Minoguchi, Makoto	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Japan Exchange Group, Inc.	8697	16/06/2021	Elect Director Mori, Kimitaka	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Japan Exchange Group, Inc.	8697	16/06/2021	Elect Director Yoneda, Tsuyoshi	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Toyota Motor Corp.	7203	16/06/2021	Elect Director Uchiyama, Takeshi	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Toyota Motor Corp.	7203	16/06/2021	Elect Director Hayakawa, Shigeru	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Toyota Motor Corp.	7203	16/06/2021	Elect Director Toyoda, Akio	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Toyota Motor Corp.	7203	16/06/2021	Elect Director Kobayashi, Koji	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Toyota Motor Corp.	7203	16/06/2021	Elect Director James Kuffner	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Toyota Motor Corp.	7203	16/06/2021	Elect Director Kon, Kenta	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Toyota Motor Corp.	7203	16/06/2021	Elect Director Sugawara, Ikuro	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Toyota Motor Corp.	7203	16/06/2021	Elect Director Sir Philip Craven	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 under the law.
Toyota Motor Corp.	7203	16/06/2021	Elect Director Kudo, Teiko	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 under the law.
Toyota Motor Corp.	7203	16/06/2021	Appoint Alternate Statutory Auditor Sakai, Ryuji	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Toyota Motor Corp.	7203	16/06/2021	Amend Articles to Delete Provisions on Class AA Shares	For	For	A vote FOR this proposal is warranted because:* The proposal will remove the company's authority to issue Class AA shares, which do not appear to be beneficial to common shareholders.
Twilio Inc.	TWLO	16/06/2021	Elect Director Jeff Lawson	For	Withhold	WITHHOLD votes are warranted for director nominees Jeff Lawson, Jeffrey (Jeff) Epstein, and Byron Deeter 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 Nominating and Corporate Governance Committee member Byron Deeter due to the board's adoption of an unduly restrictive federal forum selection bylaw, which has not been submitted to a shareholder vote.
Twilio Inc.	TWLO	16/06/2021	Elect Director Byron Deeter	For	Withhold	WITHHOLD votes are warranted for director nominees Jeff Lawson, Jeffrey (Jeff) Epstein, and Byron Deeter 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 Nominating and Corporate Governance Committee member Byron Deeter due to the board's adoption of an unduly restrictive federal forum selection bylaw, which has not been submitted to a shareholder vote.

Twilio Inc.	TWLO	16/06/2021	Elect Director Jeffrey Epstein	For	Withhold	WITHHOLD votes are warranted for director nominees Jeff Lawson, Jeffrey (Jeff) Epstein, and Byron Deeter 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 Nominating and Corporate Governance Committee member Byron Deeter due to the board's adoption of an unduly restrictive federal forum selection bylaw, which has not been submitted to a shareholder vote.
Twilio Inc.	TWLO	16/06/2021	Ratify KPMG LLP as Auditors	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.
Twilio Inc.	TWLO	16/06/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	A vote AGAINST this proposal is warranted. Amid strong TSR performance, the CEO's total pay remained elevated. Although the CEO's base salary is relatively low and there is no STI program, his equity grant value exceeds the median total CEO pay of the peers. Additionally, the committee does not utilize an STI program and long-term incentives are entirely time-vesting, while investors generally expect incentive awards to be based on pre-set rigorous performance criteria.
Equity Residential	EQR	17/06/2021	Elect Director Angela M. Aman	For	For	A vote FOR Corporate Governance Committee members Linda Bynoe, Connie Duckworth, Mary Kay Haben, and Mark Shapiro is warranted, with caution, due to restrictions to shareholders' ability to amend the company bylaws. A vote FOR the remaining director nominees is warranted.
Equity Residential	EQR	17/06/2021	Elect Director Raymond Bennett	For	For	A vote FOR Corporate Governance Committee members Linda Bynoe, Connie Duckworth, Mary Kay Haben, and Mark Shapiro is warranted, with caution, due to restrictions to shareholders' ability to amend the company bylaws. A vote FOR the remaining director nominees is warranted.
Equity Residential	EQR	17/06/2021	Elect Director Linda Walker Bynoe	For	For	A vote FOR Corporate Governance Committee members Linda Bynoe, Connie Duckworth, Mary Kay Haben, and Mark Shapiro is warranted, with caution, due to restrictions to shareholders' ability to amend the company bylaws. A vote FOR the remaining director nominees is warranted.
Equity Residential	EQR	17/06/2021	Elect Director Connie K. Duckworth	For	For	A vote FOR Corporate Governance Committee members Linda Bynoe, Connie Duckworth, Mary Kay Haben, and Mark Shapiro is warranted, with caution, due to restrictions to shareholders' ability to amend the company bylaws. A vote FOR the remaining director nominees is warranted.
Equity Residential	EQR	17/06/2021	Elect Director Mary Kay Haben	For	For	A vote FOR Corporate Governance Committee members Linda Bynoe, Connie Duckworth, Mary Kay Haben, and Mark Shapiro is warranted, with caution, due to restrictions to shareholders' ability to amend the company bylaws. A vote FOR the remaining director nominees is warranted.
Equity Residential	EQR	17/06/2021	Elect Director Tahsinul Zia Huque	For	For	A vote FOR Corporate Governance Committee members Linda Bynoe, Connie Duckworth, Mary Kay Haben, and Mark Shapiro is warranted, with caution, due to restrictions to shareholders' ability to amend the company bylaws. A vote FOR the remaining director nominees is warranted.
Equity Residential	EQR	17/06/2021	Elect Director John E. Neal	For	For	A vote FOR Corporate Governance Committee members Linda Bynoe, Connie Duckworth, Mary Kay Haben, and Mark Shapiro is warranted, with caution, due to restrictions to shareholders' ability to amend the company bylaws. A vote FOR the remaining director nominees is warranted.
Equity Residential	EQR	17/06/2021	Elect Director David J. Neithercut	For	For	A vote FOR Corporate Governance Committee members Linda Bynoe, Connie Duckworth, Mary Kay Haben, and Mark Shapiro is warranted, with caution, due to restrictions to shareholders' ability to amend the company bylaws. A vote FOR the remaining director nominees is warranted.
Equity Residential	EQR	17/06/2021	Elect Director Mark J. Parrell	For	For	A vote FOR Corporate Governance Committee members Linda Bynoe, Connie Duckworth, Mary Kay Haben, and Mark Shapiro is warranted, with caution, due to restrictions to shareholders' ability to amend the company bylaws. A vote FOR the remaining director nominees is warranted.
Equity Residential	EQR	17/06/2021	Elect Director Mark S. Shapiro	For	For	A vote FOR Corporate Governance Committee members Linda Bynoe, Connie Duckworth, Mary Kay Haben, and Mark Shapiro is warranted, with caution, due to restrictions to shareholders' ability to amend the company bylaws. A vote FOR the remaining director nominees is warranted.
Equity Residential	EQR	17/06/2021	Elect Director Stephen E. Sterrett	For	For	A vote FOR Corporate Governance Committee members Linda Bynoe, Connie Duckworth, Mary Kay Haben, and Mark Shapiro is warranted, with caution, due to restrictions to shareholders' ability to amend the company bylaws. A vote FOR the remaining director nominees is warranted.
Equity Residential	EQR	17/06/2021	Elect Director Samuel Zell	For	For	A vote FOR Corporate Governance Committee members Linda Bynoe, Connie Duckworth, Mary Kay Haben, and Mark Shapiro is warranted, with caution, due to restrictions to shareholders' ability to amend the company bylaws. A vote FOR the remaining director nominees is warranted.
Equity Residential	EQR	17/06/2021	Ratify Ernst & Young LLP as Auditors	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.
Equity Residential	EQR	17/06/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted. The majority of CEO pay is conditioned on clearly disclosed objective performance metrics, and the company's LTI grants are conditioned entirely on long-term performance. Additionally, annual incentive awards were earned below target for the year in review while equity awards conditioned on the recently completed performance period were also earned at below target levels, further indicating an alignment between pay and performance.
Okta, Inc.	OKTA	17/06/2021	Elect Director Todd McKinnon	For	Withhold	WITHHOLD votes are warranted for director nominees Todd McKinnon and Michael (Mike) Stankey 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. A WITHHOLD vote is further warranted for incumbent nominating and governance committee member Michael (Mike) Stankey given the board's failure to remove the problematic capital structure or subject it to a less onerous sunset requirement.
Okta, Inc.	OKTA	17/06/2021	Elect Director Michael Stankey	For	Withhold	WITHHOLD votes are warranted for director nominees Todd McKinnon and Michael (Mike) Stankey 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. A WITHHOLD vote is further warranted for incumbent nominating and governance committee member Michael (Mike) Stankey given the board's failure to remove the problematic capital structure or subject it to a less onerous sunset requirement.
Okta, Inc.	OKTA	17/06/2021	Ratify Ernst & Young LLP as Auditors	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.
Recruit Holdings Co., Ltd.	6098	17/06/2021	Elect Director Minegishi, Masumi	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Recruit Holdings Co., Ltd.	6098	17/06/2021	Elect Director Idekoba, Hisayuki	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Recruit Holdings Co., Ltd.	6098	17/06/2021	Elect Director Senaha, Ayano	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Recruit Holdings Co., Ltd.	6098	17/06/2021	Elect Director Rony Kahan	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Recruit Holdings Co., Ltd.	6098	17/06/2021	Elect Director Izumiya, Naoki	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Recruit Holdings Co., Ltd.	6098	17/06/2021	Elect Director Totoki, Hiroki	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Recruit Holdings Co., Ltd.	6098	17/06/2021	Appoint Alternate Statutory Auditor Tanaka, Miho	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Recruit Holdings Co., Ltd.	6098	17/06/2021	Approve Trust-Type Equity Compensation Plan	For	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.
Recruit Holdings Co., Ltd.	6098	17/06/2021	Approve Stock Option Plan	For	For	A vote FOR this stock option plan 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.
Recruit Holdings Co., Ltd.	6098	17/06/2021	Amend Articles to Allow Virtual Only Shareholder Meetings	For	Against	A vote AGAINST this proposal is warranted because:* Japanese companies are able to hold virtual meetings using temporary regulatory relief (without amending articles) for two years, but the passage of this proposal will authorize the company to hold virtual meetings permanently, without further need to consult shareholders, even after the current health crisis is resolved.* The proposed language fails to specify situations under which virtual meetings will be held, raising concerns that meaningful exchange between the company and shareholders could be hindered, especially in controversial situations such as when shareholder proposals are submitted, a proxy fight is waged, or a corporate scandal occurs.
Splunk Inc.	SPLK	17/06/2021	Elect Director Sara Baack	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.
Splunk Inc.	SPLK	17/06/2021	Elect Director Sean Boyle	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.
Splunk Inc.	SPLK	17/06/2021	Elect Director Douglas Merritt	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.
Splunk Inc.	SPLK	17/06/2021	Elect Director Graham Smith	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.

Splunk Inc.	SPLK	17/06/2021	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this item is warranted because only 19.51 percent of the fees paid to the auditor are for non-audit purposes.
Splunk Inc.	SPLK	17/06/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	A vote AGAINST this proposal is warranted. Although annual and long-term incentives are primarily based on objective performance measures, the company uses the same metric "â€" annual recurring revenue measured over a one-year period "â€" as the sole metric for the annual incentive and as the main metric for the performance share units. The company made a mid-year adjustment to the ARR growth target, which ultimately had the effect of turning below-threshold performance on this metric into above-target performance; and the committee neither adjusted payout opportunities in line with the reduced targets, nor exercised discretion to cap payouts. Such modifications to in-progress equity awards are generally not viewed by investors as an appropriate response to the COVID-19 pandemic.
Tokyo Electron Ltd.	8035	17/06/2021	Elect Director Tsuneishi, Tetsuo	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Tokyo Electron Ltd.	8035	17/06/2021	Elect Director Kawai, Toshiki	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Tokyo Electron Ltd.	8035	17/06/2021	Elect Director Sasaki, Sadao	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Tokyo Electron Ltd.	8035	17/06/2021	Elect Director Nunokawa, Yoshikazu	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Tokyo Electron Ltd.	8035	17/06/2021	Elect Director Nagakubo, Tatsuya	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Tokyo Electron Ltd.	8035	17/06/2021	Elect Director Sunohara, Kiyoshi	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Tokyo Electron Ltd.	8035	17/06/2021	Elect Director Ikeda, Seisu	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Tokyo Electron Ltd.	8035	17/06/2021	Elect Director Mitano, Yoshinobu	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Tokyo Electron Ltd.	8035	17/06/2021	Elect Director Charles Ditmars Lake II	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Tokyo Electron Ltd.	8035	17/06/2021	Elect Director Sasaki, Michio	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Tokyo Electron Ltd.	8035	17/06/2021	Elect Director Eda, Makiko	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 under the law.
Tokyo Electron Ltd.	8035	17/06/2021	Elect Director Ichikawa, Sachiko	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Tokyo Electron Ltd.	8035	17/06/2021	Appoint Statutory Auditor Wagai, Kyosuke	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Tokyo Electron Ltd.	8035	17/06/2021	Approve Annual Bonus	For	For	A vote FOR the proposal is warranted because:* The total proposed amount of the bonuses is not excessively high.
Tokyo Electron Ltd.	8035	17/06/2021	Approve Deep Discount Stock Option Plan	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	17/06/2021	Approve Deep Discount Stock Option Plan	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	17/06/2021	Approve Compensation Ceiling for Directors	For	For	A vote FOR this proposal is warranted because:* The sub-ceiling for outside directors is raised.* The size of the proposed ceiling cannot be regarded as inappropriate.
W. P. Carey Inc.	WPC	17/06/2021	Elect Director Mark A. Alexander	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.
W. P. Carey Inc.	WPC	17/06/2021	Elect Director Tonit M. Calaway	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.
W. P. Carey Inc.	WPC	17/06/2021	Elect Director Peter J. Farrell	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.
W. P. Carey Inc.	WPC	17/06/2021	Elect Director Robert J. Flanagan	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.
W. P. Carey Inc.	WPC	17/06/2021	Elect Director Jason E. Fox	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.
W. P. Carey Inc.	WPC	17/06/2021	Elect Director Axel K.A. Hansing	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.
W. P. Carey Inc.	WPC	17/06/2021	Elect Director Jean Hoysradt	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.
W. P. Carey Inc.	WPC	17/06/2021	Elect Director Margaret G. Lewis	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.
W. P. Carey Inc.	WPC	17/06/2021	Elect Director Christopher J. Niehaus	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.
W. P. Carey Inc.	WPC	17/06/2021	Elect Director Nick J.M. van Ommen	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.
W. P. Carey Inc.	WPC	17/06/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time. Short-term incentives are based on financial performance, and long-term incentives are half performance-based.
W. P. Carey Inc.	WPC	17/06/2021	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this item is warranted because only 4.26 percent of the fees paid to the auditor are for non-audit purposes.
Astellas Pharma, Inc.	4503	18/06/2021	Elect Director Hatanaka, Yoshihiko	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Astellas Pharma, Inc.	4503	18/06/2021	Elect Director Yasukawa, Kenji	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Astellas Pharma, Inc.	4503	18/06/2021	Elect Director Okamura, Naoki	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Astellas Pharma, Inc.	4503	18/06/2021	Elect Director Sekiyama, Mamoru	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Astellas Pharma, Inc.	4503	18/06/2021	Elect Director Kawabe, Hiroshi	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Astellas Pharma, Inc.	4503	18/06/2021	Elect Director Ishizuka, Tatsuro	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Astellas Pharma, Inc.	4503	18/06/2021	Elect Director Tanaka, Takashi	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Astellas Pharma, Inc.	4503	18/06/2021	Elect Director and Audit Committee Member Shibumura, Haruko	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Eisai Co., Ltd.	4523	18/06/2021	Elect Director Naito, Haruo	For	Against	A vote AGAINST this director nominee is warranted because:* Haruo Naito should be held responsible for the company's continued failure to put its poison pill renewal to a vote.
Eisai Co., Ltd.	4523	18/06/2021	Elect Director Kato, Yasuhiko	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Eisai Co., Ltd.	4523	18/06/2021	Elect Director Bruce Aronson	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Eisai Co., Ltd.	4523	18/06/2021	Elect Director Tsuchiya, Yutaka	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Eisai Co., Ltd.	4523	18/06/2021	Elect Director Kaihori, Shuzo	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Eisai Co., Ltd.	4523	18/06/2021	Elect Director Murata, Ryuichi	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.
Eisai Co., Ltd.	4523	18/06/2021	Elect Director Uchiyama, Hideyo	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Eisai Co., Ltd.	4523	18/06/2021	Elect Director Hayashi, Hideki	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.

Eisai Co., Ltd.	4523	18/06/2021	Elect Director Miwa, Yumiko	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Eisai Co., Ltd.	4523	18/06/2021	Elect Director Ike, Fumihiko	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Eisai Co., Ltd.	4523	18/06/2021	Elect Director Kato, Yoshiteru	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Eisai Co., Ltd.	4523	18/06/2021	Elect Director Miura, Ryota	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Activision Blizzard, Inc.	ATVI	21/06/2021	Elect Director Reveta Bowers	For	For	Votes AGAINST incumbent Nominating Committee members Robert Morgado, Barry Meyer and Casey Wasserman are warranted for lack of diversity on the board.A vote FOR the remaining director nominees is warranted.
Activision Blizzard, Inc.	ATVI	21/06/2021	Elect Director Robert Corti	For	For	Votes AGAINST incumbent Nominating Committee members Robert Morgado, Barry Meyer and Casey Wasserman are warranted for lack of diversity on the board.A vote FOR the remaining director nominees is warranted.
Activision Blizzard, Inc.	ATVI	21/06/2021	Elect Director Hendrik Hartong, III	For	For	Votes AGAINST incumbent Nominating Committee members Robert Morgado, Barry Meyer and Casey Wasserman are warranted for lack of diversity on the board.A vote FOR the remaining director nominees is warranted.
Activision Blizzard, Inc.	ATVI	21/06/2021	Elect Director Brian Kelly	For	For	Votes AGAINST incumbent Nominating Committee members Robert Morgado, Barry Meyer and Casey Wasserman are warranted for lack of diversity on the board.A vote FOR the remaining director nominees is warranted.
Activision Blizzard, Inc.	ATVI	21/06/2021	Elect Director Robert Kotick	For	For	Votes AGAINST incumbent Nominating Committee members Robert Morgado, Barry Meyer and Casey Wasserman are warranted for lack of diversity on the board.A vote FOR the remaining director nominees is warranted.
Activision Blizzard, Inc.	ATVI	21/06/2021	Elect Director Barry Meyer	For	Against	Votes AGAINST incumbent Nominating Committee members Robert Morgado, Barry Meyer and Casey Wasserman are warranted for lack of diversity on the board.A vote FOR the remaining director nominees is warranted.
Activision Blizzard, Inc.	ATVI	21/06/2021	Elect Director Robert Morgado	For	Against	Votes AGAINST incumbent Nominating Committee members Robert Morgado, Barry Meyer and Casey Wasserman are warranted for lack of diversity on the board.A vote FOR the remaining director nominees is warranted.
Activision Blizzard, Inc.	ATVI	21/06/2021	Elect Director Peter Nolan	For	For	Votes AGAINST incumbent Nominating Committee members Robert Morgado, Barry Meyer and Casey Wasserman are warranted for lack of diversity on the board.A vote FOR the remaining director nominees is warranted.
Activision Blizzard, Inc.	ATVI	21/06/2021	Elect Director Dawn Ostroff	For	For	Votes AGAINST incumbent Nominating Committee members Robert Morgado, Barry Meyer and Casey Wasserman are warranted for lack of diversity on the board.A vote FOR the remaining director nominees is warranted.
Activision Blizzard, Inc.	ATVI	21/06/2021	Elect Director Casey Wasserman	For	Against	Votes AGAINST incumbent Nominating Committee members Robert Morgado, Barry Meyer and Casey Wasserman are warranted for lack of diversity on the board.A vote FOR the remaining director nominees is warranted.
Activision Blizzard, Inc.	ATVI	21/06/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Following low support for this proposal last year, the committee demonstrated adequate responsiveness by disclosing shareholder engagement and feedback as well as certain improvements to the pay program.Nevertheless, there are pay-for-performance concerns for the year in review. Specifically, the CEO's equity awards granted in 2020 are outsized compared to the median total pay of peers. In addition to his "2020 Long-Term Performance Grant," Kotick received his "2021 Long-Term Performance Grant" in 2020, although his amended agreement already provides eligibility for an additional award in 2021. The vesting of the 2021 Long-Term Performance Grant was accelerated at the maximum performance level due to the triggering of the Shareholder Value Creation Incentive condition.Concerns are also raised regarding COO Alegre's compensation. Per his employment agreement, his base salary is set well above the company's peer median for the CEO position, and his target annual incentive may increase to up to double the initial target opportunity. Further, the first tranche of most of Alegre's sign-on equity awards depended on metrics that were duplicated in the STI program, which provided multiple payouts for the same short-term achievement. Lastly, the company entered into an employment agreement with the COO that provides a problematic life insurance perquisite to the executive's spouse.In light of these concerns, a vote AGAINST this proposal is warranted.
Activision Blizzard, Inc.	ATVI	21/06/2021	Ratify PricewaterhouseCoopers LLP as Auditors	For	Against	A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 27.01 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.
Dai-ichi Life Holdings, Inc.	8750	21/06/2021	Approve Allocation of Income, with a Final Dividend of JPY 62	For	For	A vote FOR this proposal is warranted because:* There are no particular concerns with the level of the proposed dividend.
Dai-ichi Life Holdings, Inc.	8750	21/06/2021	Elect Director Watanabe, Koichiro	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Dai-ichi Life Holdings, Inc.	8750	21/06/2021	Elect Director Inagaki, Seiji	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Dai-ichi Life Holdings, Inc.	8750	21/06/2021	Elect Director Teramoto, Hideo	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Dai-ichi Life Holdings, Inc.	8750	21/06/2021	Elect Director Kikuta, Tetsuya	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Dai-ichi Life Holdings, Inc.	8750	21/06/2021	Elect Director Shoji, Hiroshi	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Dai-ichi Life Holdings, Inc.	8750	21/06/2021	Elect Director Akashi, Mamoru	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Dai-ichi Life Holdings, Inc.	8750	21/06/2021	Elect Director Sumino, Toshiaki	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Dai-ichi Life Holdings, Inc.	8750	21/06/2021	Elect Director George Olcott	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Dai-ichi Life Holdings, Inc.	8750	21/06/2021	Elect Director Maeda, Koichi	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Dai-ichi Life Holdings, Inc.	8750	21/06/2021	Elect Director Inoue, Yuriko	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Dai-ichi Life Holdings, Inc.	8750	21/06/2021	Elect Director Shingai, Yasushi	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Daiichi Sankyo Co., Ltd.	4568	21/06/2021	Approve Allocation of Income, with a Final Dividend of JPY 13.5	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	21/06/2021	Elect Director Manabe, Sunao	For	For	A vote FOR this nominee is warranted because:*Â There are no particular concerns about the nominee.
Daiichi Sankyo Co., Ltd.	4568	21/06/2021	Elect Director Kimura, Satoru	For	For	A vote FOR this nominee is warranted because:*Â There are no particular concerns about the nominee.
Daiichi Sankyo Co., Ltd.	4568	21/06/2021	Elect Director Otsuki, Masahiko	For	For	A vote FOR this nominee is warranted because:*Â There are no particular concerns about the nominee.
Daiichi Sankyo Co., Ltd.	4568	21/06/2021	Elect Director Hirashima, Shoji	For	For	A vote FOR this nominee is warranted because:*Â There are no particular concerns about the nominee.
Daiichi Sankyo Co., Ltd.	4568	21/06/2021	Elect Director Uji, Noritaka	For	For	A vote FOR this nominee is warranted because:*Â There are no particular concerns about the nominee.
Daiichi Sankyo Co., Ltd.	4568	21/06/2021	Elect Director Fukui, Tsuguya	For	For	A vote FOR this nominee is warranted because:*Â There are no particular concerns about the nominee.

Daiichi Sankyo Co., Ltd.	4568	21/06/2021	Elect Director Kama, Kazuaki	For	For	A vote FOR this nominee is warranted because:*Â There are no particular concerns about the nominee.
Daiichi Sankyo Co., Ltd.	4568	21/06/2021	Elect Director Nohara, Sawako	For	For	A vote FOR this nominee is warranted because:*Â There are no particular concerns about the nominee.
Daiichi Sankyo Co., Ltd.	4568	21/06/2021	Elect Director Okuzawa, Hiroyuki	For	For	A vote FOR this nominee is warranted because:*Â There are no particular concerns about the nominee.
Daiichi Sankyo Co., Ltd.	4568	21/06/2021	Appoint Statutory Auditor Watanabe, Masako	For	For	A vote FOR this nominee is warranted because:*Â There are no particular concerns about the nominee.
Daiichi Sankyo Co., Ltd.	4568	21/06/2021	Approve Annual Bonus	For	For	A vote FOR the proposal is warranted because:* The total proposed amount of the bonuses is not excessively high.
Daiichi Sankyo Co., Ltd.	4568	21/06/2021	Approve Fixed Cash Compensation Ceiling for Directors, Annual Bonus Ceiling, and Restricted Stock Plan	For	For	A vote FOR this proposal is warranted because:* The size of the proposed fixed cash compensation ceiling for directors cannot be regarded as excessively high.* The company proposes to establish a sub-ceiling of compensation for outsiders.* The proposed annual bonus ceiling cannot be regarded as excessive for a company which ranks the 27th by market capitalization among Japan's all listed companies.* The nomination and compensation committees add some transparency in the board's compensation decision process.* The board has a high outsider representation ratio of 44.4 percent, which mitigates shareholder concerns about board monitoring over compensation process.* The restricted stock plan is likely to help sharpen recipients' focus on share price performance and align their interests more closely with those of shareholders.
Daiichi Sankyo Co., Ltd.	4568	21/06/2021	Approve Compensation Ceiling for Statutory Auditors	For	For	A vote FOR this proposal is warranted because:* The size of the proposed ceiling cannot be regarded as high.
Daiichi Sankyo Co., Ltd.	4568	21/06/2021	Approve Trust-Type Equity Compensation Plan	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	22/06/2021	Approve Allocation of Income, with a Final Dividend of JPY 24	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	22/06/2021	Elect Director Mogi, Yuzaburo	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Kikkoman Corp.	2801	22/06/2021	Elect Director Horikiri, Noriaki	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Kikkoman Corp.	2801	22/06/2021	Elect Director Yamazaki, Koichi	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Kikkoman Corp.	2801	22/06/2021	Elect Director Nakano, Shozaburo	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Kikkoman Corp.	2801	22/06/2021	Elect Director Shimada, Masanao	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Kikkoman Corp.	2801	22/06/2021	Elect Director Mogi, Osamu	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Kikkoman Corp.	2801	22/06/2021	Elect Director Matsuyama, Asahi	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Kikkoman Corp.	2801	22/06/2021	Elect Director Kamiyama, Takao	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Kikkoman Corp.	2801	22/06/2021	Elect Director Fukui, Toshihiko	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Kikkoman Corp.	2801	22/06/2021	Elect Director Ozaki, Mamoru	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Kikkoman Corp.	2801	22/06/2021	Elect Director Inokuchi, Takeo	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 under the law.
Kikkoman Corp.	2801	22/06/2021	Elect Director Iino, Masako	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Kikkoman Corp.	2801	22/06/2021	Appoint Statutory Auditor Fukasawa, Haruhiko	For	For	A vote FOR this statutory auditor nominee is warranted because:* There are no particular concerns about the nominee.
Kikkoman Corp.	2801	22/06/2021	Appoint Statutory Auditor Kogo, Motohiko	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Kikkoman Corp.	2801	22/06/2021	Appoint Alternate Statutory Auditor Endo, Kazuyoshi	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Mastercard Incorporated	MA	22/06/2021	Elect Director Ajay Banga	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.
Mastercard Incorporated	MA	22/06/2021	Elect Director Merit E. Janow	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.
Mastercard Incorporated	MA	22/06/2021	Elect Director Richard K. Davis	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.
Mastercard Incorporated	MA	22/06/2021	Elect Director Steven J. Freiberg	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.
Mastercard Incorporated	MA	22/06/2021	Elect Director Julius Genachowski	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.
Mastercard Incorporated	MA	22/06/2021	Elect Director Choon Phong Goh	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.
Mastercard Incorporated	MA	22/06/2021	Elect Director Oki Matsumoto	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.
Mastercard Incorporated	MA	22/06/2021	Elect Director Michael Miebach	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.
Mastercard Incorporated	MA	22/06/2021	Elect Director Youngme Moon	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.
Mastercard Incorporated	MA	22/06/2021	Elect Director Rima Qureshi	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.
Mastercard Incorporated	MA	22/06/2021	Elect Director Jose Octavio Reyes Lagunes	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.
Mastercard Incorporated	MA	22/06/2021	Elect Director Gabrielle Sulzberger	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.
Mastercard Incorporated	MA	22/06/2021	Elect Director Jackson Tai	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.
Mastercard Incorporated	MA	22/06/2021	Elect Director Lance Uggla	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.
Mastercard Incorporated	MA	22/06/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	A vote AGAINST this proposal is warranted given significant concerns regarding COVID-related compensation adjustments. Performance goals were adjusted for the annual incentive and the 2018 closing-cycle performance shares. Both awards would have been originally earned below target, but the modifications resulted in target payouts. Although some investors have expressed a degree of flexibility regarding adjustments to short-term awards, adjustments to closing-cycle equity awards are not viewed as an appropriate reaction to COVID-related disruptions.

