



UBP – ASSET  
MANAGEMENT  
DIVISION  
VOTING RECORD  
2022



UNION BANCAIRE PRIVÉE

# UBP VOTING RECORD

Significant votes and further voting-related documents

UBP provides voting rationales for votes deemed significant. This includes:

- votes against management
- votes on shareholder proposals
- votes against ISS Sustainability Policy
- votes withheld
- votes abstained

**UBP's 2022 Voting Report** is available [here](#).

**UBP's Voting Policy** is available in the [Responsible Investment section of our website](#).

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
Lindsay Corporation	USA	04-janv-22	Management	1.1	Elect Director Pablo Di Si	For	For	
			Management	1.2	Elect Director Mary A. Lindsey	For	For	
			Management	1.3	Elect Director Consuelo E. Madere	For	For	
			Management	2	Ratify KPMG LLP as Auditors	For	For	
			Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
NARI Technology Co., Ltd.	China	05-janv-22	Management	1	Approve Draft and Summary of Performance Shares Incentive Plan	For	Against	A vote AGAINST is warranted because a director eligible to receive performance shares under the scheme is involved in the administration of the scheme.
			Management	1.1	Approve Purpose of the Plan	For	Against	A vote AGAINST is warranted because a director eligible to receive performance shares under the scheme is involved in the administration of the scheme.
			Management	1.2	Approve Management Agency	For	Against	A vote AGAINST is warranted because a director eligible to receive performance shares under the scheme is involved in the administration of the scheme.
			Management	1.3	Approve Criteria to Select Plan Participants	For	Against	A vote AGAINST is warranted because a director eligible to receive performance shares under the scheme is involved in the administration of the scheme.
			Management	1.4	Approve Source and Number of Underlying Stocks	For	Against	A vote AGAINST is warranted because a director eligible to receive performance shares under the scheme is involved in the administration of the scheme.
			Management	1.5	Approve Allocation of Performance Shares	For	Against	A vote AGAINST is warranted because a director eligible to receive performance shares under the scheme is involved in the administration of the scheme.
			Management	1.6	Approve Time Arrangement	For	Against	A vote AGAINST is warranted because a director eligible to receive performance shares under the scheme is involved in the administration of the scheme.
			Management	1.7	Approve Grant Price and Price-setting Basis	For	Against	A vote AGAINST is warranted because a director eligible to receive performance shares under the scheme is involved in the administration of the scheme.
			Management	1.8	Approve Conditions for Granting and Unlocking	For	Against	A vote AGAINST is warranted because a director eligible to receive performance shares under the scheme is involved in the administration of the scheme.
			Management	1.9	Approve Methods and Procedures to Adjust the Incentive Plan	For	Against	A vote AGAINST is warranted because a director eligible to receive performance shares under the scheme is involved in the administration of the scheme.
			Management	1.10	Approve Accounting Treatment	For	Against	A vote AGAINST is warranted because a director eligible to receive performance shares under the scheme is involved in the administration of the scheme.
			Management	1.11	Approve Procedures to Grant and Unlock the Performance Shares	For	Against	A vote AGAINST is warranted because a director eligible to receive performance shares under the scheme is involved in the administration of the scheme.
			Management	1.12	Approve Rights and Obligations of the Company and the Plan Participants	For	Against	A vote AGAINST is warranted because a director eligible to receive performance shares under the scheme is involved in the administration of the scheme.
			Management	1.13	Approve Treatment When There Are Changes for the Company and the Plan Participants	For	Against	A vote AGAINST is warranted because a director eligible to receive performance shares under the scheme is involved in the administration of the scheme.
			Management	1.14	Approve Conditions to Change or Terminate the Incentive Plan	For	Against	A vote AGAINST is warranted because a director eligible to receive performance shares under the scheme is involved in the administration of the scheme.
			Management	1.15	Approve Principle of Repurchase of Performance Shares	For	Against	A vote AGAINST is warranted because a director eligible to receive performance shares under the scheme is involved in the administration of the scheme.
			Management	2	Approve Measures for the Administration of Performance Share Incentive Plan	For	Against	A vote AGAINST is warranted because a director eligible to receive performance shares under the scheme is involved in the administration of the scheme.
			Management	3	Approve Methods to Assess the Performance of Plan Participants	For	Against	A vote AGAINST is warranted because a director eligible to receive performance shares under the scheme is involved in the administration of the scheme.
			Management	4	Approve Authorization of the Board to Handle All Related Matters	For	Against	A vote AGAINST is warranted because a director eligible to receive performance shares under the scheme is involved in the administration of the scheme.
V.S. Industry Berhad	Malaysia	07-janv-22	Management	1	Approve Final Dividend	For	For	
			Management	2	Approve Directors' Fees	For	For	
			Management	3	Elect Beh Kim Ling as Director	For	For	
			Management	4	Elect Ng Yong Kang as Director	For	For	
			Management	5	Elect Diong Tai Pew as Director	For	For	
			Management	6	Approve KPMG PLT as Auditors and Authorize Board to Fix Their Remuneration	For	For	