Mastercard Incorporated	MA	22/06/2021	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this item is warranted because only 1.16 percent of the fees paid to the auditor are for non-audit purposes.
Mastercard Incorporated	MA	22/06/2021	Amend Omnibus Stock Plan	For	For	Based on an analysis of the plan amendments, a vote FOR this proposal is warranted.
Mastercard Incorporated	MA	22/06/2021	Amend Non-Employee Director Omnibus Stock Plan	For	For	A vote FOR this proposal is warranted given that:* The shareholder value transfer appears to be within a reasonable range;* The plan does not allow for repricing of stock options without prior shareholder approval; and* The equity burn rate is reasonable.
Mastercard Incorporated	MA	22/06/2021	Eliminate Supermajority Vote Requirement	For	For	A vote FOR this proposal is warranted given that the removal of the supermajority vote requirements would improve shareholder rights.
Nissan Motor Co., Ltd.	7201	22/06/2021	Elect Director Kimura, Yasushi	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Nissan Motor Co., Ltd.	7201	22/06/2021	Elect Director Jean-Dominique Senard	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Nissan Motor Co., Ltd.	7201	22/06/2021	Elect Director Toyoda, Masakazu	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Nissan Motor Co., Ltd.	7201	22/06/2021	Elect Director Ihara, Keiko	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Nissan Motor Co., Ltd.	7201	22/06/2021	Elect Director Nagai, Moto	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Nissan Motor Co., Ltd.	7201	22/06/2021	Elect Director Bernard Delmas	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Nissan Motor Co., Ltd.	7201	22/06/2021	Elect Director Andrew House	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Nissan Motor Co., Ltd.	7201	22/06/2021	Elect Director Jenifer Rogers	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Nissan Motor Co., Ltd.	7201	22/06/2021	Elect Director Pierre Fleuriot	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Nissan Motor Co., Ltd.	7201	22/06/2021	Elect Director Uchida, Makoto	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Nissan Motor Co., Ltd.	7201	22/06/2021	Elect Director Ashwani Gupta	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Nissan Motor Co., Ltd.	7201	22/06/2021	Elect Director Sakamoto, Hideyuki	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Nissan Motor Co., Ltd.	7201	22/06/2021	Amend Articles to Disclose Contents of Capital and Business Alliance Contracts Signed with Shareholders Owning more than One-Third of Voting Rights	Against	Against	A vote AGAINST this shareholder proposal is warranted because:* Implementation of the proposal would reveal proprietary or confidential information that could place the company at a competitive disadvantage.* Nissan notes that the company is bound by a confidentiality obligation pursuant to the Restated Alliance Master Agreement with Renault.
Shionogi & Co., Ltd.	4507	22/06/2021	Approve Allocation of Income, with a Final Dividend of JPY 55	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	22/06/2021	Elect Director Teshirogi, Isao	For	For	A vote FOR this nominee is warranted because:*Â There are no particular concerns about the nominee.
Shionogi & Co., Ltd.	4507	22/06/2021	Elect Director Sawada, Takuko	For	For	A vote FOR this nominee is warranted because:*Â There are no particular concerns about the nominee.
Shionogi & Co., Ltd.	4507	22/06/2021	Elect Director Ando, Keiichi	For	For	A vote FOR this nominee is warranted because:*Â 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 under the law.
Shionogi & Co., Ltd.	4507	22/06/2021	Elect Director Ozaki, Hiroshi	For	For	A vote FOR this nominee is warranted because:*Â There are no particular concerns about the nominee.
Shionogi & Co., Ltd.	4507	22/06/2021	Elect Director Takatsuki, Fumi	For	For	A vote FOR this nominee is warranted because:*Â There are no particular concerns about the nominee.
Shionogi & Co., Ltd.	4507	22/06/2021	Appoint Statutory Auditor Fujiwara, Takaoki	For	For	A vote FOR this nominee is warranted because:*Â There are no particular concerns about the nominee.
Advantest Corp.	6857	23/06/2021	Elect Director Yoshida, Yoshiaki	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Advantest Corp.	6857	23/06/2021	Elect Director Karatsu, Osamu	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Advantest Corp.	6857	23/06/2021	Elect Director Urabe, Toshimitsu	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Advantest Corp.	6857	23/06/2021	Elect Director Nicholas Benes	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Advantest Corp.	6857	23/06/2021	Elect Director Tsukakoshi, Soichi	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Advantest Corp.	6857	23/06/2021	Elect Director Fujita, Atsushi	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Advantest Corp.	6857	23/06/2021	Elect Director Tsukui, Koichi	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Advantest Corp.	6857	23/06/2021	Elect Director Douglas Lefever	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Advantest Corp.	6857	23/06/2021	Elect Director and Audit Committee Member Kurita, Yuichi	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Advantest Corp.	6857	23/06/2021	Elect Director and Audit Committee Member Namba, Koichi	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Advantest Corp.	6857	23/06/2021	Elect Alternate Director and Audit Committee Member Karatsu, Osamu	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Advantest Corp.	6857	23/06/2021	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	For	For	A vote FOR this proposal is warranted because:* The increase is intended to introduce/increase performance-based pay.
Advantest Corp.	6857	23/06/2021	Approve Performance Share Plan and Restricted Stock Plan	For	For	A vote FOR this proposal is warranted because:* The restricted stock plan and performance share plan are likely to help sharpen recipients' focus on share price performance and align their interests more closely with those of shareholders.
Honda Motor Co., Ltd.	7267	23/06/2021	Amend Articles to Adopt Board Structure with Three Committees - Clarify Director Authority on Shareholder Meetings - Amend Provisions on Number of Directors - Amend Provisions on Director Titles	For	For	A vote FOR this proposal is warranted because:* There are no particular concerns resulting from the change to the articles.
Honda Motor Co., Ltd.	7267	23/06/2021	Elect Director Mikoshiba, Toshiaki	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Honda Motor Co., Ltd.	7267	23/06/2021	Elect Director Mibe, Toshihiro	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Honda Motor Co., Ltd.	7267	23/06/2021	Elect Director Kuraishi, Seiji	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Honda Motor Co., Ltd.	7267	23/06/2021	Elect Director Takeuchi, Kohei	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Honda Motor Co., Ltd.	7267	23/06/2021	Elect Director Suzuki, Asako	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Honda Motor Co., Ltd.	7267	23/06/2021	Elect Director Suzuki, Masafumi	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Honda Motor Co., Ltd.	7267	23/06/2021	Elect Director Sakai, Kunihiro	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Honda Motor Co., Ltd.	7267	23/06/2021	Elect Director Kokubu, Fumiya	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Honda Motor Co., Ltd.	7267	23/06/2021	Elect Director Ogawa, Yoichiro	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.

Honda Motor Co., Ltd.	7267	23/06/2021	Elect Director Higashi, Kazuhiro	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Honda Motor Co., Ltd.	7267	23/06/2021	Elect Director Nagata, Ryoko	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
M3, Inc.	2413	25/06/2021	Elect Director Tanimura, Itaru	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
M3, Inc.	2413	25/06/2021	Elect Director Tomaru, Akihiko	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
M3, Inc.	2413	25/06/2021	Elect Director Tsuchiya, Eiiji	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
M3, Inc.	2413	25/06/2021	Elect Director Izumiya, Kazuyuki	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
M3, Inc.	2413	25/06/2021	Elect Director Urae, Akinori	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
M3, Inc.	2413	25/06/2021	Elect Director Yoshida, Kenichiro	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	25/06/2021	Approve Stock Option Plan and Deep Discount Stock Option Plan	For	For	A vote FOR this proposal is warranted because:* The stock option plan and deep discount stock option plan are likely to help sharpen recipients' focus on share price performance and align their interests more closely with those of shareholders.
Santen Pharmaceutical Co., Ltd.	4536	25/06/2021	Approve Allocation of Income, with a Final Dividend of JPY 14	For	For	A vote FOR this proposal is warranted because:* The company's reserves are adequate to cover the dividend.
Santen Pharmaceutical Co., Ltd.	4536	25/06/2021	Elect Director Kurokawa, Akira	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Santen Pharmaceutical Co., Ltd.	4536	25/06/2021	Elect Director Taniuchi, Shigeo	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Santen Pharmaceutical Co., Ltd.	4536	25/06/2021	Elect Director Ito, Takeshi	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Santen Pharmaceutical Co., Ltd.	4536	25/06/2021	Elect Director Oishi, Kanoko	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Santen Pharmaceutical Co., Ltd.	4536	25/06/2021	Elect Director Shintaku, Yutaro	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Santen Pharmaceutical Co., Ltd.	4536	25/06/2021	Elect Director Minakawa, Kunihiro	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Shimadzu Corp.	7701	25/06/2021	Approve Allocation of Income, with a Final Dividend of JPY 19	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	25/06/2021	Elect Director Nakamoto, Akira	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Shimadzu Corp.	7701	25/06/2021	Elect Director Ueda, Teruhisa	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Shimadzu Corp.	7701	25/06/2021	Elect Director Miura, Yasuo	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Shimadzu Corp.	7701	25/06/2021	Elect Director Kitaoka, Mitsuo	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Shimadzu Corp.	7701	25/06/2021	Elect Director Yamamoto, Yasunori	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Shimadzu Corp.	7701	25/06/2021	Elect Director Wada, Hiroko	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Shimadzu Corp.	7701	25/06/2021	Elect Director Hanai, Nobuo	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Shimadzu Corp.	7701	25/06/2021	Elect Director Nakanishi, Yoshiyuki	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Shimadzu Corp.	7701	25/06/2021	Appoint Statutory Auditor Fujii, Hiroyuki	For	For	A vote FOR this statutory auditor nominee is warranted because:* There are no particular concerns about the nominee.
Sysmex Corp.	6869	25/06/2021	Approve Allocation of Income, with a Final Dividend of JPY 36	For	For	A vote FOR this proposal is warranted because:* There are no particular concerns with the level of the proposed dividend.
Sysmex Corp.	6869	25/06/2021	Elect Director Ietsugu, Hisashi	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Sysmex Corp.	6869	25/06/2021	Elect Director Asano, Kaoru	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Sysmex Corp.	6869	25/06/2021	Elect Director Tachibana, Kenji	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Sysmex Corp.	6869	25/06/2021	Elect Director Matsui, Iwane	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Sysmex Corp.	6869	25/06/2021	Elect Director Kanda, Hiroshi	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Sysmex Corp.	6869	25/06/2021	Elect Director Yoshida, Tomokazu	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Sysmex Corp.	6869	25/06/2021	Elect Director Takahashi, Masayo	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."
Sysmex Corp.	6869	25/06/2021	Elect Director Ota, Kazuo	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Sysmex Corp.	6869	25/06/2021	Elect Director Fukumoto, Hidekazu	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Sysmex Corp.	6869	25/06/2021	Elect Alternate Director and Audit Committee Member Onishi, Koichi	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Daiwa House Industry Co., Ltd.	1925	29/06/2021	Approve Allocation of Income, with a Final Dividend of JPY 66	For	For	A vote FOR this proposal is warranted because:* There are no particular concerns with the level of the proposed dividend.
Daiwa House Industry Co., Ltd.	1925	29/06/2021	Elect Director Yoshii, Keiichi	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Daiwa House Industry Co., Ltd.	1925	29/06/2021	Elect Director Kosokabe, Takeshi	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Daiwa House Industry Co., Ltd.	1925	29/06/2021	Elect Director Otomo, Hirotosugu	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Daiwa House Industry Co., Ltd.	1925	29/06/2021	Elect Director Urakawa, Tatsuya	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Daiwa House Industry Co., Ltd.	1925	29/06/2021	Elect Director Dekura, Kazuhito	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.

Daiwa House Industry Co., Ltd.	1925	29/06/2021	Elect Director Ariyoshi, Yoshinori	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Daiwa House Industry Co., Ltd.	1925	29/06/2021	Elect Director Shimonishi, Keisuke	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Daiwa House Industry Co., Ltd.	1925	29/06/2021	Elect Director Ichiki, Nobuya	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Daiwa House Industry Co., Ltd.	1925	29/06/2021	Elect Director Murata, Yoshiyuki	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Daiwa House Industry Co., Ltd.	1925	29/06/2021	Elect Director Kimura, Kazuyoshi	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Daiwa House Industry Co., Ltd.	1925	29/06/2021	Elect Director Shigemori, Yutaka	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Daiwa House Industry Co., Ltd.	1925	29/06/2021	Elect Director Yabu, Yukiko	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 under the law.
Daiwa House Industry Co., Ltd.	1925	29/06/2021	Elect Director Kuwano, Yukinori	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Daiwa House Industry Co., Ltd.	1925	29/06/2021	Elect Director Seki, Miwa	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Daiwa House Industry Co., Ltd.	1925	29/06/2021	Appoint Statutory Auditor Maeda, Tadatashi	For	For	A vote FOR this statutory auditor nominee is warranted because:* There are no particular concerns about the nominee.
Daiwa House Industry Co., Ltd.	1925	29/06/2021	Appoint Statutory Auditor Kishimoto, Tatsuji	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Daiwa House Industry Co., Ltd.	1925	29/06/2021	Approve Annual Bonus	For	For	A vote FOR the proposal is warranted because:* The total proposed amount of the bonuses is not excessively high.
Keio Corp.	9008	29/06/2021	Approve Allocation of Income, with a Final Dividend of JPY 20	For	For	A vote FOR this proposal is warranted because:* The company's reserves are still adequate to cover the dividend.
Keio Corp.	9008	29/06/2021	Elect Director Nagata, Tadashi	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Keio Corp.	9008	29/06/2021	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	29/06/2021	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	29/06/2021	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	29/06/2021	Elect Director Terada, Yuichiro	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Keio Corp.	9008	29/06/2021	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	29/06/2021	Elect Director Furuichi, Takeshi	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	29/06/2021	Elect Director Komada, Ichiro	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Keio Corp.	9008	29/06/2021	Elect Director Maruyama, So	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Keio Corp.	9008	29/06/2021	Elect Director Wakabayashi, Katsuyoshi	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Keio Corp.	9008	29/06/2021	Elect Director Tsumura, Satoshi	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Mitsui Fudosan Co., Ltd.	8801	29/06/2021	Approve Allocation of Income, with a Final Dividend of JPY 22	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	29/06/2021	Elect Director Iwasa, Hiromichi	For	For	A vote FOR this nominee is warranted because:*Â There are no particular concerns about the nominee.
Mitsui Fudosan Co., Ltd.	8801	29/06/2021	Elect Director Komoda, Masanobu	For	For	A vote FOR this nominee is warranted because:*Â There are no particular concerns about the nominee.
Mitsui Fudosan Co., Ltd.	8801	29/06/2021	Elect Director Kitahara, Yoshikazu	For	For	A vote FOR this nominee is warranted because:*Â There are no particular concerns about the nominee.
Mitsui Fudosan Co., Ltd.	8801	29/06/2021	Elect Director Fujibayashi, Kiyotaka	For	For	A vote FOR this nominee is warranted because:*Â There are no particular concerns about the nominee.
Mitsui Fudosan Co., Ltd.	8801	29/06/2021	Elect Director Onozawa, Yasuo	For	For	A vote FOR this nominee is warranted because:*Â There are no particular concerns about the nominee.
Mitsui Fudosan Co., Ltd.	8801	29/06/2021	Elect Director Yamamoto, Takashi	For	For	A vote FOR this nominee is warranted because:*Â There are no particular concerns about the nominee.
Mitsui Fudosan Co., Ltd.	8801	29/06/2021	Elect Director Ueda, Takashi	For	For	A vote FOR this nominee is warranted because:*Â There are no particular concerns about the nominee.
Mitsui Fudosan Co., Ltd.	8801	29/06/2021	Elect Director Hamamoto, Wataru	For	For	A vote FOR this nominee is warranted because:*Â There are no particular concerns about the nominee.
Mitsui Fudosan Co., Ltd.	8801	29/06/2021	Elect Director Nogimori, Masafumi	For	For	A vote FOR this nominee is warranted because:*Â There are no particular concerns about the nominee.
Mitsui Fudosan Co., Ltd.	8801	29/06/2021	Elect Director Nakayama, Tsunehiro	For	For	A vote FOR this nominee is warranted because:*Â 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 under the law.
Mitsui Fudosan Co., Ltd.	8801	29/06/2021	Elect Director Ito, Shinichiro	For	For	A vote FOR this nominee is warranted because:*Â There are no particular concerns about the nominee.
Mitsui Fudosan Co., Ltd.	8801	29/06/2021	Elect Director Kawai, Eriko	For	For	A vote FOR this nominee is warranted because:*Â There are no particular concerns about the nominee.
Mitsui Fudosan Co., Ltd.	8801	29/06/2021	Approve Annual Bonus	For	For	A vote FOR the proposal is warranted because:* The total proposed amount of the bonuses is not excessively high.
Oriental Land Co., Ltd.	4661	29/06/2021	Approve Allocation of Income, with a Final Dividend of JPY 13	For	For	A vote FOR this proposal is warranted because:* The company's reserves are still adequate to cover the dividend.
Oriental Land Co., Ltd.	4661	29/06/2021	Amend Articles to Reduce Directors' Term	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	29/06/2021	Elect Director Kagami, Toshio	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.

Oriental Land Co., Ltd.	4661	29/06/2021	Elect Director Takano, Yumiko	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Oriental Land Co., Ltd.	4661	29/06/2021	Elect Director Katayama, Yuichi	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Oriental Land Co., Ltd.	4661	29/06/2021	Elect Director Yokota, Akiyoshi	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Oriental Land Co., Ltd.	4661	29/06/2021	Elect Director Takahashi, Wataru	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Oriental Land Co., Ltd.	4661	29/06/2021	Elect Director Kaneki, Yuichi	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Oriental Land Co., Ltd.	4661	29/06/2021	Elect Director Kambara, Rika	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Oriental Land Co., Ltd.	4661	29/06/2021	Elect Director Hanada, Tsutomu	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 under the law.
Oriental Land Co., Ltd.	4661	29/06/2021	Elect Director Mogi, Yuzaburo	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 under the law.
Oriental Land Co., Ltd.	4661	29/06/2021	Elect Director Yoshida, Kenji	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Takeda Pharmaceutical Co., Ltd.	4502	29/06/2021	Approve Allocation of Income, with a Final Dividend of JPY 90	For	For	A vote FOR this proposal is warranted because:* There are no particular concerns with the level of the proposed dividend.
Takeda Pharmaceutical Co., Ltd.	4502	29/06/2021	Amend Articles to Allow Virtual Only Shareholder Meetings	For	For	A vote FOR this proposal is warranted because:* In spite of potential concerns that virtual-only format could be used in a way disadvantageous to shareholders, the proposed language specifies the situations under which virtual-only meetings shall be held.* The board is majority independent (75 percent), lending credence to the board's argument that "the interests of shareholders will be considered" in determining whether virtual meetings will be held.* There are no reported incidents raising concerns over the board's shareholder meeting management.
Takeda Pharmaceutical Co., Ltd.	4502	29/06/2021	Elect Director Christophe Weber	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Takeda Pharmaceutical Co., Ltd.	4502	29/06/2021	Elect Director Iwasaki, Masato	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Takeda Pharmaceutical Co., Ltd.	4502	29/06/2021	Elect Director Andrew Plump	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Takeda Pharmaceutical Co., Ltd.	4502	29/06/2021	Elect Director Constantine Saroukos	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Takeda Pharmaceutical Co., Ltd.	4502	29/06/2021	Elect Director Sakane, Masahiro	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Takeda Pharmaceutical Co., Ltd.	4502	29/06/2021	Elect Director Olivier Bohuon	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Takeda Pharmaceutical Co., Ltd.	4502	29/06/2021	Elect Director Jean-Luc Butel	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Takeda Pharmaceutical Co., Ltd.	4502	29/06/2021	Elect Director Ian Clark	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Takeda Pharmaceutical Co., Ltd.	4502	29/06/2021	Elect Director Fujimori, Yoshiaki	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Takeda Pharmaceutical Co., Ltd.	4502	29/06/2021	Elect Director Steven Gillis	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Takeda Pharmaceutical Co., Ltd.	4502	29/06/2021	Elect Director Kuniya, Shiro	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Takeda Pharmaceutical Co., Ltd.	4502	29/06/2021	Elect Director Shiga, Toshiyuki	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Takeda Pharmaceutical Co., Ltd.	4502	29/06/2021	Elect Director and Audit Committee Member Iijima, Masami	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Takeda Pharmaceutical Co., Ltd.	4502	29/06/2021	Approve Annual Bonus	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.
Tokyu Corp.	9005	29/06/2021	Approve Allocation of Income, with a Final Dividend of JPY 5	For	For	A vote FOR this proposal is warranted because:* The company's reserves are still adequate to cover the dividend.
Tokyu Corp.	9005	29/06/2021	Elect Director Nomoto, Hirofumi	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Tokyu Corp.	9005	29/06/2021	Elect Director Takahashi, Kazuo	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Tokyu Corp.	9005	29/06/2021	Elect Director Tomoe, Masao	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Tokyu Corp.	9005	29/06/2021	Elect Director Hoshino, Toshiyuki	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Tokyu Corp.	9005	29/06/2021	Elect Director Fujiwara, Hirohisa	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Tokyu Corp.	9005	29/06/2021	Elect Director Takahashi, Toshiyuki	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Tokyu Corp.	9005	29/06/2021	Elect Director Hamana, Setsu	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Tokyu Corp.	9005	29/06/2021	Elect Director Kanazashi, Kiyoshi	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Tokyu Corp.	9005	29/06/2021	Elect Director Watanabe, Isao	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Tokyu Corp.	9005	29/06/2021	Elect Director Konaga, Keiichi	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.

Tokyu Corp.	9005	29/06/2021	Elect Director Kanise, Reiko	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Tokyu Corp.	9005	29/06/2021	Elect Director Miyazaki, Midori	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Tokyu Corp.	9005	29/06/2021	Elect Director Shimada, Kunio	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Tokyu Corp.	9005	29/06/2021	Elect Director Shimizu, Hiroshi	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 under the law.
Tokyu Corp.	9005	29/06/2021	Appoint Alternate Statutory Auditor Matsumoto, Taku	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.

BetaShares Australian Sustainability Leaders ETF (ASX: FAIR)

Company Name	Ticker	Meeting Date	Proposal Text	Management Recommendation	Vote Instruction	Voting Rationale
Invocare Limited	IVC	28/05/2021	Approve Remuneration Report	For	Abstain	Vote for ABSTAIN is warranted, as a \$331k sign-on bonus paid to the CFO was not linked to performance targets. Additionally, specific and quantified targets in the STI have not been disclosed, making it difficult for shareholders to evaluate whether the targets are sufficiently rigorous and consistent with their expectations and interests.
Invocare Limited	IVC	28/05/2021	Approve Grant of Share Rights to Olivier Chretien	For	Abstain	Vote for ABSTAIN is warranted as these share rights are not linked to performance.
Costa Group Holdings Limited	CGC	27/05/2021	Approve Grant of STI Performance Rights to Sean Hallahan	For	Abstain	Vote for ABSTAIN is warranted as the company is seeking approval for an advanced grant of rights to the CEO, even though next year's performance has not been completed/reported on, and the performance targets have not been disclosed.
Galaxy Resources Limited	GXY	20/05/2021	Approve Issuance of Performance Rights to Anthony Tse	For	Against	Vote for AGAINST is warranted as the company is seeking prospective approval for the maximum STI awards for FY21, but the performance year has not been completed and therefore performance outcomes are not known. No additional transparency has been offered by the board regarding approval of the grant.
Galaxy Resources Limited	GXY	20/05/2021	Approve Remuneration Report	For	Against	Vote for AGAINST is warranted due to what we consider to be excessive payment relative to peers. A large proportion of the FY20 LTI grant included a one-off component, subject to the satisfaction of project metrics. This component had elevated the quantum of the CEO's LTI entitlement for FY20, which is considered excessive relative to peers. Additionally, the chairman's total remuneration (including options) is considered excessive, being 2x market cap and industry peers.
Phoslock Environmental Technologies Limited	PET	25/05/2021	Approve Remuneration Report	For	Abstain	Vote for ABSTAIN is warranted. ISS noted that some shareholders may vote against the remuneration report due to material governance failures that have taken place at this company (accounting irregularities/improper tax reporting found in company's operations in China). In response to these matters, the group did a review of its financial position and made a few adjustments: restructured the organization, terminated several employees, and implemented new reporting and governance processes. However, they didn't consult an independent auditor to investigate this issue, which is considered to be problematic as the issue concerned their own auditing processes.
Sigma Healthcare Limited	SIG	12/05/2021	Approve Remuneration Report	For	Abstain	Vote for ABSTAIN is warranted as Sigma Healthcare received a large 'against' vote (28%) for their remuneration report in 2020, relating to multiple issues with executive pay. Whilst they have introduced new measures for their executive compensation program, these will not be implemented until 2022. As the issues highlighted in 2020 are still lingering, we do not consider it appropriate to support the remuneration report as is.
Sigma Healthcare Limited	SIG	12/05/2021	Approve the Spill Resolution	Against	For	Vote FOR is warranted as the resolution is to introduce a board spill should there be significant investor pushback against the remuneration report in item 3. While the noted improvements are due to be implemented next year, we consider it is important that this is pushed to a spill resolution if there is still significant investor pushback.
Dexus	DXS	22/04/2021	Approve Unstapling of the Units in DXO, DDF, DIT and DOT Pursuant to Each of Their Constitutions	For	For	A vote FOR this resolution is warranted as no material concerns have been identified.
Dexus	DXS	22/04/2021	Approve Amendments to the Constitutions	For	For	A vote FOR this resolution is warranted as no material concerns have been identified.
Dexus	DXS	22/04/2021	Approve Simplification for All Purposes	For	For	A vote FOR this resolution is warranted as no material concerns have been identified.
Sigma Healthcare Limited	SIG	12/05/2021	Elect Christine Bartlett as Director	For	Against	Votes AGAINST incumbent Nominating Committee member Christine Bartlett are warranted for lack of diversity on the board.A vote FOR remaining nominee Kathryn (Kate) Spargo is warranted.It is noted that key board committees lack independence with the People and Remuneration Committee being only 33 percent independent and the Risk Management and Audit Committee does not consist entirely of independent directors. David Manuel and David Bayes are not up for re-election at this AGM; however, both are classified as being non-independent which shareholders may need to consider when they stand for re-election at a subsequent AGM.
Sigma Healthcare Limited	SIG	12/05/2021	Elect Kathryn (Kate) D Spargo as Director	For	For	Votes AGAINST incumbent Nominating Committee member Christine Bartlett are warranted for lack of diversity on the board.A vote FOR remaining nominee Kathryn (Kate) Spargo is warranted.It is noted that key board committees lack independence with the People and Remuneration Committee being only 33 percent independent and the Risk Management and Audit Committee does not consist entirely of independent directors. David Manuel and David Bayes are not up for re-election at this AGM; however, both are classified as being non-independent which shareholders may need to consider when they stand for re-election at a subsequent AGM.
Sigma Healthcare Limited	SIG	12/05/2021	***Withdrawn Resolution*** Approve Issuance of Shares to Mark Hooper			
Sigma Healthcare Limited	SIG	12/05/2021	Approve Remuneration Arrangements for Mark Hooper and Jackie Pearson	For	For	A vote FOR this resolution is warranted as no material governance issues are noted. Following the resignation of the Managing Director and CEO, Mark Hooper, this resolution to approve remuneration arrangements to the CEO and CFO in respect of termination benefits for the purposes of sections 200B and 200E of the Corporations Act, only applies to the CFO, Jackie Person.
The GPT Group	GPT	13/05/2021	Elect Vicki McFadden as Director	For	Against	Votes AGAINST incumbent Nominating Committee members Vicki McFadden and Robert (Rob) Whitfield are warranted for lack of diversity on the board.
The GPT Group	GPT	13/05/2021	Elect Robert Whitfield as Director	For	Against	Votes AGAINST incumbent Nominating Committee members Vicki McFadden and Robert (Rob) Whitfield are warranted for lack of diversity on the board.
The GPT Group	GPT	13/05/2021	Approve Remuneration Report	For	For	A vote FOR the remuneration report is warranted. No material disconnect has been identified between executive remuneration, performance targets and results, and securityholder outcomes. The group has improved disclosure of the STI plan to include the specific FFO target and actual achievements of each financial and non-financial objective (at target or below threshold).
The GPT Group	GPT	13/05/2021	Approve Grant of Performance Rights to Robert Johnston	For	For	A vote FOR the grant of performance rights to CEO Robert Johnston is warranted. The LTI is well aligned with corporate governance expectations and improved securityholder return outcomes, with a three-year performance period and total return and relative TSR performance measures.
The GPT Group	GPT	13/05/2021	Approve Re-insertion of Proportional Takeover Provisions	For	For	A vote FOR this resolution is warranted on the basis that the passing of this resolution will ensure that securityholders 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.
G8 Education Limited	GEM	19/05/2021	Approve Remuneration Report	For	For	A vote FOR the remuneration report is warranted. No material disconnect between pay and performance and shareholder outcomes has been identified in FY20.The company was significantly impacted by the COVID-19 pandemic in FY20 and the financial outcomes reflected the decline in revenue due to pandemic restrictions in the company's childcare centres. The company received assistance from the Australian government allowing it to continue to provide childcare facilities.The board has taken appropriate decisions to align remuneration with the company's performance including* a reduction in executive fixed remuneration,* reduction in director remuneration,* introduction of a financial gateway in the STI plan,* a reduction in the CEO's LTI award opportunity and* no STI bonus payments and no LTI vesting in FY20.Concerns that remain include the absence of disclosure of STI performance metrics and the use of a cliff vesting assessment rather than a graduated scale.
G8 Education Limited	GEM	19/05/2021	Elect Margaret Zabel as Director	For	Against	Votes AGAINST incumbent Nominating Committee member Margaret Zabel are warranted for lack of diversity on the board.
G8 Education Limited	GEM	19/05/2021	Approve Issuance of Performance Rights to Gary Carroll	For	For	A vote FOR this grant of performance rights to the CEO is warranted. The terms of the proposed issuance are consistent with the LTI plan and not problematic, including:* Quantum is at a reduced level (75 percent of base pay) which is in line with market;* The performance period is 3 years, being at the minimum term accepted by shareholders as sufficiently aligned with the longer term;* There is an EPS performance measure which is aligned with shareholder interests; and* There is a transparent and more challenging EPS target range from a 20 cents threshold to a 24 cents maximum.
G8 Education Limited	GEM	19/05/2021	Approve the Amendments to the Company's Constitution	For	Against	A vote AGAINST the amendment to the company's constitution is warranted due to corporate governance concerns that virtual-only meetings may prevent shareholders from exercising their rights in holding directors publicly accountable at a physical meeting. Where a hybrid format is typically preferred by shareholders, there is no benefit to shareholders in supporting this amendment.

Galaxy Resources Limited	GXY	20/05/2021	Elect Florencia Heredia as Director	For	For	A qualified vote FOR the re-election of Florencia Heredia is warranted to highlight concerns that she is a non-independent non-executive directors on a board that is not majority but 50 percent independent.
Galaxy Resources Limited	GXY	20/05/2021	Ratify Past Issuance of Shares to Institutional, Professional and Sophisticated Investors	For	For	A qualified vote FOR this resolution is warranted.No other material corporate governance concerns are identified with the rationale for the issuance; although, a high 15.5 percent dilutive impact and large discount of 14.1 percent are noted.
Galaxy Resources Limited	GXY	20/05/2021	Approve Issuance of Performance Rights to Martin Rowley	For	For	A vote FOR the grant of performance rights to the non-executive directors is warranted.These grants are in lieu of fees foregone (20 percent reduction in director fees for the 12 months to 30 June 2021). This formulaic change from cash to equity payment represents better alignment of the interests of non-executive directors with the interests of shareholders and cash savings for the company.
Galaxy Resources Limited	GXY	20/05/2021	Approve Issuance of Performance Rights to John Turner	For	For	A vote FOR the grant of performance rights to the non-executive directors is warranted.These grants are in lieu of fees foregone (20 percent reduction in director fees for the 12 months to 30 June 2021). This formulaic change from cash to equity payment represents better alignment of the interests of non-executive directors with the interests of shareholders and cash savings for the company.
Galaxy Resources Limited	GXY	20/05/2021	Approve Issuance of Performance Rights to Peter Bacchus	For	For	A vote FOR the grant of performance rights to the non-executive directors is warranted.These grants are in lieu of fees foregone (20 percent reduction in director fees for the 12 months to 30 June 2021). This formulaic change from cash to equity payment represents better alignment of the interests of non-executive directors with the interests of shareholders and cash savings for the company.
Galaxy Resources Limited	GXY	20/05/2021	Approve Issuance of Performance Rights to Alan Fitzpatrick	For	For	A vote FOR the grant of performance rights to the non-executive directors is warranted.These grants are in lieu of fees foregone (20 percent reduction in director fees for the 12 months to 30 June 2021). This formulaic change from cash to equity payment represents better alignment of the interests of non-executive directors with the interests of shareholders and cash savings for the company.
Galaxy Resources Limited	GXY	20/05/2021	Approve Issuance of Performance Rights to Florencia Heredia	For	For	A vote FOR the grant of performance rights to the non-executive directors is warranted.These grants are in lieu of fees foregone (20 percent reduction in director fees for the 12 months to 30 June 2021). This formulaic change from cash to equity payment represents better alignment of the interests of non-executive directors with the interests of shareholders and cash savings for the company.
Phoslock Environmental Technologies Limited	PET	25/05/2021	Elect Barry Sechos as Director	For	For	A vote FOR all nominees is warranted given they are all new directors to the company after the announcement of the governance failures.
Phoslock Environmental Technologies Limited	PET	25/05/2021	Elect Robert Prosser as Director	For	For	A vote FOR all nominees is warranted given they are all new directors to the company after the announcement of the governance failures.
Phoslock Environmental Technologies Limited	PET	25/05/2021	Elect David Krasnostein as Director	For	For	A vote FOR all nominees is warranted given they are all new directors to the company after the announcement of the governance failures.
Phoslock Environmental Technologies Limited	PET	25/05/2021	Appoint ShineWing Australia as Auditor of the Company	For	For	A vote FOR this proposal is warranted.
Phoslock Environmental Technologies Limited	PET	25/05/2021	Adopt New Constitution	For	For	A vote FOR this resolution is warranted as no material issues have been identified.
Costa Group Holdings Limited	CGC	27/05/2021	Approve Remuneration Report	For	For	A vote FOR this resolution is warranted. * No material disconnect between pay and performance has been identified. * The company's remuneration structure is generally in line with shareholder interests and market practice.* Quantum is not excessive, and the company uses a gateway measure for STI awards based on budgeted EBIT.However, the company does not disclose the EPS and growth targets in the LTI. Some shareholders may question the whether the description of "growth targets" in the LTI is purely discretionary.
Costa Group Holdings Limited	CGC	27/05/2021	Elect Peter Margin as Director	For	Against	Votes AGAINST incumbent Nominating Committee members Timothy (Tim) Goldsmith and Peter Margin are warranted for lack of diversity on the board.Concerns are raised with respect to the re-election of Tim Goldsmith regarding the number of his non-executive commitments, and noting that he is also a CEO of an unlisted mining development company.
Costa Group Holdings Limited	CGC	27/05/2021	Elect Tim Goldsmith as Director	For	Against	Votes AGAINST incumbent Nominating Committee members Timothy (Tim) Goldsmith and Peter Margin are warranted for lack of diversity on the board.Concerns are raised with respect to the re-election of Tim Goldsmith regarding the number of his non-executive commitments, and noting that he is also a CEO of an unlisted mining development company.
Costa Group Holdings Limited	CGC	27/05/2021	Approve Grant of LTI Options to Sean Hallahan	For	For	A vote FOR the grant of LTI options to the CEO is warranted. The terms of the grant being broadly in line with market practice with* a three-year performance period,* two performance targets (EPS and growth targets),* an exercise price set at the prevailing share price, and* quantum is not excessive.
Appen Limited	APX	28/05/2021	Approve Remuneration Report	For	For	A qualified vote FOR the remuneration report is warranted.* The company's remuneration has been reasonably aligned with the company's results and shareholder outcomes.* The company provides good levels of disclosure of targets and performance outcomes and has set sufficiently challenging performance hurdles.The qualification is to highlight concerns that* The Social Advisory Services quantitative pay-for-performance model indicates a high level of concern for misalignment of the CEO's remuneration which can mainly be attributed to one-off equity and high LTI awards;* Significant fixed pay increases have been passed on to the CEO (50 percent) and CFO (25 percent) in FY20;* The LTI grant has annual performance periods which are well short of the minimum three years that shareholders expect from longer term equity bonuses, and* Re-testing is allowed over subsequent years.The company has indicated it is making an adjustment to the CEO's pay mix in FY21 reducing the high LTI and diverting this into STI bonus.
Appen Limited	APX	28/05/2021	Elect Stephen Hasker as Director	For	For	A vote FOR all nominees is warranted.
Appen Limited	APX	28/05/2021	Elect Robin Low as Director	For	For	A vote FOR all nominees is warranted.
Appen Limited	APX	28/05/2021	Approve Grant of Performance Rights to Mark Bryan	For	Against	A vote AGAINST the equity grant to the CEO is warranted. The structure of the award is inconsistent with market practices adopted by the majority of larger ASX-listed entities. The following areas of concern are highlighted:* The LTI has annual performance periods which do not meet the minimum three years that market and shareholders expect from longer term bonuses,* Re-testing is allowed with the same growth rate compounded over a longer period,* Board may exercise its discretion to vest rights when performance is between target and stretch, and* Shareholders have been given a 'false choice' if they do not approve this grant of rights which diminishes shareholder rights and awarding a cash amount in place represents a retrograde step in aligning the CEO's and shareholder long-term interests.
Appen Limited	APX	28/05/2021	Approve the Amendments to the Company's Constitution	For	For	A vote FOR the resolution is warranted as the proposed amendments are not contentious and no material governance issues have been identified.
Appen Limited	APX	28/05/2021	Approve the Increase in Maximum Aggregate Remuneration of Non-Executive Directors	None	For	A vote FOR this resolution is qualified due to concerns for the size and quantum of the increase and noting that shareholders approved an increase in 2020 for similar reasons. There are no material governance issues identified with the proposed increase in the maximum aggregate director fees and the rationale presented will facilitate a board renewal process.
Invocare Limited	IVC	28/05/2021	Elect Keith Skinner as Director	For	Against	A vote AGAINST incumbent nomination committee member Keith Skinner is warranted for lack of diversity on the board.A vote FOR Kim Anderson is warranted as no material concerns have been identified in respect of his re-election.
Invocare Limited	IVC	28/05/2021	Approve Grant of Performance Rights to Olivier Chretien	For	For	A vote FOR the grant of performance rights to the CEO is warranted. Quantum, performance targets and performance period are consistent with market practice and shareholder interests.
Invocare Limited	IVC	28/05/2021	Approve Potential Termination Benefits	For	For	A vote FOR this resolution is warranted.The potential termination benefits that may be paid are in accordance with executive employment contracts, form part of the incentive plan rules for 'good leaver' situations and are not considered to be extreme or out of sync with market practices.
Invocare Limited	IVC	28/05/2021	Elect Kim Anderson as Director	For	For	A vote AGAINST incumbent nomination committee member Keith Skinner is warranted for lack of diversity on the board.A vote FOR Kim Anderson is warranted as no material concerns have been identified in respect of his re-election.
New Energy Solar	NEW	31/05/2021	Elect Maxine McKew as Director	For	Against	Votes AGAINST incumbent nominees John Holland and Maxine McKew are warranted for lack of diversity on the board.
New Energy Solar	NEW	31/05/2021	Elect John Holland as Director	For	Against	Votes AGAINST incumbent nominees John Holland and Maxine McKew are warranted for lack of diversity on the board.
New Energy Solar	NEW	31/05/2021	Approve Remuneration Report	For	For	A vote FOR the adoption of the remuneration report is warranted.
New Energy Solar	NEW	31/05/2021	Approve On-Market Buyback of Stapled Securities	For	For	A vote FOR this resolution is warranted.
Uniti Group Limited	UWL	3/06/2021	Ratify Past Issuance of Shares to New and Existing Institutional Investors	For	For	A vote FOR the ratification of the past issuance of securities is warranted. The capital raising was undertaken to partially fund the acquisition of Telstra's VelocityÂ® network assets, being consistent with the company' strategy. Existing eligible shareholders were given the opportunity to participate in a security purchase plan.

Uniti Group Limited	UWL	3/06/2021	Approve Issuance of Options to Graeme Barclay	For	Against	A vote AGAINST the issuance of options to Graeme Barclay, Kathryn Gramp and John Lindsay is warranted. Concerns for quantum are raised, given the value of the options appears excessive. Additionally, the award of performance-based remuneration to non-executive directors is not supported by Australian market standards.A vote AGAINST the issuance of options to executive directors Vaughan Bowen and Michael Simmons is warranted due to the following concerns: * Aside from the options strike price which is \$2.17, a share price growth hurdle is subject to 'cliff' vesting (that is, an "all or nothing" structure) dependent on achieving the absolute share price target at the end of three years. Typically, a sliding vesting scale of achievement of performance measures from a threshold to stretch level is expected; and* Two-thirds of the option awards being capable of vesting in less than three years, which is inconsistent with the long-term focus of investors expected in the Australian market, and longer term equity incentives typically expected to have a vesting period of three years or more.
Uniti Group Limited	UWL	3/06/2021	Approve Issuance of Options to Kathryn Gramp	For	Against	A vote AGAINST the issuance of options to Graeme Barclay, Kathryn Gramp and John Lindsay is warranted. Concerns for quantum are raised, given the value of the options appears excessive. Additionally, the award of performance-based remuneration to non-executive directors is not supported by Australian market standards.A vote AGAINST the issuance of options to executive directors Vaughan Bowen and Michael Simmons is warranted due to the following concerns: * Aside from the options strike price which is \$2.17, a share price growth hurdle is subject to 'cliff' vesting (that is, an "all or nothing" structure) dependent on achieving the absolute share price target at the end of three years. Typically, a sliding vesting scale of achievement of performance measures from a threshold to stretch level is expected; and* Two-thirds of the option awards being capable of vesting in less than three years, which is inconsistent with the long-term focus of investors expected in the Australian market, and longer term equity incentives typically expected to have a vesting period of three years or more.
Uniti Group Limited	UWL	3/06/2021	Approve Issuance of Options to John Lindsay	For	Against	A vote AGAINST the issuance of options to Graeme Barclay, Kathryn Gramp and John Lindsay is warranted. Concerns for quantum are raised, given the value of the options appears excessive. Additionally, the award of performance-based remuneration to non-executive directors is not supported by Australian market standards.A vote AGAINST the issuance of options to executive directors Vaughan Bowen and Michael Simmons is warranted due to the following concerns: * Aside from the options strike price which is \$2.17, a share price growth hurdle is subject to 'cliff' vesting (that is, an "all or nothing" structure) dependent on achieving the absolute share price target at the end of three years. Typically, a sliding vesting scale of achievement of performance measures from a threshold to stretch level is expected; and* Two-thirds of the option awards being capable of vesting in less than three years, which is inconsistent with the long-term focus of investors expected in the Australian market, and longer term equity incentives typically expected to have a vesting period of three years or more.
Uniti Group Limited	UWL	3/06/2021	Approve Issuance of Options to Vaughan Bowen	For	Against	A vote AGAINST the issuance of options to Graeme Barclay, Kathryn Gramp and John Lindsay is warranted. Concerns for quantum are raised, given the value of the options appears excessive. Additionally, the award of performance-based remuneration to non-executive directors is not supported by Australian market standards.A vote AGAINST the issuance of options to executive directors Vaughan Bowen and Michael Simmons is warranted due to the following concerns: * Aside from the options strike price which is \$2.17, a share price growth hurdle is subject to 'cliff' vesting (that is, an "all or nothing" structure) dependent on achieving the absolute share price target at the end of three years. Typically, a sliding vesting scale of achievement of performance measures from a threshold to stretch level is expected; and* Two-thirds of the option awards being capable of vesting in less than three years, which is inconsistent with the long-term focus of investors expected in the Australian market, and longer term equity incentives typically expected to have a vesting period of three years or more.
Uniti Group Limited	UWL	3/06/2021	Approve Issuance of Options to Michael Simmons	For	Against	A vote AGAINST the issuance of options to Graeme Barclay, Kathryn Gramp and John Lindsay is warranted. Concerns for quantum are raised, given the value of the options appears excessive. Additionally, the award of performance-based remuneration to non-executive directors is not supported by Australian market standards.A vote AGAINST the issuance of options to executive directors Vaughan Bowen and Michael Simmons is warranted due to the following concerns: * Aside from the options strike price which is \$2.17, a share price growth hurdle is subject to 'cliff' vesting (that is, an "all or nothing" structure) dependent on achieving the absolute share price target at the end of three years. Typically, a sliding vesting scale of achievement of performance measures from a threshold to stretch level is expected; and* Two-thirds of the option awards being capable of vesting in less than three years, which is inconsistent with the long-term focus of investors expected in the Australian market, and longer term equity incentives typically expected to have a vesting period of three years or more.
Marley Spoon AG	MMM	11/06/2021	Approve Discharge of Management Board for the Financial Year 2020	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	11/06/2021	Approve Discharge of Supervisory Board for the Financial Year 2020	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	11/06/2021	Ratify Ernst & Young GmbH as Auditors for Financial Year 2021	For	For	A vote FOR this item is warranted becauseÅ onlyÅ 19.32 percent of the fees paid to the auditor are for non-audit purposes.
Marley Spoon AG	MMM	11/06/2021	Elect Deena Robyn Shiff as Director	For	Against	Votes AGAINST incumbent Nominating Committee members Deena Shiff, Kim Anderson and Robin Low are warranted for lack of diversity on the board.Votes FOR the remaining director nominees are warranted.
Marley Spoon AG	MMM	11/06/2021	Elect Roy Perticucci as Director	For	For	Votes AGAINST incumbent Nominating Committee members Deena Shiff, Kim Anderson and Robin Low are warranted for lack of diversity on the board.Votes FOR the remaining director nominees are warranted.
Marley Spoon AG	MMM	11/06/2021	Elect Kim Elizabeth Winifred Anderson as Director	For	Against	Votes AGAINST incumbent Nominating Committee members Deena Shiff, Kim Anderson and Robin Low are warranted for lack of diversity on the board.Votes FOR the remaining director nominees are warranted.
Marley Spoon AG	MMM	11/06/2021	Elect Robin Low as Director	For	Against	Votes AGAINST incumbent Nominating Committee members Deena Shiff, Kim Anderson and Robin Low are warranted for lack of diversity on the board.Votes FOR the remaining director nominees are warranted.
Marley Spoon AG	MMM	11/06/2021	Approve Remuneration of Supervisory Board	For	For	A vote FOR this resolution is recommended.
Marley Spoon AG	MMM	11/06/2021	Approve Share Option Program 2021; Approve Creation EUR 2,165 Pool of Conditional Capital to Guarantee Conversion Rights	For	For	A qualified vote FOR these resolutions is warranted.
Marley Spoon AG	MMM	11/06/2021	Approve Issuance of Shares for a Private Placement to W23 Investments Pty Limited	For	For	A vote FOR this resolution is warranted.
Marley Spoon AG	MMM	11/06/2021	Approve Creation of Authorized Capital 2021/II under the Restricted Stock Unit Program 2021/I and the Corresponding Amendment of Section 3 Paragraph 15 of the Constitution	For	For	A vote FOR these resolutions is warranted.
Marley Spoon AG	MMM	11/06/2021	Approve Creation of Authorized Capital 2021/III under the Restricted Stock Unit Program 2021/II and the Corresponding Amendment of Section 3 Paragraph 16 of the Constitution	For	For	A vote FOR these resolutions is warranted.
Marley Spoon AG	MMM	11/06/2021	Approve Cancellation of Existing Conditional Capital 2019/I and the Corresponding Amendment of Section 3 Paragraph 6 of the Constitution	For	For	A vote FOR these resolutions is warranted.
Marley Spoon AG	MMM	11/06/2021	Approve Cancellation of Existing Conditional Capital 2019/II and the Corresponding Amendment of Section 3 Paragraph 7 of the Constitution	For	For	A vote FOR these resolutions is warranted.

Marley Spoon AG	MMM	11/06/2021	Approve Cancellation of Existing Authorized Capital 2020/II and the Corresponding Amendment of Section 3 Paragraph 11 of the Constitution	For	For	A vote FOR these resolutions is warranted.
Marley Spoon AG	MMM	11/06/2021	Approve Share Option Program 2021 and Issuance of Securities Under that Program	For	For	A qualified vote FOR these resolutions is warranted.
Marley Spoon AG	MMM	11/06/2021	Approve Grant of Share Options to Fabian Siegel	For	For	A qualified vote FOR this resolution is warranted.
Marley Spoon AG	MMM	11/06/2021	Approve Restricted Stock Unit Program 2021 and Issue of Securities Under that Program	For	For	A vote FOR these resolutions is warranted.
Marley Spoon AG	MMM	11/06/2021	Ratify Past Issuance of Placement CDs to Certain Sophisticated and Institutional Investors	For	For	A vote FOR this resolution is warranted.
Vocus Group Ltd.	VOC	22/06/2021	Approve Scheme of Arrangement in Relation to the Proposed Acquisition of the Company by Voyage Australia Pty Limited	For	For	A vote FOR the proposed transaction is warranted.* The offer represents a reasonable premium of approximately 26 percent to the unaffected price;* The all-cash consideration represents certainty of value for shareholders;* The offer is within the valuation range estimated by the Independent Expert; and* The offer is unanimously supported by the board in the absence of a Superior Proposal.
New Energy Solar	NEW	25/06/2021	Approve the Winding Up of the Trust	For	For	A vote FOR this resolution is warranted.
Innergex Renewable Energy Inc.	INE	11/05/2021	Elect Director Daniel Lafrance	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Innergex Renewable Energy Inc.	INE	11/05/2021	Elect Director Ross J. Beaty	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Innergex Renewable Energy Inc.	INE	11/05/2021	Elect Director Pierre G. Brodeur	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Innergex Renewable Energy Inc.	INE	11/05/2021	Elect Director Nathalie Francisci	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Innergex Renewable Energy Inc.	INE	11/05/2021	Elect Director Richard Gagnon	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Innergex Renewable Energy Inc.	INE	11/05/2021	Elect Director Michel Letellier	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Innergex Renewable Energy Inc.	INE	11/05/2021	Elect Director Dalton James Patrick McGuinty	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Innergex Renewable Energy Inc.	INE	11/05/2021	Elect Director Monique Mercier	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Innergex Renewable Energy Inc.	INE	11/05/2021	Elect Director Ouma Sananikone	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Innergex Renewable Energy Inc.	INE	11/05/2021	Elect Director Louis Veci	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Innergex Renewable Energy Inc.	INE	11/05/2021	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For	A vote FOR this item is warranted because only 41.84 percent of the total audit fees paid to the auditor are attributable to non-audit fees.
Innergex Renewable Energy Inc.	INE	11/05/2021	Advisory Vote on Executive Compensation Approach	For	For	Vote FOR this non-binding advisory vote as there are no significant issues at this time.
Innergex Renewable Energy Inc.	INE	11/05/2021	Elect Director Daniel Lafrance	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Innergex Renewable Energy Inc.	INE	11/05/2021	Elect Director Ross J. Beaty	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Innergex Renewable Energy Inc.	INE	11/05/2021	Elect Director Pierre G. Brodeur	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Innergex Renewable Energy Inc.	INE	11/05/2021	Elect Director Nathalie Francisci	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Innergex Renewable Energy Inc.	INE	11/05/2021	Elect Director Richard Gagnon	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Innergex Renewable Energy Inc.	INE	11/05/2021	Elect Director Michel Letellier	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Innergex Renewable Energy Inc.	INE	11/05/2021	Elect Director Dalton James Patrick McGuinty	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Innergex Renewable Energy Inc.	INE	11/05/2021	Elect Director Monique Mercier	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Innergex Renewable Energy Inc.	INE	11/05/2021	Elect Director Ouma Sananikone	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Innergex Renewable Energy Inc.	INE	11/05/2021	Elect Director Louis Veci	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Innergex Renewable Energy Inc.	INE	11/05/2021	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For	A vote FOR this item is warranted because only 41.84 percent of the total audit fees paid to the auditor are attributable to non-audit fees.
Innergex Renewable Energy Inc.	INE	11/05/2021	Advisory Vote on Executive Compensation Approach	For	For	Vote FOR this non-binding advisory vote as there are no significant issues at this time.
First Solar, Inc.	FSLR	12/05/2021	Elect Director Michael J. Ahearn	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 nominees is warranted.
First Solar, Inc.	FSLR	12/05/2021	Elect Director Sharon L. Allen	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 nominees is warranted.

First Solar, Inc.	FSLR	12/05/2021	Elect Director Richard D. Chapman	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 nominees is warranted.
First Solar, Inc.	FSLR	12/05/2021	Elect Director George A. Hambro	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 nominees is warranted.
First Solar, Inc.	FSLR	12/05/2021	Elect Director Kathryn A. Hollister	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 nominees is warranted.
First Solar, Inc.	FSLR	12/05/2021	Elect Director Molly E. Joseph	For	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 nominees is warranted.
First Solar, Inc.	FSLR	12/05/2021	Elect Director Craig Kennedy	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 nominees is warranted.
First Solar, Inc.	FSLR	12/05/2021	Elect Director William J. Post	For	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 nominees is warranted.
First Solar, Inc.	FSLR	12/05/2021	Elect Director Paul H. Stebbins	For	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 nominees is warranted.
First Solar, Inc.	FSLR	12/05/2021	Elect Director Michael Sweeney	For	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 nominees is warranted.
First Solar, Inc.	FSLR	12/05/2021	Elect Director Mark R. Widmar	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 nominees is warranted.
First Solar, Inc.	FSLR	12/05/2021	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this item is warranted because only 13.11 percent of the fees paid to the auditor are for non-audit purposes.
First Solar, Inc.	FSLR	12/05/2021	Report on Board Diversity	Against	For	A vote FOR this resolution is warranted because the company's board nomination criteria do not specifically ensure that director candidate pools include diverse candidates. This is of heightened concern given that the board currently has no racially or ethnically diverse directors.
First Solar, Inc.	FSLR	12/05/2021	Elect Director Michael J. Ahearn	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 nominees is warranted.
First Solar, Inc.	FSLR	12/05/2021	Elect Director Sharon L. Allen	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 nominees is warranted.
First Solar, Inc.	FSLR	12/05/2021	Elect Director Richard D. Chapman	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 nominees is warranted.
First Solar, Inc.	FSLR	12/05/2021	Elect Director George A. Hambro	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 nominees is warranted.
First Solar, Inc.	FSLR	12/05/2021	Elect Director Kathryn A. Hollister	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 nominees is warranted.
First Solar, Inc.	FSLR	12/05/2021	Elect Director Molly E. Joseph	For	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 nominees is warranted.
First Solar, Inc.	FSLR	12/05/2021	Elect Director Craig Kennedy	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 nominees is warranted.
First Solar, Inc.	FSLR	12/05/2021	Elect Director William J. Post	For	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 nominees is warranted.
First Solar, Inc.	FSLR	12/05/2021	Elect Director Paul H. Stebbins	For	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 nominees is warranted.
First Solar, Inc.	FSLR	12/05/2021	Elect Director Michael Sweeney	For	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 nominees is warranted.
First Solar, Inc.	FSLR	12/05/2021	Elect Director Mark R. Widmar	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 nominees is warranted.
First Solar, Inc.	FSLR	12/05/2021	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	A vote FOR this item is warranted because only 13.11 percent of the fees paid to the auditor are for non-audit purposes.
First Solar, Inc.	FSLR	12/05/2021	Report on Board Diversity	Against	For	A vote FOR this resolution is warranted because the company's board nomination criteria do not specifically ensure that director candidate pools include diverse candidates. This is of heightened concern given that the board currently has no racially or ethnically diverse directors.
DocuSign, Inc.	DOCU	28/05/2021	Elect Director Enrique Salem	For	Withhold	WITHHOLD votes are warranted for director nominees Mary (Maggie) Wilderotter, Enrique Salem, Peter Solvik, and Inhi Cho Suh 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.
DocuSign, Inc.	DOCU	28/05/2021	Elect Director Peter Solvik	For	Withhold	WITHHOLD votes are warranted for director nominees Mary (Maggie) Wilderotter, Enrique Salem, Peter Solvik, and Inhi Cho Suh 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.
DocuSign, Inc.	DOCU	28/05/2021	Elect Director Inhi Cho Suh	For	Withhold	WITHHOLD votes are warranted for director nominees Mary (Maggie) Wilderotter, Enrique Salem, Peter Solvik, and Inhi Cho Suh 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.
DocuSign, Inc.	DOCU	28/05/2021	Elect Director Mary Agnes "Maggie" Wilderotter	For	Withhold	WITHHOLD votes are warranted for director nominees Mary (Maggie) Wilderotter, Enrique Salem, Peter Solvik, and Inhi Cho Suh 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.
DocuSign, Inc.	DOCU	28/05/2021	Ratify PricewaterhouseCoopers LLP as Auditors	For	Against	A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 29.53 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.
DocuSign, Inc.	DOCU	28/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time. The increase in CEO pay is aligned with the company's recent stock price performance, and the majority of the CEO's pay is conditioned on objective financial performance metrics. Additionally, half of the CEO's equity award is conditioned on multi-year performance goals.
DocuSign, Inc.	DOCU	28/05/2021	Elect Director Enrique Salem	For	Withhold	WITHHOLD votes are warranted for director nominees Mary (Maggie) Wilderotter, Enrique Salem, Peter Solvik, and Inhi Cho Suh 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.
DocuSign, Inc.	DOCU	28/05/2021	Elect Director Peter Solvik	For	Withhold	WITHHOLD votes are warranted for director nominees Mary (Maggie) Wilderotter, Enrique Salem, Peter Solvik, and Inhi Cho Suh 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.
DocuSign, Inc.	DOCU	28/05/2021	Elect Director Inhi Cho Suh	For	Withhold	WITHHOLD votes are warranted for director nominees Mary (Maggie) Wilderotter, Enrique Salem, Peter Solvik, and Inhi Cho Suh 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.
DocuSign, Inc.	DOCU	28/05/2021	Elect Director Mary Agnes "Maggie" Wilderotter	For	Withhold	WITHHOLD votes are warranted for director nominees Mary (Maggie) Wilderotter, Enrique Salem, Peter Solvik, and Inhi Cho Suh 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.
DocuSign, Inc.	DOCU	28/05/2021	Ratify PricewaterhouseCoopers LLP as Auditors	For	Against	A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 29.53 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.
DocuSign, Inc.	DOCU	28/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time. The increase in CEO pay is aligned with the company's recent stock price performance, and the majority of the CEO's pay is conditioned on objective financial performance metrics. Additionally, half of the CEO's equity award is conditioned on multi-year performance goals.

BetaShares Climate Change Innovation ETF (ASX: ERTH)

Company Name	Ticker	Meeting Date	Proposal Text	Management Recommendation	Vote Instruction	Voting Rationale
Ceres Power Holdings plc	CWR	17/06/2021	Accept Financial Statements and Statutory Reports	For	Abstain	Vote for ABSTAIN is warranted as the Executive Directors received significant increases in their salaries and bonus opportunities for FY2021, which has not been sufficiently supported; additionally there has been insufficient disclosure on the performance criteria which apply to the bonus payments made during the year under review.
McPhy Energy SA	MCPHY	17/06/2021	Approve Remuneration of Directors in the Aggregate Amount of EUR 218,400	For	Abstain	Vote for ABSTAIN is warranted as the company did not provide a rationale for the remuneration increases, outside of that disclosed for the Chairman.
Hannon Armstrong Sustainable Infrastructure Capital, Inc.	HASI	3/06/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Abstain	Vote for ABSTAIN is warranted due to concerns that the company has legacy arrangements that provide for a severance payment if the executive voluntarily terminates their employment with the company, with or without good reason, within a certain period of time after a change in control. Change-in-control severance should compensate executives that experience an involuntary job loss but should not be available to those executives that voluntarily resign. This provision remains in an existing arrangement and was not modified in the last fiscal year.
Landis+Gyr Group AG	LAND	24/06/2021	Approve Remuneration Report	For	Abstain	Vote for ABSTAIN is warranted on the basis that it is difficult to assess elements of the LTI structure, noting the EPS targets are not disclosed on a prospective basis. Under the LTI partial vesting remains possible even if there has been underperformance under the relevant TSR metric
Compagnie de Saint-Gobain SA	SGO	3/06/2021	Approve Remuneration Policy of CEO Since 1 July 2021	For	Abstain	Vote for ABSTAIN is warranted as the performance conditions attached to the LTI are considered to be insufficiently disclosed
Neoen SA	NEOEN	25/05/2021	Approve Remuneration Policy of Chairman and CEO	For	Abstain	Vote for ABSTAIN is warranted as whilst the overall the policy is considered sufficient, the rules set in place for the variable component of compensation means that bonus levels could be maximised without the Chairman/CEO actually achieving the predetermined criteria.
Sunrun Inc.	RUN	3/06/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Abstain	Vote for ABSTAIN is warranted due to concerns with the significance of NEO equity awards. Other concerns were lack of long term performance metrics in the most recent fiscal year, and company adjusted performance goals in the incentive program.
Acciona SA	ANA	12/04/2021	Approve Public Offering of Shares in Subsidiary Acciona Energias Renovables SA	For	For	Despite the non-disclosure of the IPO terms, a vote FOR this item is warranted in view of the strategic rationale.
EDP Renovaveis SA	EDPR	12/04/2021	Approve Consolidated and Standalone Financial Statements	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	12/04/2021	Approve Allocation of Income and Dividends	For	For	A qualified vote FOR this item is warranted due to recurring low dividend payout.
EDP Renovaveis SA	EDPR	12/04/2021	Approve Consolidated and Standalone Management Reports, and Corporate Governance Report	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	12/04/2021	Approve Non-Financial Information Statement	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	12/04/2021	Appraise Management of Company and Approve Vote of Confidence to Board of Directors and Executive Committee	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	12/04/2021	Reelect Miguel Stilwell de Andrade as Director	For	For	A vote FOR Items 6.a is warranted due to a lack of concerns about the CEO nominee.A vote FOR the (re)election of the CFO under Item 6.b and NI-NEDs under Items 6.c-6.e, and 6.j is warranted because the company meets the independence guidelines for controlled companies in this market.A vote FOR Items 6.f-6.h, 6.k, and 6.l is warranted due to a lack of concerns about the independent director nominees.
EDP Renovaveis SA	EDPR	12/04/2021	Reelect Rui Manuel Rodrigues Lopes Teixeira as Director	For	For	A vote FOR Items 6.a is warranted due to a lack of concerns about the CEO nominee.A vote FOR the (re)election of the CFO under Item 6.b and NI-NEDs under Items 6.c-6.e, and 6.j is warranted because the company meets the independence guidelines for controlled companies in this market.A vote FOR Items 6.f-6.h, 6.k, and 6.l is warranted due to a lack of concerns about the independent director nominees.
EDP Renovaveis SA	EDPR	12/04/2021	Reelect Vera de Moraes Pinto Pereira Carneiro as Director	For	For	A vote FOR Items 6.a is warranted due to a lack of concerns about the CEO nominee.A vote FOR the (re)election of the CFO under Item 6.b and NI-NEDs under Items 6.c-6.e, and 6.j is warranted because the company meets the independence guidelines for controlled companies in this market.A vote FOR Items 6.f-6.h, 6.k, and 6.l is warranted due to a lack of concerns about the independent director nominees.
EDP Renovaveis SA	EDPR	12/04/2021	Reelect Ana Paula Garrido de Pina Marques as Director	For	For	A vote FOR Items 6.a is warranted due to a lack of concerns about the CEO nominee.A vote FOR the (re)election of the CFO under Item 6.b and NI-NEDs under Items 6.c-6.e, and 6.j is warranted because the company meets the independence guidelines for controlled companies in this market.A vote FOR Items 6.f-6.h, 6.k, and 6.l is warranted due to a lack of concerns about the independent director nominees.
EDP Renovaveis SA	EDPR	12/04/2021	Reelect Manuel Menendez Menendez as Director	For	For	A vote FOR Items 6.a is warranted due to a lack of concerns about the CEO nominee.A vote FOR the (re)election of the CFO under Item 6.b and NI-NEDs under Items 6.c-6.e, and 6.j is warranted because the company meets the independence guidelines for controlled companies in this market.A vote FOR Items 6.f-6.h, 6.k, and 6.l is warranted due to a lack of concerns about the independent director nominees.
EDP Renovaveis SA	EDPR	12/04/2021	Reelect Acacio Liberado Mota Piloto as Director	For	For	A vote FOR Items 6.a is warranted due to a lack of concerns about the CEO nominee.A vote FOR the (re)election of the CFO under Item 6.b and NI-NEDs under Items 6.c-6.e, and 6.j is warranted because the company meets the independence guidelines for controlled companies in this market.A vote FOR Items 6.f-6.h, 6.k, and 6.l is warranted due to a lack of concerns about the independent director nominees.
EDP Renovaveis SA	EDPR	12/04/2021	Reelect Allan J. Katz as Director	For	For	A vote FOR Items 6.a is warranted due to a lack of concerns about the CEO nominee.A vote FOR the (re)election of the CFO under Item 6.b and NI-NEDs under Items 6.c-6.e, and 6.j is warranted because the company meets the independence guidelines for controlled companies in this market.A vote FOR Items 6.f-6.h, 6.k, and 6.l is warranted due to a lack of concerns about the independent director nominees.
EDP Renovaveis SA	EDPR	12/04/2021	Reelect Joan Avalyn Dempsey as Director	For	For	A vote FOR Items 6.a is warranted due to a lack of concerns about the CEO nominee.A vote FOR the (re)election of the CFO under Item 6.b and NI-NEDs under Items 6.c-6.e, and 6.j is warranted because the company meets the independence guidelines for controlled companies in this market.A vote FOR Items 6.f-6.h, 6.k, and 6.l is warranted due to a lack of concerns about the independent director nominees.
EDP Renovaveis SA	EDPR	12/04/2021	Elect Antonio Sarmiento Gomes Mota as Director	For	For	A vote FOR Items 6.a is warranted due to a lack of concerns about the CEO nominee.A vote FOR the (re)election of the CFO under Item 6.b and NI-NEDs under Items 6.c-6.e, and 6.j is warranted because the company meets the independence guidelines for controlled companies in this market.A vote FOR Items 6.f-6.h, 6.k, and 6.l is warranted due to a lack of concerns about the independent director nominees.
EDP Renovaveis SA	EDPR	12/04/2021	Elect Miguel Nuno Simoes Nunes Ferreira Setas as Director	For	For	A vote FOR Items 6.a is warranted due to a lack of concerns about the CEO nominee.A vote FOR the (re)election of the CFO under Item 6.b and NI-NEDs under Items 6.c-6.e, and 6.j is warranted because the company meets the independence guidelines for controlled companies in this market.A vote FOR Items 6.f-6.h, 6.k, and 6.l is warranted due to a lack of concerns about the independent director nominees.
EDP Renovaveis SA	EDPR	12/04/2021	Elect Rosa Maria Garcia Garcia as Director	For	For	A vote FOR Items 6.a is warranted due to a lack of concerns about the CEO nominee.A vote FOR the (re)election of the CFO under Item 6.b and NI-NEDs under Items 6.c-6.e, and 6.j is warranted because the company meets the independence guidelines for controlled companies in this market.A vote FOR Items 6.f-6.h, 6.k, and 6.l is warranted due to a lack of concerns about the independent director nominees.
EDP Renovaveis SA	EDPR	12/04/2021	Elect Jose Manuel Felix Morgado as Director	For	For	A vote FOR Items 6.a is warranted due to a lack of concerns about the CEO nominee.A vote FOR the (re)election of the CFO under Item 6.b and NI-NEDs under Items 6.c-6.e, and 6.j is warranted because the company meets the independence guidelines for controlled companies in this market.A vote FOR Items 6.f-6.h, 6.k, and 6.l is warranted due to a lack of concerns about the independent director nominees.
EDP Renovaveis SA	EDPR	12/04/2021	Approve Remuneration Policy	For	For	A vote FOR this resolution is warranted as the company's pay practices appear uncontroversial at this time.However, the company-labeled 'multiyear remuneration' plan consists of the deferral of short-term incentives, and the company provides insufficient information on the vesting of the former COO's LTIP awards.
EDP Renovaveis SA	EDPR	12/04/2021	Renew PricewaterhouseCoopers as Auditor	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
EDP Renovaveis SA	EDPR	12/04/2021	Approve Capital Raising	For	For	A vote FOR this item is warranted, as the proposed equity raise is supported by a valid rationale and the terms of the transaction are unproblematic.
EDP Renovaveis SA	EDPR	12/04/2021	Approve Dividends Charged Against Reserves	For	For	A qualified vote FOR this item is warranted due to recurring low dividend payout.
EDP Renovaveis SA	EDPR	12/04/2021	Authorize Board to Ratify and Execute Approved Resolutions	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.
Audax Renovables SA	ADX	21/04/2021	Approve Standalone Financial Statements	For	For	A vote FOR the approval of the annual accounts is warranted in the absence of specific concerns about the accounts presented or audit procedures at the company.
Audax Renovables SA	ADX	21/04/2021	Approve Consolidated Financial Statements	For	For	A vote FOR the approval of the annual accounts is warranted in the absence of specific concerns about the accounts presented or audit procedures at the company.

Audax Renovables SA	ADX	21/04/2021	Approve Allocation of Income and Dividends	For	For	A vote FOR item is warranted due to a lack of controversy surrounding the proposed income allocation.
Audax Renovables SA	ADX	21/04/2021	Approve Non-Financial Information Statement	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.
Audax Renovables SA	ADX	21/04/2021	Approve Discharge of Board	For	For	A vote FOR this item is warranted due to a lack of specific concerns about the board's actions over the past year.
Audax Renovables SA	ADX	21/04/2021	Fix Number of Directors at 6	For	For	A vote FOR this resolution is warranted as the proposed board size would remain within the 15-director limit as per local code of best practice.
Audax Renovables SA	ADX	21/04/2021	Elect Ana Isabel Lopez Porta as Director	For	For	A vote FOR these items is warranted due to a lack of concerns about the director nominees and the board composition.
Audax Renovables SA	ADX	21/04/2021	Elect Maria Rosa Gonzalez Sans as Director	For	For	A vote FOR these items is warranted due to a lack of concerns about the director nominees and the board composition.
Audax Renovables SA	ADX	21/04/2021	Acknowledge Board Composition			This is a non voting item
Audax Renovables SA	ADX	21/04/2021	Advisory Vote on Remuneration Report	For	For	A vote FOR this item is warranted due to a lack of concerns about the company's remuneration practices.
Audax Renovables SA	ADX	21/04/2021	Approve Remuneration Policy	For	Against	A vote AGAINST this item is warranted because the company has not provided compelling reasons for the significant increase in executive remuneration throughout the remuneration policy period.
Audax Renovables SA	ADX	21/04/2021	Approve Remuneration of Directors	For	For	A vote FOR this item is warranted because the proposed board remuneration does not appear excessive.
Audax Renovables SA	ADX	21/04/2021	Approve Remuneration of Executive Directors	For	Against	A vote AGAINST this resolution is warranted because the company has not provided compelling reasons that justified such increase. .
Audax Renovables SA	ADX	21/04/2021	Amend Article 10 Re: Remote Attendance	For	For	A vote FOR these items is warranted due to a lack of concerns about the proposed amendments.
Audax Renovables SA	ADX	21/04/2021	Amend Articles of General Meeting Regulations	For	For	A vote FOR these items is warranted due to a lack of concerns about the proposed amendments.
Audax Renovables SA	ADX	21/04/2021	Amend Issuance of Non-Convertibles Bonds to Convertible Bonds	For	For	A vote FOR these items is warranted, as the conversion terms are deemed fair.
Audax Renovables SA	ADX	21/04/2021	Approve Terms and Conditions of the Conversion or Exchange	For	For	A vote FOR these items is warranted, as the conversion terms are deemed fair.
Audax Renovables SA	ADX	21/04/2021	Approve Capital Raising	For	For	A vote FOR these items is warranted, as the conversion terms are deemed fair.
Audax Renovables SA	ADX	21/04/2021	Approve Exclusion of Preemptive Rights in Connection with the Capital Increase	For	For	A vote FOR these items is warranted, as the conversion terms are deemed fair.
Audax Renovables SA	ADX	21/04/2021	Authorize Board to Ratify and Execute Approved Resolutions Re: Items 16 to 19	For	For	A vote FOR these items is warranted, as the conversion terms are deemed fair.
Audax Renovables SA	ADX	21/04/2021	Renew Appointment of KPMG Auditores as Auditor	For	Against	A vote AGAINST the ratification of KPMG as the company's audit firm is warranted due to excessive non-audit fees in relation to total fees paid out in 2020.
Audax Renovables SA	ADX	21/04/2021	Allow Questions			No shareholder vote is required for this meeting formality.
Audax Renovables SA	ADX	21/04/2021	Authorize Board to Ratify and Execute Approved Resolutions	For	For	A vote FOR this routine resolution is warranted as it provides the board with the means to carry out the agreements validly adopted by the general meeting.
Falck Renewables SpA	FKR	29/04/2021	Accept Financial Statements and Statutory Reports	For	For	A vote FOR these items is warranted because these are routine requests in Italy, and there are no specific concerns regarding the accounts presented and the proposed income allocation.A vote FOR this income allocation proposal is warranted as the resulting payout ratio is acceptable.
Falck Renewables SpA	FKR	29/04/2021	Approve Allocation of Income	For	For	A vote FOR these items is warranted because these are routine requests in Italy, and there are no specific concerns regarding the accounts presented and the proposed income allocation.A vote FOR this income allocation proposal is warranted as the resulting payout ratio is acceptable.
Falck Renewables SpA	FKR	29/04/2021	Approve Remuneration Policy	For	For	A qualified vote FOR this item is warranted because the proposed remuneration policy is well described and does not contravene good European executive remuneration practice.However, this is not without concern for the derogation provision that appears beyond the scope of the SRD II envisaged derogation clause. Some of this concern is partially mitigated by the fact that any award under this authorization is capped, whereas shareholders have an annual vote as accountability mechanism for the (ab)use of the provision. Qualified support is warranted.
Falck Renewables SpA	FKR	29/04/2021	Approve Second Section of the Remuneration Report	For	Against	This item warrants a vote AGAINST because:* The company provides insufficient ex-post information on the level of achievement of performance targets.* The company continues to allow a cash conversion of equity awards under the 2017-2019 LTIP. Notably, share awards provides for a much stronger alignment between management and shareholder interests.
Falck Renewables SpA	FKR	29/04/2021	Integrate Remuneration of External Auditors	For	For	This item warrants a vote FOR because the company has provided full disclosure on this proposal, and no concerns have been identified.
Umicore	UMI	29/04/2021	Receive Directors' and Auditors' Reports (Non-Voting)			No vote is required.
Umicore	UMI	29/04/2021	Approve Remuneration Report	For	For	A qualified vote FOR the remuneration report is warranted because the company's remuneration practices are in line with market practice without specific concerns on the pay for performance alignment. However it is not without concern for the company providing a low level of disclosure with respect level of achievement against non-financial KPIs.
Umicore	UMI	29/04/2021	Approve Financial Statements, Allocation of Income, and Dividends of EUR 0.75 per Share	For	For	A vote FOR this dividend proposal is warranted because the proposed payout ratio is adequate without being excessive.
Umicore	UMI	29/04/2021	Approve Grant of an Identical Profit Premium to Umicore Employees	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Umicore	UMI	29/04/2021	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)			This is a non-voting item.
Umicore	UMI	29/04/2021	Approve Discharge of Members of the Supervisory Board	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	29/04/2021	Approve Discharge of Auditors	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	29/04/2021	Reelect Thomas Leyesen as Member of the Supervisory Board	For	For	A vote FOR the reelections of Thomas Leyesen, Koenraad Debackere, Mark Garrett, Eric Meurice and Birgit Behrendt is warranted because:* The nominee nominees are elected for a period not exceeding four years;* The candidates appear to possess the necessary qualifications for board membership; and* There are no known controversy concerning the candidates.
Umicore	UMI	29/04/2021	Reelect Koenraad Debackere as an Independent Member of the Supervisory Board	For	For	A vote FOR the reelections of Thomas Leyesen, Koenraad Debackere, Mark Garrett, Eric Meurice and Birgit Behrendt is warranted because:* The nominee nominees are elected for a period not exceeding four years;* The candidates appear to possess the necessary qualifications for board membership; and* There are no known controversy concerning the candidates.
Umicore	UMI	29/04/2021	Reelect Mark Garrett as an Independent Member of the Supervisory Board	For	For	A vote FOR the reelections of Thomas Leyesen, Koenraad Debackere, Mark Garrett, Eric Meurice and Birgit Behrendt is warranted because:* The nominee nominees are elected for a period not exceeding four years;* The candidates appear to possess the necessary qualifications for board membership; and* There are no known controversy concerning the candidates.
Umicore	UMI	29/04/2021	Reelect Eric Meurice as an Independent Member of the Supervisory Board	For	For	A vote FOR the reelections of Thomas Leyesen, Koenraad Debackere, Mark Garrett, Eric Meurice and Birgit Behrendt is warranted because:* The nominee nominees are elected for a period not exceeding four years;* The candidates appear to possess the necessary qualifications for board membership; and* There are no known controversy concerning the candidates.
Umicore	UMI	29/04/2021	Elect Birgit Behrendt as an Independent Member of the Supervisory Board	For	For	A vote FOR the reelections of Thomas Leyesen, Koenraad Debackere, Mark Garrett, Eric Meurice and Birgit Behrendt is warranted because:* The nominee nominees are elected for a period not exceeding four years;* The candidates appear to possess the necessary qualifications for board membership; and* There are no known controversy concerning the candidates.
Umicore	UMI	29/04/2021	Approve Remuneration of the Members of the Supervisory Board	For	For	A vote FOR is warranted in the absence of any signs of excessiveness.

Umicore	UMI	29/04/2021	Ratify EY BV as Auditors	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Umicore	UMI	29/04/2021	Approve Auditors' Remuneration	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Umicore	UMI	29/04/2021	Approve Change-of-Control Clause Re: Finance Contract with European Investment Bank	For	For	A vote FOR theses proposal is warranted because this clause is related to a credit facility/issuance of bonds 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	29/04/2021	Approve Change-of-Control Clause Re: Revolving Facility Agreement with J.P. Morgan AG	For	For	A vote FOR theses proposal is warranted because this clause is related to a credit facility/issuance of bonds 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	29/04/2021	Approve Change-of-Control Clause Re: Convertible Bonds Maturing on 23 June 2025 (ISIN BE6322623669)	For	For	A vote FOR theses proposal is warranted because this clause is related to a credit facility/issuance of bonds 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.
Kingspan Group Plc	KRX	30/04/2021	Accept Financial Statements and Statutory Reports	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	30/04/2021	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.
Kingspan Group Plc	KRX	30/04/2021	Re-elect Gene Murtagh as Director	For	Against	Votes AGAINST incumbent Nominating Committee members Jost Massenberg, Gene Murtagh, Linda Hickey and John Cronin are warranted for lack of diversity on the board. Concerns are raised with respect to the re-election of CEO Gene Murtagh because: * Gene Murtagh has been with the Company since 1993, on the Board since 1999, and CEO since 2005. He is therefore ultimately accountable for the failures in risk oversight, controls, and company culture which have caused significant reputational harm to the Company in connection with the Grenfell Tower Inquiry. A vote FOR the remaining nominees is considered warranted at this time. While concerns are raised regarding the effectiveness of the non-executive element of the Board, support is considered warranted at this time in view of the recent change at Board Chair and with the final report of the Grenfell Tower Inquiry due in 2022.
Kingspan Group Plc	KRX	30/04/2021	Re-elect Geoff Doherty as Director	For	For	Votes AGAINST incumbent Nominating Committee members Jost Massenberg, Gene Murtagh, Linda Hickey and John Cronin are warranted for lack of diversity on the board. Concerns are raised with respect to the re-election of CEO Gene Murtagh because: * Gene Murtagh has been with the Company since 1993, on the Board since 1999, and CEO since 2005. He is therefore ultimately accountable for the failures in risk oversight, controls, and company culture which have caused significant reputational harm to the Company in connection with the Grenfell Tower Inquiry. A vote FOR the remaining nominees is considered warranted at this time. While concerns are raised regarding the effectiveness of the non-executive element of the Board, support is considered warranted at this time in view of the recent change at Board Chair and with the final report of the Grenfell Tower Inquiry due in 2022.
Kingspan Group Plc	KRX	30/04/2021	Re-elect Russell Shiels as Director	For	For	Votes AGAINST incumbent Nominating Committee members Jost Massenberg, Gene Murtagh, Linda Hickey and John Cronin are warranted for lack of diversity on the board. Concerns are raised with respect to the re-election of CEO Gene Murtagh because: * Gene Murtagh has been with the Company since 1993, on the Board since 1999, and CEO since 2005. He is therefore ultimately accountable for the failures in risk oversight, controls, and company culture which have caused significant reputational harm to the Company in connection with the Grenfell Tower Inquiry. A vote FOR the remaining nominees is considered warranted at this time. While concerns are raised regarding the effectiveness of the non-executive element of the Board, support is considered warranted at this time in view of the recent change at Board Chair and with the final report of the Grenfell Tower Inquiry due in 2022.
Kingspan Group Plc	KRX	30/04/2021	Re-elect Gilbert McCarthy as Director	For	For	Votes AGAINST incumbent Nominating Committee members Jost Massenberg, Gene Murtagh, Linda Hickey and John Cronin are warranted for lack of diversity on the board. Concerns are raised with respect to the re-election of CEO Gene Murtagh because: * Gene Murtagh has been with the Company since 1993, on the Board since 1999, and CEO since 2005. He is therefore ultimately accountable for the failures in risk oversight, controls, and company culture which have caused significant reputational harm to the Company in connection with the Grenfell Tower Inquiry. A vote FOR the remaining nominees is considered warranted at this time. While concerns are raised regarding the effectiveness of the non-executive element of the Board, support is considered warranted at this time in view of the recent change at Board Chair and with the final report of the Grenfell Tower Inquiry due in 2022.
Kingspan Group Plc	KRX	30/04/2021	Re-elect Linda Hickey as Director	For	Against	Votes AGAINST incumbent Nominating Committee members Jost Massenberg, Gene Murtagh, Linda Hickey and John Cronin are warranted for lack of diversity on the board. Concerns are raised with respect to the re-election of CEO Gene Murtagh because: * Gene Murtagh has been with the Company since 1993, on the Board since 1999, and CEO since 2005. He is therefore ultimately accountable for the failures in risk oversight, controls, and company culture which have caused significant reputational harm to the Company in connection with the Grenfell Tower Inquiry. A vote FOR the remaining nominees is considered warranted at this time. While concerns are raised regarding the effectiveness of the non-executive element of the Board, support is considered warranted at this time in view of the recent change at Board Chair and with the final report of the Grenfell Tower Inquiry due in 2022.
Kingspan Group Plc	KRX	30/04/2021	Re-elect Michael Cawley as Director	For	For	Votes AGAINST incumbent Nominating Committee members Jost Massenberg, Gene Murtagh, Linda Hickey and John Cronin are warranted for lack of diversity on the board. Concerns are raised with respect to the re-election of CEO Gene Murtagh because: * Gene Murtagh has been with the Company since 1993, on the Board since 1999, and CEO since 2005. He is therefore ultimately accountable for the failures in risk oversight, controls, and company culture which have caused significant reputational harm to the Company in connection with the Grenfell Tower Inquiry. A vote FOR the remaining nominees is considered warranted at this time. While concerns are raised regarding the effectiveness of the non-executive element of the Board, support is considered warranted at this time in view of the recent change at Board Chair and with the final report of the Grenfell Tower Inquiry due in 2022.
Kingspan Group Plc	KRX	30/04/2021	Re-elect John Cronin as Director	For	Against	Votes AGAINST incumbent Nominating Committee members Jost Massenberg, Gene Murtagh, Linda Hickey and John Cronin are warranted for lack of diversity on the board. Concerns are raised with respect to the re-election of CEO Gene Murtagh because: * Gene Murtagh has been with the Company since 1993, on the Board since 1999, and CEO since 2005. He is therefore ultimately accountable for the failures in risk oversight, controls, and company culture which have caused significant reputational harm to the Company in connection with the Grenfell Tower Inquiry. A vote FOR the remaining nominees is considered warranted at this time. While concerns are raised regarding the effectiveness of the non-executive element of the Board, support is considered warranted at this time in view of the recent change at Board Chair and with the final report of the Grenfell Tower Inquiry due in 2022.
Kingspan Group Plc	KRX	30/04/2021	Re-elect Jost Massenberg as Director	For	Against	Votes AGAINST incumbent Nominating Committee members Jost Massenberg, Gene Murtagh, Linda Hickey and John Cronin are warranted for lack of diversity on the board. Concerns are raised with respect to the re-election of CEO Gene Murtagh because: * Gene Murtagh has been with the Company since 1993, on the Board since 1999, and CEO since 2005. He is therefore ultimately accountable for the failures in risk oversight, controls, and company culture which have caused significant reputational harm to the Company in connection with the Grenfell Tower Inquiry. A vote FOR the remaining nominees is considered warranted at this time. While concerns are raised regarding the effectiveness of the non-executive element of the Board, support is considered warranted at this time in view of the recent change at Board Chair and with the final report of the Grenfell Tower Inquiry due in 2022.
Kingspan Group Plc	KRX	30/04/2021	Re-elect Anne Heraty as Director	For	For	Votes AGAINST incumbent Nominating Committee members Jost Massenberg, Gene Murtagh, Linda Hickey and John Cronin are warranted for lack of diversity on the board. Concerns are raised with respect to the re-election of CEO Gene Murtagh because: * Gene Murtagh has been with the Company since 1993, on the Board since 1999, and CEO since 2005. He is therefore ultimately accountable for the failures in risk oversight, controls, and company culture which have caused significant reputational harm to the Company in connection with the Grenfell Tower Inquiry. A vote FOR the remaining nominees is considered warranted at this time. While concerns are raised regarding the effectiveness of the non-executive element of the Board, support is considered warranted at this time in view of the recent change at Board Chair and with the final report of the Grenfell Tower Inquiry due in 2022.
Kingspan Group Plc	KRX	30/04/2021	Authorise Board to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
Kingspan Group Plc	KRX	30/04/2021	Approve Remuneration Report	For	Against	A vote AGAINST this resolution is warranted: * Peter Wilson, former Managing Director of the Insulated Boards business, has been permitted to retain his outstanding LTIP awards, subject to pro-rating for time and performance, upon his resignation from the role. There appears to be a case for malus to have been applied to these awards, given the recent "unacceptable conduct and historical process shortcomings" within that business.
Kingspan Group Plc	KRX	30/04/2021	Approve Increase in the Limit for Non-executive Directors' Fees	For	For	A vote FOR this item is warranted as no significant concerns have been identified.
Kingspan Group Plc	KRX	30/04/2021	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Kingspan Group Plc	KRX	30/04/2021	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.
Kingspan Group Plc	KRX	30/04/2021	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.
Kingspan Group Plc	KRX	30/04/2021	Authorise Market Purchase of Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.

Kingspan Group Plc	KRX	30/04/2021	Authorise Reissuance of Treasury Shares	For	For	A vote FOR this resolution is warranted as no concerns have been identified.
Kingspan Group Plc	KRX	30/04/2021	Authorise the Company to Call EGM with Two Weeks' Notice	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
PotlatchDeltic Corporation	PCH	3/05/2021	Elect Director William L. Driscoll	For	Against	Votes AGAINST incumbent Nominating Committee member William (Bill) Driscoll are warranted for lack of diversity on the board.Votes FOR the remaining director nominees are warranted at this time.
PotlatchDeltic Corporation	PCH	3/05/2021	Elect Director D. Mark Leland	For	For	Votes AGAINST incumbent Nominating Committee member William (Bill) Driscoll are warranted for lack of diversity on the board.Votes FOR the remaining director nominees are warranted at this time.
PotlatchDeltic Corporation	PCH	3/05/2021	Elect Director Lenore M. Sullivan	For	For	Votes AGAINST incumbent Nominating Committee member William (Bill) Driscoll are warranted for lack of diversity on the board.Votes FOR the remaining director nominees are warranted at this time.
PotlatchDeltic Corporation	PCH	3/05/2021	Ratify KPMG LLP as Auditors	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	3/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	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.
Meyer Burger Technology AG	MBTN	4/05/2021	Accept Financial Statements and Statutory Reports	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	4/05/2021	Approve Remuneration Report	For	Against	A vote AGAINST the remuneration report is warranted because:* Stock options granted to executive management have a minimum vesting period of less than three years.* The board has used discretion to maintain variable compensation payouts under the STI, although it has introduced short-time working and company performance has declined as a result of the pandemic.* Non-executive directors received compensation in the form of PSUs.
Meyer Burger Technology AG	MBTN	4/05/2021	Approve Treatment of Net Loss	For	For	A vote FOR this resolution is warranted.
Meyer Burger Technology AG	MBTN	4/05/2021	Approve Discharge of Board and Senior Management	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	4/05/2021	Reelect Franz Richter as Director	For	For	Board elections (Items 4.1.1-4.1.5)Votes FOR Franz Richter, Mark Kerekes, and Urs Schenker are warranted due to a lack of concerns.A vote AGAINST Andreas Herzog is warranted because there are currently no female directors on the board.Committee elections (Items 4.2.1-4.2.2)A vote AGAINST Andreas Herzog is warranted as his election to the board does not warrant support.A vote FOR Urs Schenker is warranted due to a lack of concerns.
Meyer Burger Technology AG	MBTN	4/05/2021	Reelect Andreas Herzog as Director	For	Against	Board elections (Items 4.1.1-4.1.5)Votes FOR Franz Richter, Mark Kerekes, and Urs Schenker are warranted due to a lack of concerns.A vote AGAINST Andreas Herzog is warranted because there are currently no female directors on the board.Committee elections (Items 4.2.1-4.2.2)A vote AGAINST Andreas Herzog is warranted as his election to the board does not warrant support.A vote FOR Urs Schenker is warranted due to a lack of concerns.
Meyer Burger Technology AG	MBTN	4/05/2021	Reelect Mark Kerekes as Director	For	For	Board elections (Items 4.1.1-4.1.5)Votes FOR Franz Richter, Mark Kerekes, and Urs Schenker are warranted due to a lack of concerns.A vote AGAINST Andreas Herzog is warranted because there are currently no female directors on the board.Committee elections (Items 4.2.1-4.2.2)A vote AGAINST Andreas Herzog is warranted as his election to the board does not warrant support.A vote FOR Urs Schenker is warranted due to a lack of concerns.
Meyer Burger Technology AG	MBTN	4/05/2021	Elect Urs Schenker as Director	For	For	Board elections (Items 4.1.1-4.1.5)Votes FOR Franz Richter, Mark Kerekes, and Urs Schenker are warranted due to a lack of concerns.A vote AGAINST Andreas Herzog is warranted because there are currently no female directors on the board.Committee elections (Items 4.2.1-4.2.2)A vote AGAINST Andreas Herzog is warranted as his election to the board does not warrant support.A vote FOR Urs Schenker is warranted due to a lack of concerns.
Meyer Burger Technology AG	MBTN	4/05/2021	Reelect Franz Richter as Board Chairman	For	For	Board elections (Items 4.1.1-4.1.5)Votes FOR Franz Richter, Mark Kerekes, and Urs Schenker are warranted due to a lack of concerns.A vote AGAINST Andreas Herzog is warranted because there are currently no female directors on the board.Committee elections (Items 4.2.1-4.2.2)A vote AGAINST Andreas Herzog is warranted as his election to the board does not warrant support.A vote FOR Urs Schenker is warranted due to a lack of concerns.
Meyer Burger Technology AG	MBTN	4/05/2021	Reappoint Andreas Herzog as Member of the Nomination and Compensation Committee	For	Against	Board elections (Items 4.1.1-4.1.5)Votes FOR Franz Richter, Mark Kerekes, and Urs Schenker are warranted due to a lack of concerns.A vote AGAINST Andreas Herzog is warranted because there are currently no female directors on the board.Committee elections (Items 4.2.1-4.2.2)A vote AGAINST Andreas Herzog is warranted as his election to the board does not warrant support.A vote FOR Urs Schenker is warranted due to a lack of concerns.
Meyer Burger Technology AG	MBTN	4/05/2021	Appoint Urs Schenker as Member of the Nomination and Compensation Committee	For	For	Board elections (Items 4.1.1-4.1.5)Votes FOR Franz Richter, Mark Kerekes, and Urs Schenker are warranted due to a lack of concerns.A vote AGAINST Andreas Herzog is warranted because there are currently no female directors on the board.Committee elections (Items 4.2.1-4.2.2)A vote AGAINST Andreas Herzog is warranted as his election to the board does not warrant support.A vote FOR Urs Schenker is warranted due to a lack of concerns.
Meyer Burger Technology AG	MBTN	4/05/2021	Ratify PricewaterhouseCoopers AG as Auditors	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Meyer Burger Technology AG	MBTN	4/05/2021	Designate Andre Weber as Independent Proxy	For	For	A vote FOR this proposal is warranted due to a lack of concerns.
Meyer Burger Technology AG	MBTN	4/05/2021	Amend Articles Re: Approval Period for the Remuneration of Directors	For	For	A vote FOR the proposed resolution is warranted.
Meyer Burger Technology AG	MBTN	4/05/2021	Approve Remuneration of Directors in the Amount of CHF 800,000	For	For	A vote FOR this resolution is warranted because the proposed amount is in line with market practice.However, this is not without concern as the company provides variable remuneration to its board members, which may be of concern to some shareholders who may wish to oppose this in Item 1.2.
Meyer Burger Technology AG	MBTN	4/05/2021	Approve Remuneration of Executive Committee in the Amount of CHF 2.5 Million for Fiscal Year 2021	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.
Meyer Burger Technology AG	MBTN	4/05/2021	Approve Remuneration of Executive Committee in the Amount of CHF 2.9 Million for Fiscal Year 2022	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.
Meyer Burger Technology AG	MBTN	4/05/2021	Approve Creation of CHF 12.6 Million Pool of Capital without Preemptive Rights	For	For	A vote FOR the proposed authorization is warranted because the request is in line with Social Advisory Services' guidelines.
Meyer Burger Technology AG	MBTN	4/05/2021	Approve Increase in Conditional Capital Pool to CHF 12.6 Million for Convertible Bonds	For	Against	A vote AGAINST the proposed authorization under Item 9.1 is warranted because, when combined with the request under Item 8, it would exceed the limits set out in Social Advisory Services' guidelines.
Meyer Burger Technology AG	MBTN	4/05/2021	Approve Increase in Conditional Capital Pool to CHF 6.3 Million for Employee Shareholdings	For	Against	A vote AGAINST this resolution is warranted because:* Non-executive directors participate in the plan
Meyer Burger Technology AG	MBTN	4/05/2021	Transact Other Business (Voting)	For	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.
Nordex SE	NDX1	5/05/2021	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (Non-Voting)			This is a non-voting item.
Nordex SE	NDX1	5/05/2021	Approve Allocation of Income and Omission of Dividends	For	For	A vote FOR this resolution is warranted.

Nordex SE	NDX1	5/05/2021	Approve Discharge of Management Board for Fiscal Year 2020	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	5/05/2021	Approve Discharge of Supervisory Board for Fiscal Year 2020	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	5/05/2021	Elect Connie Hedegaard to the Supervisory Board	For	Against	Votes AGAINST the non-independent nominees, Wolfgang Ziebart, Connie Hedegaard, Jan Klatten, Rafael Mateo Alcala, Juan Muro-Lara Girod and Martin Wolfgang Johannes Rey, are warranted because of the failure to establish sufficient levels of independence in the supervisory board and its committees.Votes AGAINST the nominees are further warranted as their proposed terms of office would exceed four years.
Nordex SE	NDX1	5/05/2021	Elect Jan Klatten to the Supervisory Board	For	Against	Votes AGAINST the non-independent nominees, Wolfgang Ziebart, Connie Hedegaard, Jan Klatten, Rafael Mateo Alcala, Juan Muro-Lara Girod and Martin Wolfgang Johannes Rey, are warranted because of the failure to establish sufficient levels of independence in the supervisory board and its committees.Votes AGAINST the nominees are further warranted as their proposed terms of office would exceed four years.
Nordex SE	NDX1	5/05/2021	Elect Juan Girod to the Supervisory Board	For	Against	Votes AGAINST the non-independent nominees, Wolfgang Ziebart, Connie Hedegaard, Jan Klatten, Rafael Mateo Alcala, Juan Muro-Lara Girod and Martin Wolfgang Johannes Rey, are warranted because of the failure to establish sufficient levels of independence in the supervisory board and its committees.Votes AGAINST the nominees are further warranted as their proposed terms of office would exceed four years.
Nordex SE	NDX1	5/05/2021	Elect Rafael Alcala to the Supervisory Board	For	Against	Votes AGAINST the non-independent nominees, Wolfgang Ziebart, Connie Hedegaard, Jan Klatten, Rafael Mateo Alcala, Juan Muro-Lara Girod and Martin Wolfgang Johannes Rey, are warranted because of the failure to establish sufficient levels of independence in the supervisory board and its committees.Votes AGAINST the nominees are further warranted as their proposed terms of office would exceed four years.
Nordex SE	NDX1	5/05/2021	Elect Martin Rey to the Supervisory Board	For	Against	Votes AGAINST the non-independent nominees, Wolfgang Ziebart, Connie Hedegaard, Jan Klatten, Rafael Mateo Alcala, Juan Muro-Lara Girod and Martin Wolfgang Johannes Rey, are warranted because of the failure to establish sufficient levels of independence in the supervisory board and its committees.Votes AGAINST the nominees are further warranted as their proposed terms of office would exceed four years.
Nordex SE	NDX1	5/05/2021	Elect Wolfgang Ziebart to the Supervisory Board	For	Against	Votes AGAINST the non-independent nominees, Wolfgang Ziebart, Connie Hedegaard, Jan Klatten, Rafael Mateo Alcala, Juan Muro-Lara Girod and Martin Wolfgang Johannes Rey, are warranted because of the failure to establish sufficient levels of independence in the supervisory board and its committees.Votes AGAINST the nominees are further warranted as their proposed terms of office would exceed four years.
Nordex SE	NDX1	5/05/2021	Approve Remuneration of Supervisory Board	For	For	A vote FOR the proposed change in the remuneration schedule for supervisory board members is warranted.
Nordex SE	NDX1	5/05/2021	Approve Remuneration Policy	For	For	A vote FOR the company's remuneration policy is warranted because it is in line with market practice and does not raise any significant concerns.
Nordex SE	NDX1	5/05/2021	Approve Creation of EUR 23.5 Million Pool of Capital with Partial Exclusion of Preemptive Rights	For	For	A vote FOR the proposed issuance authorization is warranted.
Nordex SE	NDX1	5/05/2021	Approve Creation of EUR 3.5 Million Pool of Capital for Employee Stock Purchase Plan; Rename Authorized Capital III	For	For	A vote FOR this item is warranted because the terms of the proposed plan are not problematic.
Nordex SE	NDX1	5/05/2021	Approve Increase in the Maximum Limit for the Issuance of New Shares from Authorized Capital II and Conditional Capital I	For	For	A vote FOR this resolution is warranted because it is non-contentious.
Nordex SE	NDX1	5/05/2021	Approve Stock Option Plan for Key Employees; Approve Creation of EUR 3.5 Million Pool of Conditional Capital to Guarantee Conversion Rights	For	For	A vote FOR this item is warranted because the terms of the proposed equity plan are not problematic.
Nordex SE	NDX1	5/05/2021	Approve Affiliation Agreement with Nordex Energy B.V.	For	For	Votes FOR these proposals are warranted.
Nordex SE	NDX1	5/05/2021	Approve Affiliation Agreement with Nordex Energy SE & Co. KG	For	For	Votes FOR these proposals are warranted.
Nordex SE	NDX1	5/05/2021	Amend Articles Re: Meeting Convocation; Supervisory Board Meetings and Resolutions; Proof of Entitlement	For	For	A vote FOR the proposed amendments is warranted because they are non-contentious.
Nordex SE	NDX1	5/05/2021	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2021	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Ormat Technologies, Inc.	ORA	5/05/2021	Elect Director Isaac Angel	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.
Ormat Technologies, Inc.	ORA	5/05/2021	Elect Director Albertus 'Bert' Bruggink	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.
Ormat Technologies, Inc.	ORA	5/05/2021	Elect Director Dan Falk	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.
Ormat Technologies, Inc.	ORA	5/05/2021	Elect Director David Granot	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.
Ormat Technologies, Inc.	ORA	5/05/2021	Elect Director Mike Nikkel	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.
Ormat Technologies, Inc.	ORA	5/05/2021	Elect Director Dafna Sharir	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.
Ormat Technologies, Inc.	ORA	5/05/2021	Elect Director Stanley B. Stern	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.
Ormat Technologies, Inc.	ORA	5/05/2021	Elect Director Hidetake Takahashi	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.
Ormat Technologies, Inc.	ORA	5/05/2021	Elect Director Byron G. Wong	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.
Ormat Technologies, Inc.	ORA	5/05/2021	Ratify Kesselman & Kesselman as Auditors	For	Against	A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 34.34 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	5/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.
KION GROUP AG	KGX	11/05/2021	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (Non-Voting)			This is a non-voting item.

KION GROUP AG	KGX	11/05/2021	Approve Allocation of Income and Dividends of EUR 0.41 per Share	For	For	A vote FOR this resolution is warranted.
KION GROUP AG	KGX	11/05/2021	Approve Discharge of Management Board for Fiscal Year 2020	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	11/05/2021	Approve Discharge of Supervisory Board for Fiscal Year 2020	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	11/05/2021	Ratify Deloitte GmbH as Auditors for Fiscal Year 2021	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
KION GROUP AG	KGX	11/05/2021	Approve Remuneration Policy	For	Against	A vote AGAINST the remuneration policy is warranted because:* The policy contains scope for discretion which is significantly above market standards and allows for special bonus payments.* The +/-30 percent discretion via the modifier on the variable compensation is too high and not market practice.* While performance criteria are disclosed, the actual performance metrics/targets for the annual bonus and for part of the long-term bonus are not.
KION GROUP AG	KGX	11/05/2021	Approve Remuneration of Supervisory Board	For	For	A vote FOR the proposed remuneration schedule for supervisory board members is warranted.
KION GROUP AG	KGX	11/05/2021	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	For	A vote FOR the proposed share repurchase program is warranted.
KION GROUP AG	KGX	11/05/2021	Amend Articles Re: AGM Convocation; Participation and Voting Rights; Proof of Entitlement	For	For	A vote FOR the proposed article amendments is warranted.
Bloom Energy Corporation	BE	12/05/2021	Elect Director Michael Boskin	For	Withhold	WITHHOLD votes are warranted for all director nominees 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 Corporation	BE	12/05/2021	Elect Director John T. Chambers	For	Withhold	WITHHOLD votes are warranted for all director nominees 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 Corporation	BE	12/05/2021	Elect Director L. John Doerr - Withdrawn			WITHHOLD votes are warranted for all director nominees 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 Corporation	BE	12/05/2021	Advisory Vote on Say on Pay Frequency	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.
Bloom Energy Corporation	BE	12/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A cautionary vote FOR this proposal is warranted. While the pandemic-related modification to the annual incentive plan resulted in above target payouts, equity awards were sufficiently performance-conditioned and CEO pay is still reasonably aligned with company performance.
Bloom Energy Corporation	BE	12/05/2021	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this item is warranted because only 3.14 percent of the fees paid to the auditor are for non-audit purposes.
Covanta Holding Corporation	CVA	13/05/2021	Elect Director David M. Barse	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.
Covanta Holding Corporation	CVA	13/05/2021	Elect Director Ronald J. Broglio	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.
Covanta Holding Corporation	CVA	13/05/2021	Elect Director Peter C.B. Bynoe	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.
Covanta Holding Corporation	CVA	13/05/2021	Elect Director Linda J. Fisher	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.
Covanta Holding Corporation	CVA	13/05/2021	Elect Director Joseph M. Holsten	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.
Covanta Holding Corporation	CVA	13/05/2021	Elect Director Owen Michaelson	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.
Covanta Holding Corporation	CVA	13/05/2021	Elect Director Danielle Pletka	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.
Covanta Holding Corporation	CVA	13/05/2021	Elect Director Michael W. Ranger	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.
Covanta Holding Corporation	CVA	13/05/2021	Elect Director Robert S. Silberman	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.
Covanta Holding Corporation	CVA	13/05/2021	Elect Director Jean Smith	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.
Covanta Holding Corporation	CVA	13/05/2021	Elect Director Samuel Zell	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.
Covanta Holding Corporation	CVA	13/05/2021	Ratify Ernst & Young LLP as Auditors	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.
Covanta Holding Corporation	CVA	13/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	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.
Itron, Inc.	ITRI	13/05/2021	Elect Director Thomas L. Deitrich	For	Against	Votes AGAINST incumbent nominees Thomas (Tom) Deitrich and Timothy (Tim) Leyden are warranted for lack of diversity on the board.
Itron, Inc.	ITRI	13/05/2021	Elect Director Timothy M. Leyden	For	Against	Votes AGAINST incumbent nominees Thomas (Tom) Deitrich and Timothy (Tim) Leyden are warranted for lack of diversity on the board.
Itron, Inc.	ITRI	13/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	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	13/05/2021	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this item is warranted because only 23.59 percent of the fees paid to the auditor are for non-audit purposes.
SunPower Corporation	SPWR	13/05/2021	Elect Director Francois Badoual	For	Withhold	WITHHOLD votes are warranted for non-independent director nominees Francois Badoual and Denis Toulouse for failing to establish a board on which a majority of the directors are independent directors.WITHHOLD votes are further warranted for Francois Badoual for serving as a non-independent member of a key board committee.WITHHOLD votes are warranted for incumbent Nominating Committee members Francois Badoual and Patrick (Pat) Wood III for lack of diversity on the board.
SunPower Corporation	SPWR	13/05/2021	Elect Director Denis Toulouse	For	Withhold	WITHHOLD votes are warranted for non-independent director nominees Francois Badoual and Denis Toulouse for failing to establish a board on which a majority of the directors are independent directors.WITHHOLD votes are further warranted for Francois Badoual for serving as a non-independent member of a key board committee.WITHHOLD votes are warranted for incumbent Nominating Committee members Francois Badoual and Patrick (Pat) Wood III for lack of diversity on the board.
SunPower Corporation	SPWR	13/05/2021	Elect Director Patrick Wood, III	For	Withhold	WITHHOLD votes are warranted for non-independent director nominees Francois Badoual and Denis Toulouse for failing to establish a board on which a majority of the directors are independent directors.WITHHOLD votes are further warranted for Francois Badoual for serving as a non-independent member of a key board committee.WITHHOLD votes are warranted for incumbent Nominating Committee members Francois Badoual and Patrick (Pat) Wood III for lack of diversity on the board.
SunPower Corporation	SPWR	13/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.

SunPower Corporation	SPWR	13/05/2021	Ratify Ernst & Young LLP as Auditors	For	Against	A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 27.87 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.
TPI Composites, Inc.	TPIC	18/05/2021	Elect Director Paul G. Giovacchini	For	Withhold	WITHHOLD votes are warranted for incumbent director nominees Paul Giovacchini and Jayshree Desai 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 the remaining 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.
TPI Composites, Inc.	TPIC	18/05/2021	Elect Director Jayshree S. Desai	For	Withhold	WITHHOLD votes are warranted for incumbent director nominees Paul Giovacchini and Jayshree Desai 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 the remaining 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.
TPI Composites, Inc.	TPIC	18/05/2021	Elect Director Linda P. Hudson	For	For	WITHHOLD votes are warranted for incumbent director nominees Paul Giovacchini and Jayshree Desai 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 the remaining 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.
TPI Composites, Inc.	TPIC	18/05/2021	Elect Director Bavan M. Holloway	For	For	WITHHOLD votes are warranted for incumbent director nominees Paul Giovacchini and Jayshree Desai 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 the remaining 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.
TPI Composites, Inc.	TPIC	18/05/2021	Ratify KPMG LLP as Auditors	For	For	A vote FOR this item is warranted because only 19.36 percent of the fees paid to the auditor are for non-audit purposes.
TPI Composites, Inc.	TPIC	18/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	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.
Beyond Meat, Inc.	BYND	19/05/2021	Elect Director Sally Grimes	For	For	WITHHOLD votes are warranted for incumbent director nominee Ned Segal 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 the remaining 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.
Beyond Meat, Inc.	BYND	19/05/2021	Elect Director Muktesh "Micky" Pant	For	For	WITHHOLD votes are warranted for incumbent director nominee Ned Segal 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 the remaining 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.
Beyond Meat, Inc.	BYND	19/05/2021	Elect Director Ned Segal	For	Withhold	WITHHOLD votes are warranted for incumbent director nominee Ned Segal 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 the remaining 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.
Beyond Meat, Inc.	BYND	19/05/2021	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this item is warranted because only 14.85 percent of the fees paid to the auditor are for non-audit purposes.
Beyond Meat, Inc.	BYND	19/05/2021	Advisory Vote on Say on Pay Frequency	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.
Enphase Energy, Inc.	ENPH	19/05/2021	Elect Director Badrinarayanan Kothandaraman	For	Withhold	WITHHOLD votes are warranted for incumbent nominees Badrinarayanan (Badri) Kothandaraman and Joseph Malchow for lack of diversity on the board.
Enphase Energy, Inc.	ENPH	19/05/2021	Elect Director Joseph Malchow	For	Withhold	WITHHOLD votes are warranted for incumbent nominees Badrinarayanan (Badri) Kothandaraman and Joseph Malchow for lack of diversity on the board.
Enphase Energy, Inc.	ENPH	19/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.
Enphase Energy, Inc.	ENPH	19/05/2021	Increase Authorized Common Stock	For	For	A vote FOR this proposal is warranted given that the size of the proposed increase in authorized shares of common stock is reasonable.
Enphase Energy, Inc.	ENPH	19/05/2021	Approve Omnibus Stock Plan	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
Enphase Energy, Inc.	ENPH	19/05/2021	Ratify Deloitte & Touche LLP as Auditors	For	For	A vote FOR this item is warranted because only 3.79 percent of the fees paid to the auditor are for non-audit purposes.
Sunnova Energy International Inc.	NOVA	19/05/2021	Elect Director Nora Mead Brownell	For	For	WITHHOLD votes are warranted for incumbent director nominees Mark Longstreth and C. Park Shaper 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 Nora Brownell is warranted.
Sunnova Energy International Inc.	NOVA	19/05/2021	Elect Director Mark Longstreth	For	Withhold	WITHHOLD votes are warranted for incumbent director nominees Mark Longstreth and C. Park Shaper 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 Nora Brownell is warranted.
Sunnova Energy International Inc.	NOVA	19/05/2021	Elect Director C. Park Shaper	For	Withhold	WITHHOLD votes are warranted for incumbent director nominees Mark Longstreth and C. Park Shaper 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 Nora Brownell is warranted.
Sunnova Energy International Inc.	NOVA	19/05/2021	Ratify PricewaterhouseCoopers LLP as Auditors	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.
Ameresco, Inc.	AMRC	20/05/2021	Elect Director David J. Corsin	For	Withhold	WITHHOLD votes are warranted for incumbent nominees George Sakellaris, Joseph Sutton and David Corsin for lack of diversity on the board.
Ameresco, Inc.	AMRC	20/05/2021	Elect Director George P. Sakellaris	For	Withhold	WITHHOLD votes are warranted for incumbent nominees George Sakellaris, Joseph Sutton and David Corsin for lack of diversity on the board.
Ameresco, Inc.	AMRC	20/05/2021	Elect Director Joseph W. Sutton	For	Withhold	WITHHOLD votes are warranted for incumbent nominees George Sakellaris, Joseph Sutton and David Corsin for lack of diversity on the board.
Ameresco, Inc.	AMRC	20/05/2021	Ratify RSM US LLP as Auditors	For	For	A vote FOR this item is warranted because only 16.43 percent of the fees paid to the auditor are for non-audit purposes.
Smart Metering Systems Plc	SMS	20/05/2021	Accept Financial Statements and Statutory Reports	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	20/05/2021	Re-elect Miriam Greenwood as Director	For	Against	Votes AGAINST incumbent Nominating Committee members Miriam Greenwood, Alan Foy, Graeme Bissett, Ruth Leak and James (Jamie) Richards are warranted for lack of diversity on the board.Votes FOR the remaining nominees are warranted
Smart Metering Systems Plc	SMS	20/05/2021	Re-elect Graeme Bissett as Director	For	Against	Votes AGAINST incumbent Nominating Committee members Miriam Greenwood, Alan Foy, Graeme Bissett, Ruth Leak and James (Jamie) Richards are warranted for lack of diversity on the board.Votes FOR the remaining nominees are warranted
Smart Metering Systems Plc	SMS	20/05/2021	Re-elect Jamie Richards as Director	For	Against	Votes AGAINST incumbent Nominating Committee members Miriam Greenwood, Alan Foy, Graeme Bissett, Ruth Leak and James (Jamie) Richards are warranted for lack of diversity on the board.Votes FOR the remaining nominees are warranted
Smart Metering Systems Plc	SMS	20/05/2021	Re-elect Ruth Leak as Director	For	Against	Votes AGAINST incumbent Nominating Committee members Miriam Greenwood, Alan Foy, Graeme Bissett, Ruth Leak and James (Jamie) Richards are warranted for lack of diversity on the board.Votes FOR the remaining nominees are warranted
Smart Metering Systems Plc	SMS	20/05/2021	Re-elect Alan Foy as Director	For	Against	Votes AGAINST incumbent Nominating Committee members Miriam Greenwood, Alan Foy, Graeme Bissett, Ruth Leak and James (Jamie) Richards are warranted for lack of diversity on the board.Votes FOR the remaining nominees are warranted
Smart Metering Systems Plc	SMS	20/05/2021	Re-elect Timothy Mortlock as Director	For	For	Votes AGAINST incumbent Nominating Committee members Miriam Greenwood, Alan Foy, Graeme Bissett, Ruth Leak and James (Jamie) Richards are warranted for lack of diversity on the board.Votes FOR the remaining nominees are warranted
Smart Metering Systems Plc	SMS	20/05/2021	Elect Gavin Urwin as Director	For	For	Votes AGAINST incumbent Nominating Committee members Miriam Greenwood, Alan Foy, Graeme Bissett, Ruth Leak and James (Jamie) Richards are warranted for lack of diversity on the board.Votes FOR the remaining nominees are warranted
Smart Metering Systems Plc	SMS	20/05/2021	Approve Remuneration Report	For	Against	A vote AGAINST this resolution is warranted because:* The Company paid transaction-related bonuses during the year under review.
Smart Metering Systems Plc	SMS	20/05/2021	Reappoint Ernst & Young LLP as Auditors	For	For	A vote FOR this item is warranted becauseÅ noneÅ of the fees paid to the auditor are for non-audit purposes.

Smart Metering Systems Plc	SMS	20/05/2021	Authorise Board to Fix Remuneration of Auditors	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	20/05/2021	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.
Smart Metering Systems Plc	SMS	20/05/2021	Authorise Issue of Equity	For	For	Item 13A 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 14A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Smart Metering Systems Plc	SMS	20/05/2021	Authorise Issue of Equity without Pre-emptive Rights	For	For	Item 13A 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 14A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Smart Metering Systems Plc	SMS	20/05/2021	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.
Neoen SA	NEOEN	25/05/2021	Approve Financial Statements and Statutory Reports	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	25/05/2021	Approve Consolidated Financial Statements and Statutory Reports	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	25/05/2021	Approve Allocation of Income and Absence of Dividends	For	For	A vote FOR this income allocation proposal is warranted, as the company had its IPO recently.
Neoen SA	NEOEN	25/05/2021	Approve Compensation Report	For	For	A vote FOR this remuneration report is warranted as it does not raise any significant concern.
Neoen SA	NEOEN	25/05/2021	Approve Compensation of Xavier Barbaro, Chairman and CEO	For	For	A vote FOR this remuneration report is warranted but is not without concerns as :* 105,000 shares vested without performance conditions, granted before the IPO of the company.
Neoen SA	NEOEN	25/05/2021	Approve Compensation of Romain Desrousseaux, Vice-CEO	For	Against	A vote AGAINST this remuneration report is warranted as no amounts are submitted to the vote of shareholders since the Vice-CEO is not paid under his corporate mandate but an employment contract.
Neoen SA	NEOEN	25/05/2021	Approve Remuneration Policy of Directors	For	For	A vote FOR this remuneration policy is warranted as it does not raise any significant concern.
Neoen SA	NEOEN	25/05/2021	Approve Remuneration Policy of Vice-CEO	For	Against	A vote AGAINST this remuneration policy is warranted as:* The non-compete clause length is not disclosed* Exceptional remuneration is not subject to a cap* The variable compensation allows an offset of criteria* The legal force of ex ante vote on his remuneration remains unclear
Neoen SA	NEOEN	25/05/2021	Reelect Bpifrance Investissement as Director	For	For	A vote FOR the reelection of this independent nominees (Helen Lee Bouygues, Lead Director) is warranted in the absence of specific concerns (Item 10).A vote FOR the reelection of this non-independent nominee (CÃ©line AndrÃ©) is warranted given the satisfactory level of board independence (42.9 percent vs 33.3 percent recommended) and the absence of specific concerns (Item 11).
Neoen SA	NEOEN	25/05/2021	Reelect Helen Lee Bouygues as Director	For	For	A vote FOR the reelection of this independent nominees (Helen Lee Bouygues, Lead Director) is warranted in the absence of specific concerns (Item 10).A vote FOR the reelection of this non-independent nominee (CÃ©line AndrÃ©) is warranted given the satisfactory level of board independence (42.9 percent vs 33.3 percent recommended) and the absence of specific concerns (Item 11).
Neoen SA	NEOEN	25/05/2021	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	Such share buyback program merits a vote FOR.
Neoen SA	NEOEN	25/05/2021	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	For	For	A vote FOR this authorization is warranted in the absence of specific concerns.
Neoen SA	NEOEN	25/05/2021	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	For	Against	A vote AGAINST the authorization under Item 14 is warranted as, taking into account the authorization proposed under Item 18 to 20 of the 05/28/2020 general meeting, it would bring the total volume for issuances with and without preemptive rights above the recommended limit of 10 percent of the outstanding capital.
Neoen SA	NEOEN	25/05/2021	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For	A vote FOR this authorization is warranted in the absence of specific concerns.
Neoen SA	NEOEN	25/05/2021	Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	For	Against	A vote AGAINST this resolution is warranted because:* The performance conditions are not fully disclosed.* The vesting period is not sufficiently long-term oriented.* The performance period is not disclosed.* The burn rate exceeds the sector cap, and there is no public commitment from the company to address this issue.
Neoen SA	NEOEN	25/05/2021	Authorize Filing of Required Documents/Other Formalities	For	For	A vote FOR this routine item is warranted.
HelloFresh SE	HFG	26/05/2021	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (Non-Voting)			This is a non-voting item.
HelloFresh SE	HFG	26/05/2021	Approve Allocation of Income and Omission of Dividends	For	For	A vote FOR this resolution is warranted.
HelloFresh SE	HFG	26/05/2021	Approve Discharge of Management Board for Fiscal Year 2020	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	26/05/2021	Approve Discharge of Supervisory Board for Fiscal Year 2020	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	26/05/2021	Ratify KPMG AG as Auditors for Fiscal Year 2021	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
HelloFresh SE	HFG	26/05/2021	Reelect John Rittenhouse to the Supervisory Board	For	For	Votes FOR the proposed nominees are warranted.
HelloFresh SE	HFG	26/05/2021	Reelect Ursula Radeke-Pietsch to the Supervisory Board	For	For	Votes FOR the proposed nominees are warranted.
HelloFresh SE	HFG	26/05/2021	Reelect Derek Zissman to the Supervisory Board	For	For	Votes FOR the proposed nominees are warranted.
HelloFresh SE	HFG	26/05/2021	Reelect Susanne Schroeter-Crossan to the Supervisory Board	For	For	Votes FOR the proposed nominees are warranted.
HelloFresh SE	HFG	26/05/2021	Reelect Stefan Smalla to the Supervisory Board	For	For	Votes FOR the proposed nominees are warranted.
HelloFresh SE	HFG	26/05/2021	Amend Corporate Purpose	For	For	A vote FOR this resolution is warranted.
HelloFresh SE	HFG	26/05/2021	Approve Remuneration Policy	For	Against	A vote AGAINST this resolution is warranted because:* The proposed remuneration policy contains scope for discretionary adjustments, including adjustments to make targets less stringent under the LTI.* The STI and LTI payouts are not subject to explicit caps.* There are no specific performance criteria applicable to the short-term incentive.* The caps on total remuneration are excessive by market standards considering the company's size.* The proposed remuneration policy contains significant scope for discretionary payments via special bonuses. Such payments represent a serious breach of good remuneration practices and falls short of market best practice standards.

HelloFresh SE	HFG	26/05/2021	Approve Remuneration of Supervisory Board	For	For	A vote FOR the proposed change in the remuneration schedule for supervisory board members is warranted. Although the proposed fees are not considered excessive in the context of the market and the company's growth since its IPO, some concerns are raised with respect to the sharp increases in fees.
HelloFresh SE	HFG	26/05/2021	Approve Creation of EUR 13.6 Million Pool of Capital without Preemptive Rights	For	For	Votes FOR the proposed authorizations are warranted because the issuance requests are in line with Social Advisory Services' guidelines.
HelloFresh SE	HFG	26/05/2021	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	Votes FOR the proposed authorizations are warranted because the issuance requests are in line with Social Advisory Services' guidelines.
HelloFresh SE	HFG	26/05/2021	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	For	A vote FOR the proposed share repurchase program is warranted.
Encavis AG	ECV	27/05/2021	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (Non-Voting)			This is a non-voting item.
Encavis AG	ECV	27/05/2021	Approve Allocation of Income and Dividends of EUR 0.28 per Share	For	For	A vote FOR this resolution is warranted.
Encavis AG	ECV	27/05/2021	Approve Discharge of Management Board for Fiscal Year 2020	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	27/05/2021	Approve Discharge of Supervisory Board Member Manfred Krueper for Fiscal Year 2020	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	27/05/2021	Approve Discharge of Supervisory Board Member Alexander Stuhlmann for Fiscal Year 2020	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	27/05/2021	Approve Discharge of Supervisory Board Member Cornelius Liedtke for Fiscal Year 2020	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	27/05/2021	Approve Discharge of Supervisory Board Member Albert Buell for Fiscal Year 2020	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	27/05/2021	Approve Discharge of Supervisory Board Member Fritz Vahrenholt for Fiscal Year 2020	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	27/05/2021	Approve Discharge of Supervisory Board Member Christine Scheel for Fiscal Year 2020	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	27/05/2021	Approve Discharge of Supervisory Board Member Peter Heidecker for Fiscal Year 2020	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	27/05/2021	Approve Discharge of Supervisory Board Member Henning Kreke for Fiscal Year 2020	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	27/05/2021	Approve Discharge of Supervisory Board Member Marcus Schenck for Fiscal Year 2020	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	27/05/2021	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2021	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Encavis AG	ECV	27/05/2021	Approve Remuneration Policy	For	For	A vote FOR this resolution is warranted though it is not without concerns:* The LTI cap can be considered relatively high by market standards (300 percent of minimum target value).* No clawback provisions have been implemented which goes against market best practice.However, the proposed remuneration policy is still broadly in line with market practice and the SRD II.
Encavis AG	ECV	27/05/2021	Approve Remuneration of Supervisory Board	For	For	A vote FOR the proposed change in the remuneration schedule for supervisory board members is warranted.
Encavis AG	ECV	27/05/2021	Elect Christine Scheel to the Supervisory Board	For	Against	Votes AGAINST the proposed nominees are warranted because their terms of office would exceed four years.A vote AGAINST the non-independent nominee Rolf Schmitz is further warranted due to the failure to establish a majority-independent board.
Encavis AG	ECV	27/05/2021	Elect Rolf Schmitz to the Supervisory Board	For	Against	Votes AGAINST the proposed nominees are warranted because their terms of office would exceed four years.A vote AGAINST the non-independent nominee Rolf Schmitz is further warranted due to the failure to establish a majority-independent board.
Encavis AG	ECV	27/05/2021	Approve Cancellation of Conditional Capital III	For	For	A vote FOR this resolution is warranted.
Encavis AG	ECV	27/05/2021	Approve Creation of EUR 27.7 Million Pool of Capital with Partial Exclusion of Preemptive Rights	For	Against	A vote AGAINST the proposed authorization is warranted because the issuance request would allow for a capital increase without preemptive rights for up to 20 percent of the issued share capital.
Encavis AG	ECV	27/05/2021	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	For	A vote FOR the proposed share repurchase program is warranted.
Encavis AG	ECV	27/05/2021	Approve Affiliation Agreement with Encavis GmbH	For	For	A vote FOR this proposal is warranted.
Xinyi Solar Holdings Limited	968	28/05/2021	Accept Financial Statements and Statutory Reports	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	28/05/2021	Approve Final Dividend	For	For	A vote FOR this resolution is warranted because this is a routine dividend proposal.
Xinyi Solar Holdings Limited	968	28/05/2021	Elect Chen Xi as Director	For	For	Votes AGAINST incumbent Nominating Committee member Kwok Kin (Paul) Cheng are warranted for lack of diversity on the board.Votes FOR the remaining nominees are warranted.

Xinyi Solar Holdings Limited	968	28/05/2021	Elect Lee Shing Put as Director	For	For	Votes AGAINST incumbent Nominating Committee member Kwok Kin (Paul) Cheng are warranted for lack of diversity on the board.Votes FOR the remaining nominees are warranted.
Xinyi Solar Holdings Limited	968	28/05/2021	Elect Cheng Kwok Kin, Paul as Director	For	Against	Votes AGAINST incumbent Nominating Committee member Kwok Kin (Paul) Cheng are warranted for lack of diversity on the board.Votes FOR the remaining nominees are warranted.
Xinyi Solar Holdings Limited	968	28/05/2021	Authorize Board to Fix Remuneration of Directors	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	28/05/2021	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	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	28/05/2021	Authorize Repurchase of Issued Share Capital	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	28/05/2021	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	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	28/05/2021	Authorize Reissuance of Repurchased Shares	For	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.
SMA Solar Technology AG	S92	1/06/2021	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (Non-Voting)			This is a non-voting item.
SMA Solar Technology AG	S92	1/06/2021	Approve Allocation of Income and Dividends of EUR 0.30 per Share	For	For	A vote FOR this resolution is warranted.
SMA Solar Technology AG	S92	1/06/2021	Approve Discharge of Management Board Member Ulrich Hadding for Fiscal Year 2020	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	1/06/2021	Approve Discharge of Management Board Member Juergen Reinert for Fiscal Year 2020	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	1/06/2021	Approve Discharge of Supervisory Board Member Roland Bent for Fiscal Year 2020	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	1/06/2021	Approve Discharge of Supervisory Board Member Martin Breul for Fiscal Year 2020	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	1/06/2021	Approve Discharge of Supervisory Board Member Oliver Dietzel for Fiscal Year 2020	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	1/06/2021	Approve Discharge of Supervisory Board Member Peter Drews for Fiscal Year 2020	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	1/06/2021	Approve Discharge of Supervisory Board Member Erik Ehrentraut for Fiscal Year 2020	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	1/06/2021	Approve Discharge of Supervisory Board Member Kim Fausing for Fiscal Year 2020	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	1/06/2021	Approve Discharge of Supervisory Board Member Johannes Haede for Fiscal Year 2020	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	1/06/2021	Approve Discharge of Supervisory Board Member Heike Haigis for Fiscal Year 2020	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	1/06/2021	Approve Discharge of Supervisory Board Member Alexa Hergenroether for Fiscal Year 2020	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	1/06/2021	Approve Discharge of Supervisory Board Member Uwe Kleinkauf for Fiscal Year 2020	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	1/06/2021	Approve Discharge of Supervisory Board Member Ilonka Nussbaumer for Fiscal Year 2020	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	1/06/2021	Approve Discharge of Supervisory Board Member Yvonne Siebert for Fiscal Year 2020	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	1/06/2021	Approve Discharge of Supervisory Board Member Romy Siegert for Fiscal Year 2020	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	1/06/2021	Approve Discharge of Supervisory Board Member Jan-Henrik Supady for Fiscal Year 2020	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	1/06/2021	Approve Discharge of Supervisory Board Member Matthias Victor for Fiscal Year 2020	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	1/06/2021	Approve Discharge of Supervisory Board Member Hans-Dieter Werner for Fiscal Year 2020	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	1/06/2021	Ratify Deloitte GmbH as Auditors for Fiscal Year 2021	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.

SMA Solar Technology AG	S92	1/06/2021	Approve Remuneration Policy	For	Against	A vote AGAINST this item is warranted because:* The policy contains scope for discretion which is significantly above market standards and allows for special bonus payments.* While performance criteria are disclosed, the actual performance metrics/targets for the annual bonus and for part of the long-term bonus are not.* The policy does not implement any malus/clawback provisions that are considered market best practice.
SMA Solar Technology AG	S92	1/06/2021	Approve Remuneration of Supervisory Board	For	For	A vote FOR the proposed change in the remuneration schedule for supervisory board members is warranted.
SMA Solar Technology AG	S92	1/06/2021	Amend Corporate Purpose	For	For	Votes FOR these resolutions are warranted.
SMA Solar Technology AG	S92	1/06/2021	Amend Articles Re: Virtual General Meeting; Proof of Entitlement	For	For	Votes FOR these resolutions are warranted.
SMA Solar Technology AG	S92	1/06/2021	Amend Articles Re: Deputy Chairman of the Supervisory Board; General Meeting Chairman	For	For	Votes FOR these resolutions are warranted.
SMA Solar Technology AG	S92	1/06/2021	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	For	A vote FOR the proposed share repurchase program is warranted.
SolarEdge Technologies, Inc.	SEDG	1/06/2021	Elect Director Nadav Zafrir	For	Against	A vote AGAINST Nadav Zafrir, Avery More, and Zyi (Zivi) Lando 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.Votes AGAINST incumbent Nominating Committee members Nadav Zafrir and Avery More are warranted for lack of diversity on the board.
SolarEdge Technologies, Inc.	SEDG	1/06/2021	Elect Director Avery More	For	Against	A vote AGAINST Nadav Zafrir, Avery More, and Zyi (Zivi) Lando 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.Votes AGAINST incumbent Nominating Committee members Nadav Zafrir and Avery More are warranted for lack of diversity on the board.
SolarEdge Technologies, Inc.	SEDG	1/06/2021	Elect Director Zivi Lando	For	Against	A vote AGAINST Nadav Zafrir, Avery More, and Zyi (Zivi) Lando 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.Votes AGAINST incumbent Nominating Committee members Nadav Zafrir and Avery More are warranted for lack of diversity on the board.
SolarEdge Technologies, Inc.	SEDG	1/06/2021	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this item is warranted because only 11.95 percent of the fees paid to the auditor are for non-audit purposes.
SolarEdge Technologies, Inc.	SEDG	1/06/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time. Annual incentives appear to be primarily performance-based with rigorous pre-set financial goals. While long-term incentives lack performance criteria for FY20, the committee has indicated that it will add performance-based awards to the FY21 long-term incentives.
Ballard Power Systems Inc.	BLDP	2/06/2021	Elect Director Douglas P. Hayhurst	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Ballard Power Systems Inc.	BLDP	2/06/2021	Elect Director Kui (Kevin) Jiang	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Ballard Power Systems Inc.	BLDP	2/06/2021	Elect Director Duy-Loan Le	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Ballard Power Systems Inc.	BLDP	2/06/2021	Elect Director Randy MacEwen	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Ballard Power Systems Inc.	BLDP	2/06/2021	Elect Director Marty Neese	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Ballard Power Systems Inc.	BLDP	2/06/2021	Elect Director James Roche	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Ballard Power Systems Inc.	BLDP	2/06/2021	Elect Director Shaojun (Sherman) Sun	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Ballard Power Systems Inc.	BLDP	2/06/2021	Elect Director Janet Woodruff	For	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Ballard Power Systems Inc.	BLDP	2/06/2021	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For	A vote FOR this item is warranted because only 1.26 percent of the total audit fees paid to the auditor are attributable to non-audit fees.
Ballard Power Systems Inc.	BLDP	2/06/2021	Advisory Vote on Executive Compensation Approach	For	For	Vote FOR this non-binding advisory vote as there are no significant issues at this time.
Ballard Power Systems Inc.	BLDP	2/06/2021	Re-approve Equity-Based Compensation Plans	For	Against	A vote AGAINST this proposal is warranted as:* The estimated shareholder value transfer of the company's plans of 8.5 percent exceeds the allowable cap for this company of 4 percent.
Vivint Smart Home, Inc.	VVNT	2/06/2021	Elect Director Peter F. Wallace	For	Withhold	WITHHOLD votes are further warranted for incumbent director Peter Wallace 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.WITHHOLD votes are warranted for incumbent Nominating Committee member Peter Wallace for lack of diversity on the board.
Vivint Smart Home, Inc.	VVNT	2/06/2021	Ratify Ernst & Young LLP as Auditors	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	2/06/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted. The CEO's pay was very high primarily due to equity awards granted shortly following the reverse merger, which is not uncommon. In addition, the bonus program is primarily performance-based and half of equity awards are performance-based. Some concerns are raised with respect to performance-based equity awards utilizing the same metrics as under the bonus program, and such equity awards utilizing annual measurement periods. Continued monitoring is warranted, and shareholders may expect CEO pay to decrease in the near future.
Compagnie de Saint-Gobain SA	SGO	3/06/2021	Approve Financial Statements and Statutory Reports	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	3/06/2021	Approve Consolidated Financial Statements and Statutory Reports	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	3/06/2021	Approve Allocation of Income and Dividends of EUR 1.33 per Share	For	For	A vote FOR this income allocation proposal is warranted, despite the high payout ratio, because the company maintains enough reserves to afford the proposed distribution of dividends.
Compagnie de Saint-Gobain SA	SGO	3/06/2021	Elect Benoit Bazin as Director	For	For	* Votes FOR the reelections of these independent nominees are warranted in the absence of specific concerns (Items 5 and 6).* Votes FOR the reelections of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 50.0 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 63.6 percent vs 50 percent recommended) and the absence of specific concerns (Items 4, 7 and 8).
Compagnie de Saint-Gobain SA	SGO	3/06/2021	Reelect Pamela Knapp as Director	For	For	* Votes FOR the reelections of these independent nominees are warranted in the absence of specific concerns (Items 5 and 6).* Votes FOR the reelections of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 50.0 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 63.6 percent vs 50 percent recommended) and the absence of specific concerns (Items 4, 7 and 8).
Compagnie de Saint-Gobain SA	SGO	3/06/2021	Reelect Agnes Lemarchand as Director	For	For	* Votes FOR the reelections of these independent nominees are warranted in the absence of specific concerns (Items 5 and 6).* Votes FOR the reelections of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 50.0 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 63.6 percent vs 50 percent recommended) and the absence of specific concerns (Items 4, 7 and 8).

Compagnie de Saint-Gobain SA	SGO	3/06/2021	Reelect Gilles Schnepf as Director	For	For	* Votes FOR the reelections of these independent nominees are warranted in the absence of specific concerns (Items 5 and 6). * Votes FOR the reelections of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 50.0 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 63.6 percent vs 50 percent recommended) and the absence of specific concerns (Items 4, 7 and 8).
Compagnie de Saint-Gobain SA	SGO	3/06/2021	Reelect Sibylle Daunin as Representative of Employee Shareholders to the Board	For	For	* Votes FOR the reelections of these independent nominees are warranted in the absence of specific concerns (Items 5 and 6). * Votes FOR the reelections of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 50.0 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 63.6 percent vs 50 percent recommended) and the absence of specific concerns (Items 4, 7 and 8).
Compagnie de Saint-Gobain SA	SGO	3/06/2021	Approve Compensation of Pierre-Andre de Chalendar, Chairman and CEO	For	Against	A vote AGAINST this remuneration report is warranted because: * Pierre-Andre de Chalendar was granted a full LTIP despite the end of his CEO mandate on June 31, 2021; and * It is impossible to precisely assess the impact of the derogation to the LTI policy on remuneration schemes.
Compagnie de Saint-Gobain SA	SGO	3/06/2021	Approve Compensation of Benoit Bazin, Vice-CEO	For	For	A vote FOR this remuneration report is warranted although the following concern is raised: * It is impossible to precisely assess the impact of the derogation to the LTI policy on remuneration schemes. The main reason for support is: * The Vice-CEO is not subject to the 2017 and 2018 LTIPs.
Compagnie de Saint-Gobain SA	SGO	3/06/2021	Approve Compensation of Corporate Officers	For	For	A vote FOR this remuneration report is warranted although the following concern is raised: * The perimeter chosen for the pay ratios is not deemed sufficiently representative. The main reason for support is: * There are no other concerns.
Compagnie de Saint-Gobain SA	SGO	3/06/2021	Approve Remuneration Policy of Chairman and CEO Until 30 June 2021	For	For	A vote FOR this remuneration policy is warranted because it does not raise any significant concern.
Compagnie de Saint-Gobain SA	SGO	3/06/2021	Approve Remuneration Policy of Vice-CEO Until 30 June 2021	For	For	A vote FOR this remuneration policy is warranted because it does not raise any significant concern.
Compagnie de Saint-Gobain SA	SGO	3/06/2021	Approve Remuneration Policy of Chairman of the Board Since 1 July 2021	For	For	A vote FOR this remuneration policy is warranted because it does not raise any significant concern.
Compagnie de Saint-Gobain SA	SGO	3/06/2021	Approve Remuneration Policy of Directors	For	For	A vote FOR this remuneration policy is warranted because it does not raise any significant concern.
Compagnie de Saint-Gobain SA	SGO	3/06/2021	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	Such share buybacks warrants a vote FOR.
Compagnie de Saint-Gobain SA	SGO	3/06/2021	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 426 Million	For	For	Votes FOR items 18-22 and 24 are warranted because they respect the
Compagnie de Saint-Gobain SA	SGO	3/06/2021	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 213 Million	For	For	Votes FOR items 18-22 and 24 are warranted because they respect the
Compagnie de Saint-Gobain SA	SGO	3/06/2021	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 213 Million	For	For	Votes FOR items 18-22 and 24 are warranted because they respect the
Compagnie de Saint-Gobain SA	SGO	3/06/2021	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	For	For	Votes FOR items 18-22 and 24 are warranted because they respect the
Compagnie de Saint-Gobain SA	SGO	3/06/2021	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	For	Votes FOR items 18-22 and 24 are warranted because they respect the
Compagnie de Saint-Gobain SA	SGO	3/06/2021	Authorize Capitalization of Reserves of Up to EUR 106 Million for Bonus Issue or Increase in Par Value	For	For	A vote FOR is warranted since this potential transfer of wealth is in shareholders' interests.
Compagnie de Saint-Gobain SA	SGO	3/06/2021	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	For	For	Votes FOR items 18-22 and 24 are warranted because they respect the
Compagnie de Saint-Gobain SA	SGO	3/06/2021	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For	A vote FOR this authorization is warranted because it does not raise concerns.
Compagnie de Saint-Gobain SA	SGO	3/06/2021	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For	A vote FOR this item is warranted as such share capital reductions are favorable to shareholders.
Compagnie de Saint-Gobain SA	SGO	3/06/2021	Authorize Filing of Required Documents/Other Formalities	For	For	A vote FOR this routine item is warranted.
Forum Merger II Corporation	TTCF	3/06/2021	Elect Director Ryan Olohan	For	For	WITHHOLD vote are warranted for David Boris 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. A vote FOR the remaining director nominees is warranted.
Forum Merger II Corporation	TTCF	3/06/2021	Elect Director David Boris	For	Withhold	WITHHOLD vote are warranted for David Boris 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. A vote FOR the remaining director nominees is warranted.
Forum Merger II Corporation	TTCF	3/06/2021	Elect Director Marie Quintero-Johnson	For	For	WITHHOLD vote are warranted for David Boris 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. A vote FOR the remaining director nominees is warranted.
Forum Merger II Corporation	TTCF	3/06/2021	Ratify BDO USA, LLP as Auditors	For	For	A vote FOR this item is warranted because only 15.92 percent of the fees paid to the auditor are for non-audit purposes.
Forum Merger II Corporation	TTCF	3/06/2021	Amend Omnibus Stock Plan	For	For	Based on an analysis of the plan amendment, a vote FOR this proposal is warranted.
Hannon Armstrong Sustainable Infrastructure Capital, Inc.	HASI	3/06/2021	Elect Director Jeffrey W. Eckel	For	For	A vote AGAINST incumbent governance committee members Teresa Brenner, Michael Eckhart, and Charles O'Neil is warranted for an ongoing material governance failure. The company's governing documents prohibit or restrict shareholders' ability to amend the company bylaws. A vote FOR the remaining director nominees is warranted.
Hannon Armstrong Sustainable Infrastructure Capital, Inc.	HASI	3/06/2021	Elect Director Clarence D. Armbrister	For	For	A vote AGAINST incumbent governance committee members Teresa Brenner, Michael Eckhart, and Charles O'Neil is warranted for an ongoing material governance failure. The company's governing documents prohibit or restrict shareholders' ability to amend the company bylaws. A vote FOR the remaining director nominees is warranted.

Hannon Armstrong Sustainable Infrastructure Capital, Inc.	HASI	3/06/2021	Elect Director Teresa M. Brenner	For	Against	A vote AGAINST incumbent governance committee members Teresa Brenner, Michael Eckhart, and Charles O'Neil is warranted for an ongoing material governance failure. The company's governing documents prohibit or restrict shareholders' ability to amend the company bylaws.A vote FOR the remaining director nominees is warranted.
Hannon Armstrong Sustainable Infrastructure Capital, Inc.	HASI	3/06/2021	Elect Director Michael T. Eckhart	For	Against	A vote AGAINST incumbent governance committee members Teresa Brenner, Michael Eckhart, and Charles O'Neil is warranted for an ongoing material governance failure. The company's governing documents prohibit or restrict shareholders' ability to amend the company bylaws.A vote FOR the remaining director nominees is warranted.
Hannon Armstrong Sustainable Infrastructure Capital, Inc.	HASI	3/06/2021	Elect Director Nancy C. Floyd	For	For	A vote AGAINST incumbent governance committee members Teresa Brenner, Michael Eckhart, and Charles O'Neil is warranted for an ongoing material governance failure. The company's governing documents prohibit or restrict shareholders' ability to amend the company bylaws.A vote FOR the remaining director nominees is warranted.
Hannon Armstrong Sustainable Infrastructure Capital, Inc.	HASI	3/06/2021	Elect Director Simone F. Lagomarsino	For	For	A vote AGAINST incumbent governance committee members Teresa Brenner, Michael Eckhart, and Charles O'Neil is warranted for an ongoing material governance failure. The company's governing documents prohibit or restrict shareholders' ability to amend the company bylaws.A vote FOR the remaining director nominees is warranted.
Hannon Armstrong Sustainable Infrastructure Capital, Inc.	HASI	3/06/2021	Elect Director Charles M. O'Neil	For	Against	A vote AGAINST incumbent governance committee members Teresa Brenner, Michael Eckhart, and Charles O'Neil is warranted for an ongoing material governance failure. The company's governing documents prohibit or restrict shareholders' ability to amend the company bylaws.A vote FOR the remaining director nominees is warranted.
Hannon Armstrong Sustainable Infrastructure Capital, Inc.	HASI	3/06/2021	Elect Director Richard J. Osborne	For	For	A vote AGAINST incumbent governance committee members Teresa Brenner, Michael Eckhart, and Charles O'Neil is warranted for an ongoing material governance failure. The company's governing documents prohibit or restrict shareholders' ability to amend the company bylaws.A vote FOR the remaining director nominees is warranted.
Hannon Armstrong Sustainable Infrastructure Capital, Inc.	HASI	3/06/2021	Elect Director Steven G. Osgood	For	For	A vote AGAINST incumbent governance committee members Teresa Brenner, Michael Eckhart, and Charles O'Neil is warranted for an ongoing material governance failure. The company's governing documents prohibit or restrict shareholders' ability to amend the company bylaws.A vote FOR the remaining director nominees is warranted.
Hannon Armstrong Sustainable Infrastructure Capital, Inc.	HASI	3/06/2021	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this item is warranted because only 10.83 percent of the fees paid to the auditor are for non-audit purposes.
NIO Inc.	NIO	3/06/2021	Amend Articles	For	For	A vote FOR this item is warranted as, on balance, the proposed amendments to the company's articles do not appear to adversely impact shareholders' rights.
Sunrun Inc.	RUN	3/06/2021	Elect Director Katherine August-deWilde	For	Withhold	WITHHOLD votes are warranted for incumbent director nominees Gerald Risk and Katherine August-deWilde (i) 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, and (ii) for failure to address the majority against vote on a director nominee at last year's annual meeting.A vote FOR new nominee Sonita Lontoh is warranted.
Sunrun Inc.	RUN	3/06/2021	Elect Director Gerald Risk	For	Withhold	WITHHOLD votes are warranted for incumbent director nominees Gerald Risk and Katherine August-deWilde (i) 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, and (ii) for failure to address the majority against vote on a director nominee at last year's annual meeting.A vote FOR new nominee Sonita Lontoh is warranted.
Sunrun Inc.	RUN	3/06/2021	Elect Director Sonita Lontoh	For	For	WITHHOLD votes are warranted for incumbent director nominees Gerald Risk and Katherine August-deWilde (i) 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, and (ii) for failure to address the majority against vote on a director nominee at last year's annual meeting.A vote FOR new nominee Sonita Lontoh is warranted.
Sunrun Inc.	RUN	3/06/2021	Ratify Ernst & Young LLP as Auditors	For	For	A vote FOR this item is warranted because only 6.27 percent of the fees paid to the auditor are for non-audit purposes.
Sunrun Inc.	RUN	3/06/2021	Report on the Impact of the Use of Mandatory Arbitration on Employees and Workplace Culture	Against	For	A vote FOR this resolution is warranted as additional information on the company's policies regarding mandatory arbitration for harassment and discrimination cases would shed light on the practice and could result in improved recruitment and retention. It could also allow shareholders to better assess the risks associated with the company's use of arbitration agreements.
Trane Technologies Plc	TT	3/06/2021	Elect Director Kirk E. Arnold	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.
Trane Technologies Plc	TT	3/06/2021	Elect Director Ann C. Berzin	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.
Trane Technologies Plc	TT	3/06/2021	Elect Director John Bruton	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.
Trane Technologies Plc	TT	3/06/2021	Elect Director Jared L. Cohon	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.
Trane Technologies Plc	TT	3/06/2021	Elect Director Gary D. Forsee	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.
Trane Technologies Plc	TT	3/06/2021	Elect Director Linda P. Hudson	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.
Trane Technologies Plc	TT	3/06/2021	Elect Director Michael W. Lamach	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.
Trane Technologies Plc	TT	3/06/2021	Elect Director Myles P. Lee	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.
Trane Technologies Plc	TT	3/06/2021	Elect Director April Miller Boise	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.
Trane Technologies Plc	TT	3/06/2021	Elect Director Karen B. Peetz	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.
Trane Technologies Plc	TT	3/06/2021	Elect Director John P. Surma	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.
Trane Technologies Plc	TT	3/06/2021	Elect Director Tony L. White	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.

Trane Technologies Plc	TT	3/06/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote FOR this proposal is warranted, with caution. The change in pension value constituted a large portion of the CEO's reported pay for FY20 and FY19; however, adjusting for this, the CEO's targeted total pay was mostly flat. Some goal rigor concerns are raised. Specifically, STI targets were set below the prior year's targets and actual results with no specific rationale nor a lowered pay opportunity, and the committee exercised upward discretion in payouts due to the pandemic. Additionally, the relative metrics target merely median performance with no vesting cap for negative TSR. However, STI payouts remained at target amid strong TSR performance, and the STI program continues to be largely based on pre-set financial goals. Further, half of the equity awards are performance-based with clearly disclosed multi-year goals. Nevertheless, close shareholder monitoring is warranted with respect to incentive program goal setting and payouts.
Trane Technologies Plc	TT	3/06/2021	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	Against	A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 36.34 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.
Trane Technologies Plc	TT	3/06/2021	Authorize Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Trane Technologies Plc	TT	3/06/2021	Renew Directors' Authority to Issue Shares for Cash	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Trane Technologies Plc	TT	3/06/2021	Authorize Reissuance of Repurchased Shares	For	For	A vote FOR this resolution is warranted. This is a routine item for the companies incorporated in Ireland and no significant concerns have been identified.
Resideo Technologies, Inc.	REZI	9/06/2021	Elect Director Roger Fradin	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.
Resideo Technologies, Inc.	REZI	9/06/2021	Elect Director Nina Richardson	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.
Resideo Technologies, Inc.	REZI	9/06/2021	Elect Director Andrew Teich	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.
Resideo Technologies, Inc.	REZI	9/06/2021	Elect Director Kareem Yusuf	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.
Resideo Technologies, Inc.	REZI	9/06/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	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.
Resideo Technologies, Inc.	REZI	9/06/2021	Ratify Deloitte & Touche LLP as Auditors	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	9/06/2021	Provide Right to Act by Written Consent	Against	For	A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.
Delta Electronics, Inc.	2308	11/06/2021	Approve Financial Statements	For	For	A vote FOR is merited for this routine resolution because no concerns have been identified.
Delta Electronics, Inc.	2308	11/06/2021	Approve Profit Distribution	For	For	A vote FOR is warranted because the proposed payout is considered reasonable.
Delta Electronics, Inc.	2308	11/06/2021	Elect YANCEY HAI, with SHAREHOLDER NO.38010, as Non-Independent Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Delta Electronics, Inc.	2308	11/06/2021	Elect MARK KO, with Shareholder No. 15314, as Non-Independent Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Delta Electronics, Inc.	2308	11/06/2021	Elect BRUCE CH CHENG, with SHAREHOLDER NO.1, as Non-Independent Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Delta Electronics, Inc.	2308	11/06/2021	Elect PING CHENG, with SHAREHOLDER NO.43, as Non-Independent Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Delta Electronics, Inc.	2308	11/06/2021	Elect SIMON CHANG, with SHAREHOLDER NO.19, as Non-Independent Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Delta Electronics, Inc.	2308	11/06/2021	Elect VICTOR CHENG, with SHAREHOLDER NO.44, as Non-Independent Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Delta Electronics, Inc.	2308	11/06/2021	Elect JI-REN LEE, with ID NO.Y120143XXX, as Independent Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Delta Electronics, Inc.	2308	11/06/2021	Elect SHYUE-CHING LU, with ID NO.H100330XXX, as Independent Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Delta Electronics, Inc.	2308	11/06/2021	Elect ROSE TSOU, with ID NO.E220471XXX, as Independent Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Delta Electronics, Inc.	2308	11/06/2021	Elect JACK J.T. HUANG, with ID NO.A100320XXX, as Independent Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Delta Electronics, Inc.	2308	11/06/2021	Approve Release of Restrictions of Competitive Activities of Directors	For	For	A vote FOR is warranted because sufficient details have been provided regarding the proposal and no significant concern relating to outside board positions has been identified.
Blink Charging Co.	BLNK	15/06/2021	Elect Director Michael D. Farkas	For	For	WITHHOLD votes are warranted for Audit Committee members Jack Levine, Kenneth Marks, and Ritsaart van Montfrans for failing to address the material weaknesses in the company's internal controls in consecutive years.WITHHOLD votes are warranted for incumbent Nominating Committee members Jack Levine and Louis Buffalino for lack of diversity on the board.A vote FOR the remaining director nominees is warranted.
Blink Charging Co.	BLNK	15/06/2021	Elect Director Brendan S. Jones	For	For	WITHHOLD votes are warranted for Audit Committee members Jack Levine, Kenneth Marks, and Ritsaart van Montfrans for failing to address the material weaknesses in the company's internal controls in consecutive years.WITHHOLD votes are warranted for incumbent Nominating Committee members Jack Levine and Louis Buffalino for lack of diversity on the board.A vote FOR the remaining director nominees is warranted.
Blink Charging Co.	BLNK	15/06/2021	Elect Director Louis R. Buffalino	For	Withhold	WITHHOLD votes are warranted for Audit Committee members Jack Levine, Kenneth Marks, and Ritsaart van Montfrans for failing to address the material weaknesses in the company's internal controls in consecutive years.WITHHOLD votes are warranted for incumbent Nominating Committee members Jack Levine and Louis Buffalino for lack of diversity on the board.A vote FOR the remaining director nominees is warranted.
Blink Charging Co.	BLNK	15/06/2021	Elect Director Jack Levine	For	Withhold	WITHHOLD votes are warranted for Audit Committee members Jack Levine, Kenneth Marks, and Ritsaart van Montfrans for failing to address the material weaknesses in the company's internal controls in consecutive years.WITHHOLD votes are warranted for incumbent Nominating Committee members Jack Levine and Louis Buffalino for lack of diversity on the board.A vote FOR the remaining director nominees is warranted.
Blink Charging Co.	BLNK	15/06/2021	Elect Director Kenneth R. Marks	For	Withhold	WITHHOLD votes are warranted for Audit Committee members Jack Levine, Kenneth Marks, and Ritsaart van Montfrans for failing to address the material weaknesses in the company's internal controls in consecutive years.WITHHOLD votes are warranted for incumbent Nominating Committee members Jack Levine and Louis Buffalino for lack of diversity on the board.A vote FOR the remaining director nominees is warranted.
Blink Charging Co.	BLNK	15/06/2021	Elect Director Ritsaart J.M. van Montfrans	For	Withhold	WITHHOLD votes are warranted for Audit Committee members Jack Levine, Kenneth Marks, and Ritsaart van Montfrans for failing to address the material weaknesses in the company's internal controls in consecutive years.WITHHOLD votes are warranted for incumbent Nominating Committee members Jack Levine and Louis Buffalino for lack of diversity on the board.A vote FOR the remaining director nominees is warranted.

Blink Charging Co.	BLNK	15/06/2021	Elect Director Carmen M. Perez-Carlton	For	For	WITHHOLD votes are warranted for Audit Committee members Jack Levine, Kenneth Marks, and Ritsaart van Montfrans for failing to address the material weaknesses in the company's internal controls in consecutive years. WITHHOLD votes are warranted for incumbent Nominating Committee members Jack Levine and Louis Buffalino for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Blink Charging Co.	BLNK	15/06/2021	Ratify Marcum LLP as Auditors	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	15/06/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	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.
Ceres Power Holdings plc	CWR	17/06/2021	Reappoint BDO LLP as Auditors and Authorise Their Remuneration	For	For	A vote FOR this item is warranted as no significant concerns have been identified.
Ceres Power Holdings plc	CWR	17/06/2021	Elect William Brown as Director	For	For	Votes AGAINST incumbent Nominating Committee members Stephen (Steve) Callaghan and Aidan Hughes are warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Ceres Power Holdings plc	CWR	17/06/2021	Re-elect Philip Caldwell as Director	For	For	Votes AGAINST incumbent Nominating Committee members Stephen (Steve) Callaghan and Aidan Hughes are warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Ceres Power Holdings plc	CWR	17/06/2021	Re-elect Stephen Callaghan as Director	For	Against	Votes AGAINST incumbent Nominating Committee members Stephen (Steve) Callaghan and Aidan Hughes are warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Ceres Power Holdings plc	CWR	17/06/2021	Re-elect Aidan Hughes as Director	For	Against	Votes AGAINST incumbent Nominating Committee members Stephen (Steve) Callaghan and Aidan Hughes are warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Ceres Power Holdings plc	CWR	17/06/2021	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Ceres Power Holdings plc	CWR	17/06/2021	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.
Ceres Power Holdings plc	CWR	17/06/2021	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.
McPhy Energy SA	MCPHY	17/06/2021	Approve Financial Statements and Statutory Reports	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	17/06/2021	Approve Treatment of Losses	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.
McPhy Energy SA	MCPHY	17/06/2021	Approve Transfer From Carry Forward Account to Issuance Premium Account	For	For	A vote FOR this routine accounting measure is warranted.
McPhy Energy SA	MCPHY	17/06/2021	Approve Consolidated Financial Statements and Statutory Reports	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	17/06/2021	Approve Auditors' Special Report on Related-Party Transactions	For	For	This proposal warrants a qualified vote FOR as Pascal Mauberger, Chairman and former CEO, is providing consulting services.
McPhy Energy SA	MCPHY	17/06/2021	Approve Compensation Report of Corporate Officers	For	For	A vote FOR this remuneration report is warranted but is not without concerns as: * The resolutions linked to the remuneration (report and policy) of the CEO received substantial shareholder dissent at last year AGM and the company does not disclose whether and how this shareholder discontent has been taken into account.
McPhy Energy SA	MCPHY	17/06/2021	Approve Compensation of Pascal Mauberger, Chairman of the Board	For	For	A vote FOR this remuneration report is warranted but is not without concerns as: * The Chairman is mainly remunerated through a Related-Party Transaction
McPhy Energy SA	MCPHY	17/06/2021	Approve Compensation of Laurent Carme, CEO	For	Against	A vote AGAINST this remuneration report is warranted because: * The company fails to disclose achievement level of the bonus as well as respectively quantitative and qualitative bonus criteria; * The LTIP granted is not subject to performance conditions; * The CEO received an exceptional payment amounting to EUR 150,000 and the company fails to provide a compelling rationale;
McPhy Energy SA	MCPHY	17/06/2021	Approve Remuneration Policy of Directors	For	For	A vote FOR the remuneration policy of Directors is warranted because it does not raise any significant concern (Item 9). A vote FOR the aggregate amount is warranted but is not without concerns as the increase of 118% is not fully justified by the company (Item 10). A vote FOR the remuneration policy of the Chairman is warranted but is not without concerns as the Chairman is partly remunerated through a Related-Party Transaction (Item 11).
McPhy Energy SA	MCPHY	17/06/2021	Approve Remuneration Policy of Chairman of the Board	For	For	A vote FOR the remuneration policy of Directors is warranted because it does not raise any significant concern (Item 9). A vote FOR the aggregate amount is warranted but is not without concerns as the increase of 118% is not fully justified by the company (Item 10). A vote FOR the remuneration policy of the Chairman is warranted but is not without concerns as the Chairman is partly remunerated through a Related-Party Transaction (Item 11).
McPhy Energy SA	MCPHY	17/06/2021	Approve Remuneration Policy of CEO	For	Against	A vote AGAINST this remuneration policy is warranted because: * The derogation policy is too vague. * There is a limited disclosure of the variable compensation criteria. * There are no details on the LTIP to be granted to the CEO.
McPhy Energy SA	MCPHY	17/06/2021	Amend Article 14 of Bylaws Re: Directors Length of Term	For	For	Votes FOR Items 13, 38, 39 and 40 are warranted in the absence of specific concerns. Item 37 merits a vote FOR as neutral and positive provisions in these new articles outweigh any negative ones. However, the ratification of the new articles does not allow piecemeal voting by shareholders, who are presented with an all-or-nothing choice.
McPhy Energy SA	MCPHY	17/06/2021	Reelect Pascal Mauberger as Director	For	Against	* Votes FOR the reelections of these independent nominees are warranted in the absence of specific concerns (Items 18, 19, 20 and 21). * Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (including all board members: 40.0 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 40.0 percent vs 50 percent recommended) (Items 14, 15, 16 and 17).
McPhy Energy SA	MCPHY	17/06/2021	Reelect BPI France Investissement as Director	For	Against	* Votes FOR the reelections of these independent nominees are warranted in the absence of specific concerns (Items 18, 19, 20 and 21). * Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (including all board members: 40.0 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 40.0 percent vs 50 percent recommended) (Items 14, 15, 16 and 17).
McPhy Energy SA	MCPHY	17/06/2021	Reelect EDF Pulse Croissance Holding as Director	For	Against	* Votes FOR the reelections of these independent nominees are warranted in the absence of specific concerns (Items 18, 19, 20 and 21). * Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (including all board members: 40.0 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 40.0 percent vs 50 percent recommended) (Items 14, 15, 16 and 17).
McPhy Energy SA	MCPHY	17/06/2021	Reelect Emmanuelle Salles as Director	For	Against	* Votes FOR the reelections of these independent nominees are warranted in the absence of specific concerns (Items 18, 19, 20 and 21). * Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (including all board members: 40.0 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 40.0 percent vs 50 percent recommended) (Items 14, 15, 16 and 17).
McPhy Energy SA	MCPHY	17/06/2021	Reelect Leopold Demiddeleer as Director	For	For	* Votes FOR the reelections of these independent nominees are warranted in the absence of specific concerns (Items 18, 19, 20 and 21). * Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (including all board members: 40.0 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 40.0 percent vs 50 percent recommended) (Items 14, 15, 16 and 17).
McPhy Energy SA	MCPHY	17/06/2021	Reelect Luc Poyer as Director	For	For	* Votes FOR the reelections of these independent nominees are warranted in the absence of specific concerns (Items 18, 19, 20 and 21). * Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (including all board members: 40.0 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 40.0 percent vs 50 percent recommended) (Items 14, 15, 16 and 17).
McPhy Energy SA	MCPHY	17/06/2021	Reelect Eleonore Joder as Director	For	For	* Votes FOR the reelections of these independent nominees are warranted in the absence of specific concerns (Items 18, 19, 20 and 21). * Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (including all board members: 40.0 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 40.0 percent vs 50 percent recommended) (Items 14, 15, 16 and 17).
McPhy Energy SA	MCPHY	17/06/2021	Reelect Myriam Maestroni as Director	For	For	* Votes FOR the reelections of these independent nominees are warranted in the absence of specific concerns (Items 18, 19, 20 and 21). * Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (including all board members: 40.0 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 40.0 percent vs 50 percent recommended) (Items 14, 15, 16 and 17).
McPhy Energy SA	MCPHY	17/06/2021	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For	A vote FOR this item is warranted as such share capital reductions are favorable to shareholders.

McPhy Energy SA	MCPHY	17/06/2021	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 330,000	For	For	* Votes AGAINST Items 24, 28 and 30 are warranted as the possibility of use during a takeover period is not excluded.* Vote AGAINST Items 24, 25, 28 and 29 are warranted as their proposed volume does not respect the recommended guidelines for issuances without preemptive rights (in addition to item 26).* Votes FOR the authorizations under Items 23, 26, and are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights.* Votes AGAINST Items 25 and 27 are warranted as the maximum discount allowed (15% for Item 25 and 20% for Item 27) goes beyond the acceptable limit of 10 percent.* A vote FOR the total limit proposed under Item 32 is warranted as it limits shareholder dilution.
McPhy Energy SA	MCPHY	17/06/2021	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 330,000	For	Against	* Votes AGAINST Items 24, 28 and 30 are warranted as the possibility of use during a takeover period is not excluded.* Vote AGAINST Items 24, 25, 28 and 29 are warranted as their proposed volume does not respect the recommended guidelines for issuances without preemptive rights (in addition to item 26).* Votes FOR the authorizations under Items 23, 26, and are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights.* Votes AGAINST Items 25 and 27 are warranted as the maximum discount allowed (15% for Item 25 and 20% for Item 27) goes beyond the acceptable limit of 10 percent.* A vote FOR the total limit proposed under Item 32 is warranted as it limits shareholder dilution.
McPhy Energy SA	MCPHY	17/06/2021	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 330,000	For	Against	* Votes AGAINST Items 24, 28 and 30 are warranted as the possibility of use during a takeover period is not excluded.* Vote AGAINST Items 24, 25, 28 and 29 are warranted as their proposed volume does not respect the recommended guidelines for issuances without preemptive rights (in addition to item 26).* Votes FOR the authorizations under Items 23, 26, and are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights.* Votes AGAINST Items 25 and 27 are warranted as the maximum discount allowed (15% for Item 25 and 20% for Item 27) goes beyond the acceptable limit of 10 percent.* A vote FOR the total limit proposed under Item 32 is warranted as it limits shareholder dilution.
McPhy Energy SA	MCPHY	17/06/2021	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 330,000	For	For	* Votes AGAINST Items 24, 28 and 30 are warranted as the possibility of use during a takeover period is not excluded.* Vote AGAINST Items 24, 25, 28 and 29 are warranted as their proposed volume does not respect the recommended guidelines for issuances without preemptive rights (in addition to item 26).* Votes FOR the authorizations under Items 23, 26, and are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights.* Votes AGAINST Items 25 and 27 are warranted as the maximum discount allowed (15% for Item 25 and 20% for Item 27) goes beyond the acceptable limit of 10 percent.* A vote FOR the total limit proposed under Item 32 is warranted as it limits shareholder dilution.
McPhy Energy SA	MCPHY	17/06/2021	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	For	Against	* Votes AGAINST Items 24, 28 and 30 are warranted as the possibility of use during a takeover period is not excluded.* Vote AGAINST Items 24, 25, 28 and 29 are warranted as their proposed volume does not respect the recommended guidelines for issuances without preemptive rights (in addition to item 26).* Votes FOR the authorizations under Items 23, 26, and are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights.* Votes AGAINST Items 25 and 27 are warranted as the maximum discount allowed (15% for Item 25 and 20% for Item 27) goes beyond the acceptable limit of 10 percent.* A vote FOR the total limit proposed under Item 32 is warranted as it limits shareholder dilution.
McPhy Energy SA	MCPHY	17/06/2021	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 23 to 26	For	Against	* Votes AGAINST Items 24, 28 and 30 are warranted as the possibility of use during a takeover period is not excluded.* Vote AGAINST Items 24, 25, 28 and 29 are warranted as their proposed volume does not respect the recommended guidelines for issuances without preemptive rights (in addition to item 26).* Votes FOR the authorizations under Items 23, 26, and are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights.* Votes AGAINST Items 25 and 27 are warranted as the maximum discount allowed (15% for Item 25 and 20% for Item 27) goes beyond the acceptable limit of 10 percent.* A vote FOR the total limit proposed under Item 32 is warranted as it limits shareholder dilution.
McPhy Energy SA	MCPHY	17/06/2021	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	Against	* Votes AGAINST Items 24, 28 and 30 are warranted as the possibility of use during a takeover period is not excluded.* Vote AGAINST Items 24, 25, 28 and 29 are warranted as their proposed volume does not respect the recommended guidelines for issuances without preemptive rights (in addition to item 26).* Votes FOR the authorizations under Items 23, 26, and are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights.* Votes AGAINST Items 25 and 27 are warranted as the maximum discount allowed (15% for Item 25 and 20% for Item 27) goes beyond the acceptable limit of 10 percent.* A vote FOR the total limit proposed under Item 32 is warranted as it limits shareholder dilution.
McPhy Energy SA	MCPHY	17/06/2021	Authorize Capital Increase of Up to EUR 330,000 for Future Exchange Offers	For	Against	* Votes AGAINST Items 24, 28 and 30 are warranted as the possibility of use during a takeover period is not excluded.* Vote AGAINST Items 24, 25, 28 and 29 are warranted as their proposed volume does not respect the recommended guidelines for issuances without preemptive rights (in addition to item 26).* Votes FOR the authorizations under Items 23, 26, and are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights.* Votes AGAINST Items 25 and 27 are warranted as the maximum discount allowed (15% for Item 25 and 20% for Item 27) goes beyond the acceptable limit of 10 percent.* A vote FOR the total limit proposed under Item 32 is warranted as it limits shareholder dilution.
McPhy Energy SA	MCPHY	17/06/2021	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For	A vote FOR this authorization is warranted in the absence of specific concerns.
McPhy Energy SA	MCPHY	17/06/2021	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 23 to 31 at EUR 379,500	For	For	* Votes AGAINST Items 24, 28 and 30 are warranted as the possibility of use during a takeover period is not excluded.* Vote AGAINST Items 24, 25, 28 and 29 are warranted as their proposed volume does not respect the recommended guidelines for issuances without preemptive rights (in addition to item 26).* Votes FOR the authorizations under Items 23, 26, and are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights.* Votes AGAINST Items 25 and 27 are warranted as the maximum discount allowed (15% for Item 25 and 20% for Item 27) goes beyond the acceptable limit of 10 percent.* A vote FOR the total limit proposed under Item 32 is warranted as it limits shareholder dilution.
McPhy Energy SA	MCPHY	17/06/2021	Authorize up to 251,238 Shares for Use in Restricted Stock Plans	For	Against	A vote AGAINST this resolution is warranted because:* There is no disclosure of the performance conditions.* The vesting period is not sufficiently long-term oriented.* The performance period is not disclosed.* The burn rate exceeds the sector cap, and there is no public commitment from the company to address this issue.
McPhy Energy SA	MCPHY	17/06/2021	Approve Issuance of up to 251,238 Warrants (BSPCE 2021) Reserved for Specific Beneficiaries	For	Against	A vote AGAINST this resolution is warranted because:* No information is available on the existence of performance conditions.* The burn rate exceeds the sector cap, and there is no public commitment from the company to address this issue.* Grants of equity based instruments to non-executives goes against recommended guidelines.
McPhy Energy SA	MCPHY	17/06/2021	Approve Issuance of up to 251,238 Warrants (BSA 2021) Reserved for Directors and Consultants	For	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.* The burn rate exceeds the sector cap, and there is no public commitment from the company to address this issue.
McPhy Energy SA	MCPHY	17/06/2021	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 33 to 35 at EUR 30,148.56	For	For	A vote FOR this limit is warranted as it limits shareholders dilution.
McPhy Energy SA	MCPHY	17/06/2021	Ratify Amendments of Bylaws Following Item 28 of 20 May 2020 Meeting	For	For	Votes FOR Items 13, 38, 39 and 40 are warranted in the absence of specific concerns.Item 37 merits a vote FOR as neutral and positive provisions in these new articles outweigh any negative ones. However, the ratification of the new articles does not allow piecemeal voting by shareholders, who are presented with an all-or-nothing choice.
McPhy Energy SA	MCPHY	17/06/2021	Amend Article 3 of Bylaws Re: Corporate Purpose	For	For	Votes FOR Items 13, 38, 39 and 40 are warranted in the absence of specific concerns.Item 37 merits a vote FOR as neutral and positive provisions in these new articles outweigh any negative ones. However, the ratification of the new articles does not allow piecemeal voting by shareholders, who are presented with an all-or-nothing choice.
McPhy Energy SA	MCPHY	17/06/2021	Amend Article 16 of Bylaws Re: Meetings of Board of Directors	For	For	Votes FOR Items 13, 38, 39 and 40 are warranted in the absence of specific concerns.Item 37 merits a vote FOR as neutral and positive provisions in these new articles outweigh any negative ones. However, the ratification of the new articles does not allow piecemeal voting by shareholders, who are presented with an all-or-nothing choice.
McPhy Energy SA	MCPHY	17/06/2021	Amend Article 18 of Bylaws Re: Censors	For	For	Votes FOR Items 13, 38, 39 and 40 are warranted in the absence of specific concerns.Item 37 merits a vote FOR as neutral and positive provisions in these new articles outweigh any negative ones. However, the ratification of the new articles does not allow piecemeal voting by shareholders, who are presented with an all-or-nothing choice.
McPhy Energy SA	MCPHY	17/06/2021	Authorize Filing of Required Documents/Other Formalities	For	For	A vote FOR this routine item is warranted.
Simplo Technology Co., Ltd.	6121	17/06/2021	Approve Business Operations Report and Financial Statements	For	For	A vote FOR is merited for this routine resolution because no concerns have been identified.
Simplo Technology Co., Ltd.	6121	17/06/2021	Approve Plan on Profit Distribution	For	For	A vote FOR is warranted because the proposed payout is considered reasonable.
Simplo Technology Co., Ltd.	6121	17/06/2021	Approve Amendment to Rules and Procedures for Election of Directors	For	For	A vote FOR is warranted given that the amendments are mostly technical in nature and meant to align with regulations.
Zoom Video Communications, Inc.	ZM	17/06/2021	Elect Director Jonathan Chadwick	For	Withhold	WITHHOLD votes are warranted for incumbent director nominees Daniel (Dan) Scheinman, Jonathan Chadwick, and Kimberly (Kim) Hammonds 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 director nominees Daniel (Dan) Scheinman, Jonathan Chadwick, and Kimberly (Kim) Hammonds given the board's failure to remove the problematic capital structure or subject it to a less onerous sunset requirement.
Zoom Video Communications, Inc.	ZM	17/06/2021	Elect Director Kimberly L. Hammonds	For	Withhold	WITHHOLD votes are warranted for incumbent director nominees Daniel (Dan) Scheinman, Jonathan Chadwick, and Kimberly (Kim) Hammonds 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 director nominees Daniel (Dan) Scheinman, Jonathan Chadwick, and Kimberly (Kim) Hammonds given the board's failure to remove the problematic capital structure or subject it to a less onerous sunset requirement.

Zoom Video Communications, Inc.	ZM	17/06/2021	Elect Director Dan Scheinman	For	Withhold	WITHHOLD votes are warranted for incumbent director nominees Daniel (Dan) Scheinman, Jonathan Chadwick, and Kimberly (Kim) Hammonds 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 director nominees Daniel (Dan) Scheinman, Jonathan Chadwick, and Kimberly (Kim) Hammonds given the board's failure to remove the problematic capital structure or subject it to a less onerous sunset requirement.
Zoom Video Communications, Inc.	ZM	17/06/2021	Ratify KPMG LLP as Auditors	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	17/06/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	A vote AGAINST this proposal is warranted. Although annual incentives are entirely performance-based, there are significant concerns regarding two large equity awards relating to promotion and new-hire that lack performance vesting criteria. These awards contributed to outsized total pay for two NEOs that exceeded the median CEO pay for company peers.
Zoom Video Communications, Inc.	ZM	17/06/2021	Advisory Vote on Say on Pay Frequency	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.
GCL-Poly Energy Holdings Limited	3800	18/06/2021	Approve Three Gorges Second Phase Share Purchase Agreements in Relation to the Three Gorges Second Phase Disposals and Related Transactions	For	For	A vote FOR this resolution is warranted given the following:* The proposed disposal is in line with the group's business strategy of implementing an asset-light business model, which aims to reduce the group's debt level and interest rate exposure.* The proceeds from the disposal will be used towards further repayment of the company's debts, which is expected to improve the group's financial position.* The consideration is deemed reasonable given the premium over the aggregate net asset value of the Target Companies.
GCL-Poly Energy Holdings Limited	3800	18/06/2021	Approve Weining Third Phase Share Purchase Agreements in Relation to the Weining Third Phase Disposals and Related Transactions	For	For	A vote FOR this resolution is warranted given the following:* The proposed disposal is in line with the group's business strategy of implementing an asset-light business model, which aims to reduce the group's debt level and interest rate exposure.* The proceeds from the disposal will be used towards further repayment of the company's debts, which is expected to improve the group's financial position.* The consideration is deemed reasonable given the premium over the aggregate net asset value of the Target Companies.
Renova, Inc. (Japan)	9519	18/06/2021	Elect Director Semmoto, Sachio	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Renova, Inc. (Japan)	9519	18/06/2021	Elect Director Kiminami, Yosuke	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Renova, Inc. (Japan)	9519	18/06/2021	Elect Director Suyama, Isamu	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Renova, Inc. (Japan)	9519	18/06/2021	Elect Director Yamaguchi, Kazushi	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Renova, Inc. (Japan)	9519	18/06/2021	Elect Director Minamikawa, Hideki	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Renova, Inc. (Japan)	9519	18/06/2021	Elect Director Kawana, Koichi	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 under the law.
Renova, Inc. (Japan)	9519	18/06/2021	Elect Director Zeniya, Miyuki	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 under the law.
Renova, Inc. (Japan)	9519	18/06/2021	Elect Director Shimada, Naoki	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Renova, Inc. (Japan)	9519	18/06/2021	Elect Director Yamazaki, Mayuka	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Renova, Inc. (Japan)	9519	18/06/2021	Appoint Statutory Auditor Sada, Toshiaki	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Renova, Inc. (Japan)	9519	18/06/2021	Appoint Statutory Auditor Wakamatsu, Hiroyuki	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Renova, Inc. (Japan)	9519	18/06/2021	Appoint Alternate Statutory Auditor Ando, Junichiro	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
Renova, Inc. (Japan)	9519	18/06/2021	Approve Trust-Type Equity Compensation Plan	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.
East Japan Railway Co.	9020	22/06/2021	Approve Allocation of Income, With a Final Dividend of JPY 50	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	22/06/2021	Elect Director Tomita, Tetsuro	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
East Japan Railway Co.	9020	22/06/2021	Elect Director Fukasawa, Yuji	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
East Japan Railway Co.	9020	22/06/2021	Elect Director Kise, Yoichi	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
East Japan Railway Co.	9020	22/06/2021	Elect Director Ise, Katsumi	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
East Japan Railway Co.	9020	22/06/2021	Elect Director Ichikawa, Totoro	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
East Japan Railway Co.	9020	22/06/2021	Elect Director Sakai, Kiwamu	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
East Japan Railway Co.	9020	22/06/2021	Elect Director Ouchi, Atsushi	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
East Japan Railway Co.	9020	22/06/2021	Elect Director Ito, Atsuko	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
East Japan Railway Co.	9020	22/06/2021	Elect Director Ito, Motoshige	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
East Japan Railway Co.	9020	22/06/2021	Elect Director Amano, Reiko	For	For	A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.
East Japan Railway Co.	9020	22/06/2021	Elect Director Sakuyama, Masaki	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 under the law.
East Japan Railway Co.	9020	22/06/2021	Elect Director Kawamoto, Hiroko	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 under the law.
East Japan Railway Co.	9020	22/06/2021	Appoint Statutory Auditor Mori, Kimitaka	For	Against	A vote AGAINST this nominee is warranted because:* The outside statutory auditor nominee's affiliation with the company could compromise independence.
Canadian Solar Inc.	CSIQ	23/06/2021	Fix Number of Directors at Nine	For	For	A vote FOR this proposal is warranted as the proposed change is minor and is not motivated by a desire to entrench management.
Canadian Solar Inc.	CSIQ	23/06/2021	Elect Director Shawn (Xiaohua) Qu	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.
Canadian Solar Inc.	CSIQ	23/06/2021	Elect Director Karl E. Olsoni	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.
Canadian Solar Inc.	CSIQ	23/06/2021	Elect Director Harry E. Ruda	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.
Canadian Solar Inc.	CSIQ	23/06/2021	Elect Director Lauren C. Templeton	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.
Canadian Solar Inc.	CSIQ	23/06/2021	Elect Director Andrew (Luen Cheung) Wong	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.
Canadian Solar Inc.	CSIQ	23/06/2021	Elect Director Arthur (Lap Tat) Wong	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.
Canadian Solar Inc.	CSIQ	23/06/2021	Elect Director Leslie Li Hsien Chang	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.
Canadian Solar Inc.	CSIQ	23/06/2021	Elect Director Yan Zhuang	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.

Canadian Solar Inc.	CSIQ	23/06/2021	Elect Director Huifeng Chang	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.
Canadian Solar Inc.	CSIQ	23/06/2021	Approve Deloitte Touche Tohmatsu Certified Public Accountants LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For	A vote FOR this item is warranted because only 7.46 percent of the fees paid to the auditor are for non-audit purposes.
Carbios SA	ALCRB	23/06/2021	Approve Financial Statements and Discharge Directors	For	For	A vote FOR this proposal is warranted in the absence of any specific concern.
Carbios SA	ALCRB	23/06/2021	Approve Non-Deductible Expenses	For	For	A vote FOR this routine tax-related proposal is warranted.
Carbios SA	ALCRB	23/06/2021	Approve Treatment of Losses	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	23/06/2021	Approve Transfer From Carry Forward Account to Issuance Premium Account	For	For	A vote FOR this routine accounting measure //tax-related proposal is warranted.
Carbios SA	ALCRB	23/06/2021	Approve Auditors' Special Report on Related-Party Transactions	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	23/06/2021	Reelect Jean-Claude Lumaret as Director	For	Against	* In the absence of specific concerns, a vote FOR this proposal is warranted (Item 9)* Votes AGAINST board members (Ian Hudson, Alain Chevallier, Mieke Jacobs, Vincent Kamel, Jacqueline Lecourtier, Philippe Pouletty, Laurent Schmitt and Nicolas Seeboth) are warranted as the overall level of independence lies below one-third of board members (Item 7,8,10,11,12,13,14 and 15).* A vote AGAINST item 6 is warranted because the candidate is an executive who sits on a key committee.* A vote AGAINST item 11 is warranted because the candidate is in an overboarding situation.
Carbios SA	ALCRB	23/06/2021	Reelect Ian Hudson as Director	For	Against	* In the absence of specific concerns, a vote FOR this proposal is warranted (Item 9)* Votes AGAINST board members (Ian Hudson, Alain Chevallier, Mieke Jacobs, Vincent Kamel, Jacqueline Lecourtier, Philippe Pouletty, Laurent Schmitt and Nicolas Seeboth) are warranted as the overall level of independence lies below one-third of board members (Item 7,8,10,11,12,13,14 and 15).* A vote AGAINST item 6 is warranted because the candidate is an executive who sits on a key committee.* A vote AGAINST item 11 is warranted because the candidate is in an overboarding situation.
Carbios SA	ALCRB	23/06/2021	Reelect Alain Chevallier as Director	For	Against	* In the absence of specific concerns, a vote FOR this proposal is warranted (Item 9)* Votes AGAINST board members (Ian Hudson, Alain Chevallier, Mieke Jacobs, Vincent Kamel, Jacqueline Lecourtier, Philippe Pouletty, Laurent Schmitt and Nicolas Seeboth) are warranted as the overall level of independence lies below one-third of board members (Item 7,8,10,11,12,13,14 and 15).* A vote AGAINST item 6 is warranted because the candidate is an executive who sits on a key committee.* A vote AGAINST item 11 is warranted because the candidate is in an overboarding situation.
Carbios SA	ALCRB	23/06/2021	Reelect Jacques Breuil as Director	For	For	* In the absence of specific concerns, a vote FOR this proposal is warranted (Item 9)* Votes AGAINST board members (Ian Hudson, Alain Chevallier, Mieke Jacobs, Vincent Kamel, Jacqueline Lecourtier, Philippe Pouletty, Laurent Schmitt and Nicolas Seeboth) are warranted as the overall level of independence lies below one-third of board members (Item 7,8,10,11,12,13,14 and 15).* A vote AGAINST item 6 is warranted because the candidate is an executive who sits on a key committee.* A vote AGAINST item 11 is warranted because the candidate is in an overboarding situation.
Carbios SA	ALCRB	23/06/2021	Reelect Jacqueline Lecourtier as Director	For	Against	* In the absence of specific concerns, a vote FOR this proposal is warranted (Item 9)* Votes AGAINST board members (Ian Hudson, Alain Chevallier, Mieke Jacobs, Vincent Kamel, Jacqueline Lecourtier, Philippe Pouletty, Laurent Schmitt and Nicolas Seeboth) are warranted as the overall level of independence lies below one-third of board members (Item 7,8,10,11,12,13,14 and 15).* A vote AGAINST item 6 is warranted because the candidate is an executive who sits on a key committee.* A vote AGAINST item 11 is warranted because the candidate is in an overboarding situation.
Carbios SA	ALCRB	23/06/2021	Reelect Truffle Capital as Director	For	Against	* In the absence of specific concerns, a vote FOR this proposal is warranted (Item 9)* Votes AGAINST board members (Ian Hudson, Alain Chevallier, Mieke Jacobs, Vincent Kamel, Jacqueline Lecourtier, Philippe Pouletty, Laurent Schmitt and Nicolas Seeboth) are warranted as the overall level of independence lies below one-third of board members (Item 7,8,10,11,12,13,14 and 15).* A vote AGAINST item 6 is warranted because the candidate is an executive who sits on a key committee.* A vote AGAINST item 11 is warranted because the candidate is in an overboarding situation.
Carbios SA	ALCRB	23/06/2021	Elect Business Opportunities for L Oreal Development as Director	For	Against	* In the absence of specific concerns, a vote FOR this proposal is warranted (Item 9)* Votes AGAINST board members (Ian Hudson, Alain Chevallier, Mieke Jacobs, Vincent Kamel, Jacqueline Lecourtier, Philippe Pouletty, Laurent Schmitt and Nicolas Seeboth) are warranted as the overall level of independence lies below one-third of board members (Item 7,8,10,11,12,13,14 and 15).* A vote AGAINST item 6 is warranted because the candidate is an executive who sits on a key committee.* A vote AGAINST item 11 is warranted because the candidate is in an overboarding situation.
Carbios SA	ALCRB	23/06/2021	Elect Michelin Ventures as Director	For	Against	* In the absence of specific concerns, a vote FOR this proposal is warranted (Item 9)* Votes AGAINST board members (Ian Hudson, Alain Chevallier, Mieke Jacobs, Vincent Kamel, Jacqueline Lecourtier, Philippe Pouletty, Laurent Schmitt and Nicolas Seeboth) are warranted as the overall level of independence lies below one-third of board members (Item 7,8,10,11,12,13,14 and 15).* A vote AGAINST item 6 is warranted because the candidate is an executive who sits on a key committee.* A vote AGAINST item 11 is warranted because the candidate is in an overboarding situation.
Carbios SA	ALCRB	23/06/2021	Elect Vincent Kamel as Director	For	Against	* In the absence of specific concerns, a vote FOR this proposal is warranted (Item 9)* Votes AGAINST board members (Ian Hudson, Alain Chevallier, Mieke Jacobs, Vincent Kamel, Jacqueline Lecourtier, Philippe Pouletty, Laurent Schmitt and Nicolas Seeboth) are warranted as the overall level of independence lies below one-third of board members (Item 7,8,10,11,12,13,14 and 15).* A vote AGAINST item 6 is warranted because the candidate is an executive who sits on a key committee.* A vote AGAINST item 11 is warranted because the candidate is in an overboarding situation.
Carbios SA	ALCRB	23/06/2021	Elect Mieke Jacobs as Director	For	Against	* In the absence of specific concerns, a vote FOR this proposal is warranted (Item 9)* Votes AGAINST board members (Ian Hudson, Alain Chevallier, Mieke Jacobs, Vincent Kamel, Jacqueline Lecourtier, Philippe Pouletty, Laurent Schmitt and Nicolas Seeboth) are warranted as the overall level of independence lies below one-third of board members (Item 7,8,10,11,12,13,14 and 15).* A vote AGAINST item 6 is warranted because the candidate is an executive who sits on a key committee.* A vote AGAINST item 11 is warranted because the candidate is in an overboarding situation.
Carbios SA	ALCRB	23/06/2021	Approve Remuneration of Directors in the Aggregate Amount of EUR 220,000	For	For	A vote FOR is warranted in the absence of any signs of excessiveness.
Carbios SA	ALCRB	23/06/2021	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	Against	A vote AGAINST is warranted as the share repurchase program can be continued during a takeover period.
Carbios SA	ALCRB	23/06/2021	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 2.1 Million	For	Against	* Votes AGAINST the authorizations under Items 19 to 22 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 26 is warranted as it limits shareholder dilution under all authorizations together.* Votes AGAINST Items 18 to 22 are warranted as they explicitly allow the possibility of implementing capital increases during takeover periods.
Carbios SA	ALCRB	23/06/2021	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 2.1 Million	For	Against	* Votes AGAINST the authorizations under Items 19 to 22 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 26 is warranted as it limits shareholder dilution under all authorizations together.* Votes AGAINST Items 18 to 22 are warranted as they explicitly allow the possibility of implementing capital increases during takeover periods.
Carbios SA	ALCRB	23/06/2021	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 2.1 Million	For	Against	* Votes AGAINST the authorizations under Items 19 to 22 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 26 is warranted as it limits shareholder dilution under all authorizations together.* Votes AGAINST Items 18 to 22 are warranted as they explicitly allow the possibility of implementing capital increases during takeover periods.
Carbios SA	ALCRB	23/06/2021	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 2.1 Million	For	Against	* Votes AGAINST the authorizations under Items 19 to 22 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 26 is warranted as it limits shareholder dilution under all authorizations together.* Votes AGAINST Items 18 to 22 are warranted as they explicitly allow the possibility of implementing capital increases during takeover periods.
Carbios SA	ALCRB	23/06/2021	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 18 to 21	For	Against	* Votes AGAINST the authorizations under Items 19 to 22 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 26 is warranted as it limits shareholder dilution under all authorizations together.* Votes AGAINST Items 18 to 22 are warranted as they explicitly allow the possibility of implementing capital increases during takeover periods.
Carbios SA	ALCRB	23/06/2021	Approve Issuance of up to 700,000 Warrants (BSA) Reserved for Directors, Consultants, and Managers	For	Against	A vote AGAINST this resolution is warranted because:* Grants of equity-based instruments to non-executives goes against recommended guidelines.* The total aggregate volume would be in excess of recommended guidelines.* No information is available on the existence of performance conditions.* The vesting period is not disclosed.
Carbios SA	ALCRB	23/06/2021	Approve Issuance of up to 700,000 Warrants (BSPCE) Reserved for Employees and Executives	For	Against	A vote AGAINST this resolution is warranted because:* The total aggregate volume would be in excess of recommended guidelines.* No information is available on the existence of performance conditions.* The vesting period is not disclosed.

Carbios SA	ALCRB	23/06/2021	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	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	23/06/2021	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 18 to 24 at EUR 2.1 Million	For	For	* Votes AGAINST the authorizations under Items 19 to 22 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 26 is warranted as it limits shareholder dilution under all authorizations together.* Votes AGAINST Items 18 to 22 are warranted as they explicitly allow the possibility of implementing capital increases during takeover periods.
Carbios SA	ALCRB	23/06/2021	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For	A vote FOR is warranted since such share capital reductions are favorable to shareholders.
Carbios SA	ALCRB	23/06/2021	Authorize Filing of Required Documents/Other Formalities	For	For	A vote FOR this routine item is warranted.
Azbil Corp.	6845	24/06/2021	Approve Allocation of Income, with a Final Dividend of JPY 30	For	For	A vote FOR this proposal is warranted because:* There are no particular concerns with the level of the proposed dividend.
Giant Manufacturing Co., Ltd.	9921	24/06/2021	Approve Financial Statements	For	For	A vote FOR is merited for this routine resolution because no concerns have been identified.
Giant Manufacturing Co., Ltd.	9921	24/06/2021	Approve Profit Distribution	For	For	A vote FOR is warranted because the proposed payout is considered reasonable.
Giant Manufacturing Co., Ltd.	9921	24/06/2021	Approve Amendments to Articles of Association	For	For	A vote FOR is warranted given that the amendments are mostly technical in nature, meant to align with regulations and based on operational needs.
Giant Manufacturing Co., Ltd.	9921	24/06/2021	Approve Amendment to Rules and Procedures for Election of Directors	For	For	A vote FOR is warranted given that the amendments are mostly technical in nature, meant to align with regulations and based on operational needs.
Giant Manufacturing Co., Ltd.	9921	24/06/2021	Approve the Application of D.MAG (KUNSHAN) NEW MATERIAL TECHNOLOGY CO.,LTD., a Subsidiary of the Company, for its A-share Initial Public Offering (IPO) and Listing in an Overseas Securities Market	For	For	A vote FOR is warranted given the following:* The company has provided valid rationales for listing the subsidiary in China;* The issue price of the subsidiary's IPO will be determined via a book-building process and will be governed by relevant regulations in China;* The company has disclosed its intention to retain a controlling position in the subsidiary in the long run.
Giant Manufacturing Co., Ltd.	9921	24/06/2021	Elect THO, TU HSIU-CHEN (Bonnie Tu), with Shareholder No. 2, as Non-Independent Director	For	For	A vote AGAINST the non-independent director nominees under Items 6.4-6.8 is warranted for the reasons below:* the independence level will be 27.27 percent under Social Advisory Services classification, which does not meet the Social Advisory Services minimum requirement of one-third;* one of the candidates, Kinabalu Holding Company (Item 6.4), which the company has failed to disclose sufficient information such as the identity of the actual individual who will serve on the board, which limits shareholders' ability to assess the quality of its representative.A vote FOR the non-independent director nominees under Items 6.1-6.3 is warranted given their removal would be expected to have material negative impacts on shareholder value.A vote FOR all independent director nominees under Items 6.9-6.11 is warranted given the absence of any known issues concerning the nominees.
Giant Manufacturing Co., Ltd.	9921	24/06/2021	Elect LIU, YUON-CHAN (Young Liu), with Shareholder No. 22, as Non-Independent Director	For	For	A vote AGAINST the non-independent director nominees under Items 6.4-6.8 is warranted for the reasons below:* the independence level will be 27.27 percent under Social Advisory Services classification, which does not meet the Social Advisory Services minimum requirement of one-third;* one of the candidates, Kinabalu Holding Company (Item 6.4), which the company has failed to disclose sufficient information such as the identity of the actual individual who will serve on the board, which limits shareholders' ability to assess the quality of its representative.A vote FOR the non-independent director nominees under Items 6.1-6.3 is warranted given their removal would be expected to have material negative impacts on shareholder value.A vote FOR all independent director nominees under Items 6.9-6.11 is warranted given the absence of any known issues concerning the nominees.
Giant Manufacturing Co., Ltd.	9921	24/06/2021	Elect LIU, CHIN-PIAO (King Liu), with Shareholder No. 4, as Non-Independent Director	For	For	A vote AGAINST the non-independent director nominees under Items 6.4-6.8 is warranted for the reasons below:* the independence level will be 27.27 percent under Social Advisory Services classification, which does not meet the Social Advisory Services minimum requirement of one-third;* one of the candidates, Kinabalu Holding Company (Item 6.4), which the company has failed to disclose sufficient information such as the identity of the actual individual who will serve on the board, which limits shareholders' ability to assess the quality of its representative.A vote FOR the non-independent director nominees under Items 6.1-6.3 is warranted given their removal would be expected to have material negative impacts on shareholder value.A vote FOR all independent director nominees under Items 6.9-6.11 is warranted given the absence of any known issues concerning the nominees.
Giant Manufacturing Co., Ltd.	9921	24/06/2021	Elect CHIU,TA-PENG, with Shareholder No. 8, as Non-Independent Director	For	Against	A vote AGAINST the non-independent director nominees under Items 6.4-6.8 is warranted for the reasons below:* the independence level will be 27.27 percent under Social Advisory Services classification, which does not meet the Social Advisory Services minimum requirement of one-third;* one of the candidates, Kinabalu Holding Company (Item 6.4), which the company has failed to disclose sufficient information such as the identity of the actual individual who will serve on the board, which limits shareholders' ability to assess the quality of its representative.A vote FOR the non-independent director nominees under Items 6.1-6.3 is warranted given their removal would be expected to have material negative impacts on shareholder value.A vote FOR all independent director nominees under Items 6.9-6.11 is warranted given the absence of any known issues concerning the nominees.
Giant Manufacturing Co., Ltd.	9921	24/06/2021	Elect YANG,HUAI-CHING, with Shareholder No. 110, as Non-Independent Director	For	Against	A vote AGAINST the non-independent director nominees under Items 6.4-6.8 is warranted for the reasons below:* the independence level will be 27.27 percent under Social Advisory Services classification, which does not meet the Social Advisory Services minimum requirement of one-third;* one of the candidates, Kinabalu Holding Company (Item 6.4), which the company has failed to disclose sufficient information such as the identity of the actual individual who will serve on the board, which limits shareholders' ability to assess the quality of its representative.A vote FOR the non-independent director nominees under Items 6.1-6.3 is warranted given their removal would be expected to have material negative impacts on shareholder value.A vote FOR all independent director nominees under Items 6.9-6.11 is warranted given the absence of any known issues concerning the nominees.
Giant Manufacturing Co., Ltd.	9921	24/06/2021	Elect CHIU,TA-WEI, with Shareholder No. 435, as Non-Independent Director	For	Against	A vote AGAINST the non-independent director nominees under Items 6.4-6.8 is warranted for the reasons below:* the independence level will be 27.27 percent under Social Advisory Services classification, which does not meet the Social Advisory Services minimum requirement of one-third;* one of the candidates, Kinabalu Holding Company (Item 6.4), which the company has failed to disclose sufficient information such as the identity of the actual individual who will serve on the board, which limits shareholders' ability to assess the quality of its representative.A vote FOR the non-independent director nominees under Items 6.1-6.3 is warranted given their removal would be expected to have material negative impacts on shareholder value.A vote FOR all independent director nominees under Items 6.9-6.11 is warranted given the absence of any known issues concerning the nominees.
Giant Manufacturing Co., Ltd.	9921	24/06/2021	Elect THO,TZU CHIEN, with Shareholder No. 98, as Non-Independent Director	For	Against	A vote AGAINST the non-independent director nominees under Items 6.4-6.8 is warranted for the reasons below:* the independence level will be 27.27 percent under Social Advisory Services classification, which does not meet the Social Advisory Services minimum requirement of one-third;* one of the candidates, Kinabalu Holding Company (Item 6.4), which the company has failed to disclose sufficient information such as the identity of the actual individual who will serve on the board, which limits shareholders' ability to assess the quality of its representative.A vote FOR the non-independent director nominees under Items 6.1-6.3 is warranted given their removal would be expected to have material negative impacts on shareholder value.A vote FOR all independent director nominees under Items 6.9-6.11 is warranted given the absence of any known issues concerning the nominees.
Giant Manufacturing Co., Ltd.	9921	24/06/2021	Elect a Representative of Kinabalu Holding Company, with Shareholder No. 105810, as Non-Independent Director	For	Against	A vote AGAINST the non-independent director nominees under Items 6.4-6.8 is warranted for the reasons below:* the independence level will be 27.27 percent under Social Advisory Services classification, which does not meet the Social Advisory Services minimum requirement of one-third;* one of the candidates, Kinabalu Holding Company (Item 6.4), which the company has failed to disclose sufficient information such as the identity of the actual individual who will serve on the board, which limits shareholders' ability to assess the quality of its representative.A vote FOR the non-independent director nominees under Items 6.1-6.3 is warranted given their removal would be expected to have material negative impacts on shareholder value.A vote FOR all independent director nominees under Items 6.9-6.11 is warranted given the absence of any known issues concerning the nominees.
Giant Manufacturing Co., Ltd.	9921	24/06/2021	Elect CHEN,HONG-SO (Hilo Chen), with ID No. F120677XXX, as Independent Director	For	For	A vote AGAINST the non-independent director nominees under Items 6.4-6.8 is warranted for the reasons below:* the independence level will be 27.27 percent under Social Advisory Services classification, which does not meet the Social Advisory Services minimum requirement of one-third;* one of the candidates, Kinabalu Holding Company (Item 6.4), which the company has failed to disclose sufficient information such as the identity of the actual individual who will serve on the board, which limits shareholders' ability to assess the quality of its representative.A vote FOR the non-independent director nominees under Items 6.1-6.3 is warranted given their removal would be expected to have material negative impacts on shareholder value.A vote FOR all independent director nominees under Items 6.9-6.11 is warranted given the absence of any known issues concerning the nominees.

Giant Manufacturing Co., Ltd.	9921	24/06/2021	Elect LO,JUI-LIN, with ID No. L120083XXX, as Independent Director	For	For	A vote AGAINST the non-independent director nominees under Items 6.4-6.8 is warranted for the reasons below:* the independence level will be 27.27 percent under Social Advisory Services classification, which does not meet the Social Advisory Services minimum requirement of one-third;* one of the candidates, Kinabalu Holding Company (Item 6.4), which the company has failed to disclose sufficient information such as the identity of the actual individual who will serve on the board, which limits shareholders' ability to assess the quality of its representative.A vote FOR the non-independent director nominees under Items 6.1-6.3 is warranted given their removal would be expected to have material negative impacts on shareholder value.A vote FOR all independent director nominees under Items 6.9-6.11 is warranted given the absence of any known issues concerning the nominees.
Giant Manufacturing Co., Ltd.	9921	24/06/2021	Elect HO, CHUN-SHENG (Chaney Ho), with ID No. M100733XXX, as Independent Director	For	For	A vote AGAINST the non-independent director nominees under Items 6.4-6.8 is warranted for the reasons below:* the independence level will be 27.27 percent under Social Advisory Services classification, which does not meet the Social Advisory Services minimum requirement of one-third;* one of the candidates, Kinabalu Holding Company (Item 6.4), which the company has failed to disclose sufficient information such as the identity of the actual individual who will serve on the board, which limits shareholders' ability to assess the quality of its representative.A vote FOR the non-independent director nominees under Items 6.1-6.3 is warranted given their removal would be expected to have material negative impacts on shareholder value.A vote FOR all independent director nominees under Items 6.9-6.11 is warranted given the absence of any known issues concerning the nominees.
Giant Manufacturing Co., Ltd.	9921	24/06/2021	Approve Release of Restrictions of Competitive Activities of Newly Appointed Directors and Representatives	For	For	A vote FOR is warranted because sufficient details have been provided regarding the proposal and no significant concern relating to outside board positions has been identified.
Landis+Gyr Group AG	LAND	24/06/2021	Accept Financial Statements and Statutory Reports	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	24/06/2021	Approve Treatment of Net Loss	For	For	Votes FOR these resolutions are warranted due to a lack of concerns.
Landis+Gyr Group AG	LAND	24/06/2021	Approve Dividends of CHF 2.10 per Share from Capital Contribution Reserves	For	For	Votes FOR these resolutions are warranted due to a lack of concerns.
Landis+Gyr Group AG	LAND	24/06/2021	Approve Discharge of Board and Senior Management	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	24/06/2021	Approve Remuneration of Directors in the Amount of CHF 1.8 Million	For	For	A vote FOR this resolution is warranted because the proposed amount is in line with market practice.
Landis+Gyr Group AG	LAND	24/06/2021	Approve Remuneration of Executive Committee in the Amount of CHF 8.5 Million	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	24/06/2021	Reelect Andreas Umbach as Director	For	For	Votes FOR the proposed board and committee nominees are warranted.
Landis+Gyr Group AG	LAND	24/06/2021	Reelect Eric Elzvik as Director	For	For	Votes FOR the proposed board and committee nominees are warranted.
Landis+Gyr Group AG	LAND	24/06/2021	Reelect Dave Geary as Director	For	For	Votes FOR the proposed board and committee nominees are warranted.
Landis+Gyr Group AG	LAND	24/06/2021	Reelect Peter Mainz as Director	For	For	Votes FOR the proposed board and committee nominees are warranted.
Landis+Gyr Group AG	LAND	24/06/2021	Reelect Soren Sorensen as Director	For	For	Votes FOR the proposed board and committee nominees are warranted.
Landis+Gyr Group AG	LAND	24/06/2021	Reelect Andreas Spreiter as Director	For	For	Votes FOR the proposed board and committee nominees are warranted.
Landis+Gyr Group AG	LAND	24/06/2021	Reelect Christina Stercken as Director	For	For	Votes FOR the proposed board and committee nominees are warranted.
Landis+Gyr Group AG	LAND	24/06/2021	Elect Lauren Tolson as Director	For	For	Votes FOR the proposed board and committee nominees are warranted.
Landis+Gyr Group AG	LAND	24/06/2021	Reelect Andreas Umbach as Board Chairman	For	For	Votes FOR the proposed board and committee nominees are warranted.
Landis+Gyr Group AG	LAND	24/06/2021	Reappoint Eric Elzvik as Member of the Compensation Committee	For	For	Votes FOR the proposed board and committee nominees are warranted.
Landis+Gyr Group AG	LAND	24/06/2021	Reappoint Dave Geary as Member of the Compensation Committee	For	For	Votes FOR the proposed board and committee nominees are warranted.
Landis+Gyr Group AG	LAND	24/06/2021	Reappoint Peter Mainz as Member of the Compensation Committee	For	For	Votes FOR the proposed board and committee nominees are warranted.
Landis+Gyr Group AG	LAND	24/06/2021	Ratify PricewaterhouseCoopers AG as Auditors	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Landis+Gyr Group AG	LAND	24/06/2021	Designate Roger Foehn as Independent Proxy	For	For	A vote FOR this proposal is warranted due to a lack of concerns.
Landis+Gyr Group AG	LAND	24/06/2021	Transact Other Business (Voting)	For	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.
China High Speed Transmission Equipment Group Co., Ltd.	658	25/06/2021	Accept Financial Statements and Statutory Reports	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.
China High Speed Transmission Equipment Group Co., Ltd.	658	25/06/2021	Elect Hu Jichun as Director	For	For	A vote FOR all nominees is warranted.
China High Speed Transmission Equipment Group Co., Ltd.	658	25/06/2021	Elect Zhou Zhijin as Director	For	For	A vote FOR all nominees is warranted.
China High Speed Transmission Equipment Group Co., Ltd.	658	25/06/2021	Elect Fang Jian as Director	For	For	A vote FOR all nominees is warranted.
China High Speed Transmission Equipment Group Co., Ltd.	658	25/06/2021	Elect Jiang Xihe as Director	For	For	A vote FOR all nominees is warranted.

China High Speed Transmission Equipment Group Co., Ltd.	658	25/06/2021	Elect Nathan Yu Li as Director	For	For	A vote FOR all nominees is warranted.
China High Speed Transmission Equipment Group Co., Ltd.	658	25/06/2021	Authorize Board to Fix Remuneration of Directors	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.
China High Speed Transmission Equipment Group Co., Ltd.	658	25/06/2021	Approve Baker Tilly Hong Kong Limited as Auditors and Authorize Board to Fix Their Remuneration	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.
China High Speed Transmission Equipment Group Co., Ltd.	658	25/06/2021	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	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.
China High Speed Transmission Equipment Group Co., Ltd.	658	25/06/2021	Authorize Repurchase of Issued Share Capital	For	For	A vote FOR this resolution is warranted given the absence of any known issues concerning the proposed share repurchase.
China High Speed Transmission Equipment Group Co., Ltd.	658	25/06/2021	Authorize Reissuance of Repurchased Shares	For	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.
Xinjiang Goldwind Science & Technology Co., Ltd.	2208	28/06/2021	Approve Issuance of Bonds and Asset-backed Securities	For	For	A vote FOR this proposal is warranted given the reasons stated by the board and use of proceeds.
Xinjiang Goldwind Science & Technology Co., Ltd.	2208	28/06/2021	Approve Report of the Board of Directors	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	28/06/2021	Approve Report of the Supervisory Committee	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	28/06/2021	Approve Audited Consolidated Financial Statements and Auditors' Report	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	28/06/2021	Approve Final Dividend Distribution	For	For	A vote FOR this resolution is warranted because this is a routine dividend proposal.
Xinjiang Goldwind Science & Technology Co., Ltd.	2208	28/06/2021	Approve Annual Report	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	28/06/2021	Approve Provision of Letter of Guarantee by the Company for the Benefit of its Subsidiaries	For	Against	A vote AGAINST these resolutions is warranted as the company has failed to disclose sufficient information on the ownership of the entities to be guaranteed by the group, and it is not specified whether the proposed guarantees are proportionate to the company's equity interest and if counter guarantees will be provided to the group.
Xinjiang Goldwind Science & Technology Co., Ltd.	2208	28/06/2021	Approve Provision of New Guarantees by the Company for its Subsidiaries	For	Against	A vote AGAINST these resolutions is warranted as the company has failed to disclose sufficient information on the ownership of the entities to be guaranteed by the group, and it is not specified whether the proposed guarantees are proportionate to the company's equity interest and if counter guarantees will be provided to the group.
Xinjiang Goldwind Science & Technology Co., Ltd.	2208	28/06/2021	Approve the Proposed Operation of Exchange Rate Hedging Business	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	28/06/2021	Approve Shareholders' Return Plan for the Next Three Years (2021-2023)	For	For	A vote FOR is merited because no concerns have been identified.
Xinjiang Goldwind Science & Technology Co., Ltd.	2208	28/06/2021	Approve Deloitte Touche Tohmatsu Certified Public Accountants LLP as the PRC Auditors and Deloitte Touche Tohmatsu as the International Auditors and Authorize Board to Fix Their Remuneration	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.
Xinjiang Goldwind Science & Technology Co., Ltd.	2208	28/06/2021	Approve Revision of Annual Caps (A Shares) for Transactions with Related Party	For	For	A vote FOR these proposals is warranted given:* the transactions to be contemplated under these proposals are within the ordinary and usual course of the company's business and are on normal commercial terms; and* the independent non-executive directors and independent financial advisor believe that the transactions are fair and reasonable for the company's shareholders.
Xinjiang Goldwind Science & Technology Co., Ltd.	2208	28/06/2021	Approve Revision of Annual Caps (H Shares) for Transactions with Related Party under Product Sales Framework Agreement	For	For	A vote FOR these proposals is warranted given:* the transactions to be contemplated under these proposals are within the ordinary and usual course of the company's business and are on normal commercial terms; and* the independent non-executive directors and independent financial advisor believe that the transactions are fair and reasonable for the company's shareholders.
Xinjiang Goldwind Science & Technology Co., Ltd.	2208	28/06/2021	Elect Wang Kaiguo as Director	For	For	A vote FOR Wang Kaiguo is warranted.
Acciona SA	ANA	29/06/2021	Approve Consolidated and Standalone Financial Statements	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	29/06/2021	Approve Consolidated and Standalone Management Reports	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	29/06/2021	Approve Discharge of Board	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	29/06/2021	Approve Non-Financial Information Statement	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.
Acciona SA	ANA	29/06/2021	Approve Sustainability Report	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	29/06/2021	Approve Allocation of Income and Dividends	For	For	A vote FOR this income allocation proposal is warranted due to a lack of controversy surrounding the proposed dividend.
Acciona SA	ANA	29/06/2021	Renew Appointment of KPMG Auditores as Auditor	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Acciona SA	ANA	29/06/2021	Reelect Jose Manuel Entrecanales Domecq as Director	For	Against	A vote AGAINST Item 2.1 is warranted because nominee Jose Manuel Entrecanales Domecq holds the position of board chairman and company CEO and is proposed for a full three year term, without the company's disclosing any plan to separate these functions in the near term.A vote FOR the reappointments of non-independent directors under Items 2.2-2.4 is warranted because the board meets the independence guideline.A vote FOR Items 2.5-2.8 is warranted due to a lack of concerns about the independent director nominees.
Acciona SA	ANA	29/06/2021	Reelect Juan Ignacio Entrecanales Franco as Director	For	For	A vote AGAINST Item 2.1 is warranted because nominee Jose Manuel Entrecanales Domecq holds the position of board chairman and company CEO and is proposed for a full three year term, without the company's disclosing any plan to separate these functions in the near term.A vote FOR the reappointments of non-independent directors under Items 2.2-2.4 is warranted because the board meets the independence guideline.A vote FOR Items 2.5-2.8 is warranted due to a lack of concerns about the independent director nominees.
Acciona SA	ANA	29/06/2021	Reelect Daniel Entrecanales Domecq as Director	For	For	A vote AGAINST Item 2.1 is warranted because nominee Jose Manuel Entrecanales Domecq holds the position of board chairman and company CEO and is proposed for a full three year term, without the company's disclosing any plan to separate these functions in the near term.A vote FOR the reappointments of non-independent directors under Items 2.2-2.4 is warranted because the board meets the independence guideline.A vote FOR Items 2.5-2.8 is warranted due to a lack of concerns about the independent director nominees.
Acciona SA	ANA	29/06/2021	Reelect Javier Entrecanales Franco as Director	For	For	A vote AGAINST Item 2.1 is warranted because nominee Jose Manuel Entrecanales Domecq holds the position of board chairman and company CEO and is proposed for a full three year term, without the company's disclosing any plan to separate these functions in the near term.A vote FOR the reappointments of non-independent directors under Items 2.2-2.4 is warranted because the board meets the independence guideline.A vote FOR Items 2.5-2.8 is warranted due to a lack of concerns about the independent director nominees.
Acciona SA	ANA	29/06/2021	Reelect Javier Sendagorta Gomez del Campillo as Director	For	For	A vote AGAINST Item 2.1 is warranted because nominee Jose Manuel Entrecanales Domecq holds the position of board chairman and company CEO and is proposed for a full three year term, without the company's disclosing any plan to separate these functions in the near term.A vote FOR the reappointments of non-independent directors under Items 2.2-2.4 is warranted because the board meets the independence guideline.A vote FOR Items 2.5-2.8 is warranted due to a lack of concerns about the independent director nominees.
Acciona SA	ANA	29/06/2021	Reelect Jose Maria Pacheco Guardiola as Director	For	For	A vote AGAINST Item 2.1 is warranted because nominee Jose Manuel Entrecanales Domecq holds the position of board chairman and company CEO and is proposed for a full three year term, without the company's disclosing any plan to separate these functions in the near term.A vote FOR the reappointments of non-independent directors under Items 2.2-2.4 is warranted because the board meets the independence guideline.A vote FOR Items 2.5-2.8 is warranted due to a lack of concerns about the independent director nominees.
Acciona SA	ANA	29/06/2021	Reelect Ana Saiz de Vicuna Bemberg as Director	For	For	A vote AGAINST Item 2.1 is warranted because nominee Jose Manuel Entrecanales Domecq holds the position of board chairman and company CEO and is proposed for a full three year term, without the company's disclosing any plan to separate these functions in the near term.A vote FOR the reappointments of non-independent directors under Items 2.2-2.4 is warranted because the board meets the independence guideline.A vote FOR Items 2.5-2.8 is warranted due to a lack of concerns about the independent director nominees.
Acciona SA	ANA	29/06/2021	Elect Maria Dolores Dancausa Trevino as Director	For	For	A vote AGAINST Item 2.1 is warranted because nominee Jose Manuel Entrecanales Domecq holds the position of board chairman and company CEO and is proposed for a full three year term, without the company's disclosing any plan to separate these functions in the near term.A vote FOR the reappointments of non-independent directors under Items 2.2-2.4 is warranted because the board meets the independence guideline.A vote FOR Items 2.5-2.8 is warranted due to a lack of concerns about the independent director nominees.
Acciona SA	ANA	29/06/2021	Authorize Share Repurchase Program	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.
Acciona SA	ANA	29/06/2021	Authorize Company to Call EGM with 15 Days' Notice	For	For	A vote FOR the requested authorization to call an EGM with 15 days' notice is warranted in the absence of concerns over the use of the previous mandate. However, its use in the current year, if any, will be closely monitored to ensure that shorter dated EGMs are called solely in connection with time-sensitive matters.
Acciona SA	ANA	29/06/2021	Amend Articles Re: Corporate Purpose and Representation of Shares	For	For	A vote FOR these items is warranted because the proposed amendments, which includes the possibility of holding virtual-only meetings, are deemed fair.
Acciona SA	ANA	29/06/2021	Amend Article 18 Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	For	For	A vote FOR these items is warranted because the proposed amendments, which includes the possibility of holding virtual-only meetings, are deemed fair.
Acciona SA	ANA	29/06/2021	Amend Articles Re: Competences, Proxies, Adoption of Resolution, Minutes of Meetings and Certifications	For	For	A vote FOR these items is warranted because the proposed amendments, which includes the possibility of holding virtual-only meetings, are deemed fair.
Acciona SA	ANA	29/06/2021	Amend Article 31 Re: Board Term and Remuneration	For	For	A vote FOR these items is warranted because the proposed amendments, which includes the possibility of holding virtual-only meetings, are deemed fair.
Acciona SA	ANA	29/06/2021	Amend Articles Re: Board of Directors and Board Committees	For	For	A vote FOR these items is warranted because the proposed amendments, which includes the possibility of holding virtual-only meetings, are deemed fair.
Acciona SA	ANA	29/06/2021	Amend Articles Re: Annual Accounts	For	For	A vote FOR these items is warranted because the proposed amendments, which includes the possibility of holding virtual-only meetings, are deemed fair.
Acciona SA	ANA	29/06/2021	Amend Articles of General Meeting Regulations Re: Interpretation, Competences, Information Available for Shareholders, Information Subject to Request by Shareholders, Meeting Location and Request for Information	For	For	A vote FOR these items is warranted because the proposed amendments, which includes the possibility of holding virtual-only meetings, are deemed fair.
Acciona SA	ANA	29/06/2021	Amend Articles of General Meeting Regulations Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	For	For	A vote FOR these items is warranted because the proposed amendments, which includes the possibility of holding virtual-only meetings, are deemed fair.
Acciona SA	ANA	29/06/2021	Advisory Vote on Remuneration Report	For	Against	A vote AGAINST the company's 2020 remuneration report is warranted because:* The vesting of LTI awards for the six-year period of 2014-2019 has led to excessive pay levels a pay quantum that seems disproportionate to the company performance, shareholder return, and market standards.* Structural issues remain, such as excessive bonus opportunity of 300 percent of salary for at target performance and excessive pension contributions of 100 percent of salary.
Acciona SA	ANA	29/06/2021	Receive Amendments to Board of Directors Regulations			This is a non-voting item.
Acciona SA	ANA	29/06/2021	Authorize Board to Ratify and Execute Approved Resolutions	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.
Solaria Energia y Medio Ambiente SA	SLR	29/06/2021	Approve Consolidated and Standalone Financial Statements	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	29/06/2021	Approve Allocation of Income	For	For	A vote FOR this item is warranted due to a lack of controversy surrounding the proposed income allocation.
Solaria Energia y Medio Ambiente SA	SLR	29/06/2021	Approve Discharge of Board	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	29/06/2021	Reelect Enrique Diaz-Tejero Gutierrez as Director	For	Against	A vote AGAINST the reelection of NI-NEDs under Items 4.A and 4.B is warranted because the board does not meet the 50 percent independence guideline applicable to Spain-incorporated, non-controlled companies.A vote FOR Items 4.C and 4.D is warranted due to a lack of concerns about the independent director nominees.A vote FOR Item 4.E is warranted due to a lack of concerns about the CEO nominee.

Solaria Energia y Medio Ambiente SA	SLR	29/06/2021	Reelect Manuel Azpilicueta Ferrer as Director	For	Against	A vote AGAINST the reelection of NI-NEDs under Items 4.A and 4.B is warranted because the board does not meet the 50 percent independence guideline applicable to Spain-incorporated, non-controlled companies.A vote FOR Items 4.C and 4.D is warranted due to a lack of concerns about the independent director nominees.A vote FOR Item 4.E is warranted due to a lack of concerns about the CEO nominee.
Solaria Energia y Medio Ambiente SA	SLR	29/06/2021	Reelect Carlos Francisco Abad Rico as Director	For	For	A vote AGAINST the reelection of NI-NEDs under Items 4.A and 4.B is warranted because the board does not meet the 50 percent independence guideline applicable to Spain-incorporated, non-controlled companies.A vote FOR Items 4.C and 4.D is warranted due to a lack of concerns about the independent director nominees.A vote FOR Item 4.E is warranted due to a lack of concerns about the CEO nominee.
Solaria Energia y Medio Ambiente SA	SLR	29/06/2021	Reelect Elena Pisonero Ruiz as Director	For	For	A vote AGAINST the reelection of NI-NEDs under Items 4.A and 4.B is warranted because the board does not meet the 50 percent independence guideline applicable to Spain-incorporated, non-controlled companies.A vote FOR Items 4.C and 4.D is warranted due to a lack of concerns about the independent director nominees.A vote FOR Item 4.E is warranted due to a lack of concerns about the CEO nominee.
Solaria Energia y Medio Ambiente SA	SLR	29/06/2021	Dismiss Corporacion Arditel SL as Director and Elect Arturo Diaz-Tejero Larranaga as Director	For	For	A vote AGAINST the reelection of NI-NEDs under Items 4.A and 4.B is warranted because the board does not meet the 50 percent independence guideline applicable to Spain-incorporated, non-controlled companies.A vote FOR Items 4.C and 4.D is warranted due to a lack of concerns about the independent director nominees.A vote FOR Item 4.E is warranted due to a lack of concerns about the CEO nominee.
Solaria Energia y Medio Ambiente SA	SLR	29/06/2021	Approve Remuneration of Directors	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	29/06/2021	Amend Article 27 Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	For	For	A vote FOR Items 6.A to 7.B is warranted because the proposed amendments, which include the possibility for the company to hold virtual-only general meetings, are deemed fair.
Solaria Energia y Medio Ambiente SA	SLR	29/06/2021	Amend Article 30 Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	For	For	A vote FOR Items 6.A to 7.B is warranted because the proposed amendments, which include the possibility for the company to hold virtual-only general meetings, are deemed fair.
Solaria Energia y Medio Ambiente SA	SLR	29/06/2021	Amend Article 36 Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	For	For	A vote FOR Items 6.A to 7.B is warranted because the proposed amendments, which include the possibility for the company to hold virtual-only general meetings, are deemed fair.
Solaria Energia y Medio Ambiente SA	SLR	29/06/2021	Amend Article 48 Re: Audit Committee	For	For	A vote FOR Items 6.A to 7.B is warranted because the proposed amendments, which include the possibility for the company to hold virtual-only general meetings, are deemed fair.
Solaria Energia y Medio Ambiente SA	SLR	29/06/2021	Add New Article 10 ter to General Meeting Regulations Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	For	For	A vote FOR Items 6.A to 7.B is warranted because the proposed amendments, which include the possibility for the company to hold virtual-only general meetings, are deemed fair.
Solaria Energia y Medio Ambiente SA	SLR	29/06/2021	Amend Article 27 of General Meeting Regulations Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	For	For	A vote FOR Items 6.A to 7.B is warranted because the proposed amendments, which include the possibility for the company to hold virtual-only general meetings, are deemed fair.
Solaria Energia y Medio Ambiente SA	SLR	29/06/2021	Renew Appointment of Ernst & Young as Auditor	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Solaria Energia y Medio Ambiente SA	SLR	29/06/2021	Authorize Board to Ratify and Execute Approved Resolutions	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.
Solaria Energia y Medio Ambiente SA	SLR	29/06/2021	Advisory Vote on Remuneration Report	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	29/06/2021	Receive Amendments to Board of Directors Regulations			This is a non-voting item.
SUEZ SA	SEV	30/06/2021	Approve Financial Statements and Statutory Reports	For	For	Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.
SUEZ SA	SEV	30/06/2021	Approve Consolidated Financial Statements and Statutory Reports	For	For	Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.
SUEZ SA	SEV	30/06/2021	Approve Allocation of Income and Dividends of EUR 0.65 per Share	For	For	A vote FOR this income allocation proposal is warranted.
SUEZ SA	SEV	30/06/2021	Ratify Appointment of Bertrand Meunier as Director	For	For	Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 4-5 and).A vote FOR the (re)election of this non-independent nominee is warranted given the satisfactory level of board independence (including all board members: 64.3 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 81.8 percent vs 50 percent recommended) and the absence of specific concerns (Item 6).
SUEZ SA	SEV	30/06/2021	Ratify Appointment of Jacques Richier as Director	For	For	Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 4-5 and).A vote FOR the (re)election of this non-independent nominee is warranted given the satisfactory level of board independence (including all board members: 64.3 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 81.8 percent vs 50 percent recommended) and the absence of specific concerns (Item 6).
SUEZ SA	SEV	30/06/2021	Ratify Appointment of Anthony R. Coscia as Director	For	For	Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 4-5 and).A vote FOR the (re)election of this non-independent nominee is warranted given the satisfactory level of board independence (including all board members: 64.3 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 81.8 percent vs 50 percent recommended) and the absence of specific concerns (Item 6).
SUEZ SA	SEV	30/06/2021	Ratify Appointment of Philippe Petitcolin as Director	For	For	Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 4-5 and).A vote FOR the (re)election of this non-independent nominee is warranted given the satisfactory level of board independence (including all board members: 64.3 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 81.8 percent vs 50 percent recommended) and the absence of specific concerns (Item 6).
SUEZ SA	SEV	30/06/2021	Approve Auditors' Special Report on Related-Party Transactions	For	For	A vote FOR this proposal is warranted because the information disclosed in the auditors' special report does not raise any concerns.
SUEZ SA	SEV	30/06/2021	Approve Compensation Report of Corporate Officers	For	For	A vote FOR this remuneration report is warranted but is not without concerns as the Company does not disclose the median pay ratio under Suez France.
SUEZ SA	SEV	30/06/2021	Approve Compensation of Jean-Louis Chaussade, Chairman of the Board Until May 12, 2020	For	For	A vote FOR this remuneration report is warranted because it does not raise any significant concern.
SUEZ SA	SEV	30/06/2021	Approve Compensation of Philippe Varin, Chairman of the Board From May 12, 2020 Until December 31, 2020	For	For	A vote FOR this remuneration report is warranted because it does not raise any significant concern.
SUEZ SA	SEV	30/06/2021	Approve Compensation of Bertrand Camus, CEO	For	For	A vote FOR this remuneration report is warranted but is not without concerns as:* In the covid-19 crisis context, the level of achievement of the financial criteria attached to the annual bonus have been calculated on the reviewed forecast of July 2020.The main reasons for support are:* The annual bonus payout has been reduced by 30% in order to reflect the covid-19 crisis impact on the CEO remuneration; and* The absence of other specific concerns.
SUEZ SA	SEV	30/06/2021	Approve Remuneration Policy of Chairman of the Board	For	For	A vote FOR the Board members remuneration policy (Item 15) is warranted as it does not raise any concern.
SUEZ SA	SEV	30/06/2021	Approve Remuneration Policy of CEO	For	For	A vote FOR the Board members remuneration policy (Item 15) is warranted as it does not raise any concern.
SUEZ SA	SEV	30/06/2021	Approve Remuneration Policy of Directors	For	For	A vote FOR the Board members remuneration policy (Item 15) is warranted as it does not raise any concern.

SUEZ SA	SEV	30/06/2021	Authorize Filing of Required Documents/Other Formalities	For	For	A vote FOR this routine item is warranted.
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BetaShares Capital Limited (AFSL #341 181) ('BetaShares') is the report issuer.

As described in the Proxy Voting Policy, BetaShares has appointed Institutional Shareholder Services (Australia) Pty Ltd ('ISS') to assist in proxy voting. Note From 8 March 2021, all recommendations provided by ISS were consistent with their 'SRI' policy approach. Additionally ETHI and FAIR's Responsible Investment Committee also assessed relevant proposals for consistency with the respective fund's values.

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