			Management	7	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	For	
			Management	8	Authorize Share Repurchase Program	For	For	
			Management	9	Approve Renewal of Shareholders' Mandate for Recurrent Related Party Transactions with V.S. International Group Limited, Its Subsidiaries and Associates	For	For	
			Management	10	Approve Renewal of Shareholders' Mandate for Recurrent Related Party Transactions with Lip Sheng International Ltd and/or Lip Sheng Precision (Zhuhai) Co., Ltd	For	For	
			Management	11	Approve Renewal of Shareholders' Mandate for Recurrent Related Party Transactions with Beeantah Pte. Ltd.	For	For	
			Management	12	Approve Renewal of Shareholders' Mandate for Recurrent Related Party Transactions with Liphup Mould Sdn. Bhd.	For	For	
			Management	1	Adopt New Constitution	For	For	
LONGi Green Energy Technology Co., Ltd.	China	10-janv-22	Management	1	Approve Daily Related Party Transactions	For	For	
			Management	2	Approve Provision of Guarantee	For	For	ISS proposes to vote "AGAINST" because the level of guarantees to be provided to some of its subsidiaries are disproportionate to the level of ownership in the said subsidiaries and the company has failed to provide any justifications in the meeting circular. We raised this issue and the company replied to us with a detailed explanation. The company stated that they will provide the guarantee in line with its shareholding ratio; they can fully control these companies' operations and decisions; and the risk for such kind of guarantees is under control". Moreover, the total guarantee for controlled subsidiaries (CNY0.5bn) is acceptable (0.5% of total assets as of 3Q21) relative to the company's size and operations. Hence, we would like to vote FOR because the company gave a detailed explanation and the total guaranteed amount for controlled subsidiaries is acceptable compared to total asset size.
			Management	3	Amend Articles of Association	For	For	
Aroundtown SA	Luxembourg	11-janv-22	Management	1	Approve Share Repurchase	For	For	FOR the proposal of the share buyback. As the shares are trading at a significant discount to NAV, a share buyback is accretive for NAV and FFO per share.
Crompton Greaves Consumer Electricals Limited	India	12-janv-22	Management	1	Approve Increase in Limits of Loans, Guarantees, Securities and/or Investments to Any Person or Other Body Corporate	For	Against	A vote AGAINST this resolution is warranted due to lack of information.
Hindustan Unilever Limited	India	12-janv-22	Management	1	Elect Ashu Suyash as Director	For	For	
Turk Telekomunikasyon AS	Turkey	17-janv-22	Management	1	Open Meeting and Elect Presiding Council of Meeting	For	For	
			Management	2	Authorize Presiding Council to Sign Minutes of Meeting	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	3	Ratify Director Appointments	For	Against	A vote AGAINST this item is warranted as the board does not comply with the board independence level requirement.
			Management	4	Elect Directors	For	Against	A vote AGAINST this item is warranted in light of the company's failure to disclose all the names of the director candidates in a timely manner.
			Management	5	Approve Director Remuneration	For	Against	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision.
			Management	7	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose	For	For	
WH Smith Plc	United Kingdom	19-janv-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	A vote AGAINST the remuneration report is considered warranted. There is a material disconnect between bonus outcomes and Company performance for the year under review. This follows concerns regarding the selection of Headline EBITDA as the primary metric to determine FY2021 bonus outcomes, which is not considered to utilise an appropriately stretching target range or adequately acknowledge the Company's financial position which has been materially affected by COVID-19. Concerns also persist in relation to the selection and disclosure of personal objectives. It is noted that the Remuneration Committee has exercised discretion to reduce the formulaic outcomes by 22%, however, the revised outcomes remain significant (100% of salary for the CEO and c. 81% of salary for the CFO) and do not effectively delineate Company performance during FY2021 or adequately acknowledge the impact of COVID-19, which has caused the Company to seek government support and suspend the dividend.  Votes AGAINST incumbent Nominating Committee chair Henry Staunton are warranted for lack of gender diversity on the board. An ABSTAIN vote regarding the re-election of Maurice Thompson is warranted. He served on the boards of several Greensill Capital group companies, including as Chair of the parent company until early 2021, Chair of the UK subsidiary until 2018 and continues to serve as Chair of the supervisory board of Greensill Bank AG (based on available information). Greensill Capital collapsed during 2021 in a high-profile failure. While the various ongoing investigations into Greensill Capital's collapse have not provided any findings explicitly linked to Maurice Thompson to date, his senior involvement on the boards of various Greensill companies raises questions about his accountability for potential failures of governance and oversight at Greensill Capital which are as yet unanswered, and could, if answered negatively in future, be relevant to his suitability as a NED and a member of the Audit Committee at WH Smith plc. Votes FOR the remaining director nominees are warranted.  Votes AGAINST incumbent Nominating Committee chair Henry Staunton are warranted for lack of gender diversity on the board. An ABSTAIN vote regarding the re-election of Maurice Thompson is warranted. He served on the boards of several Greensill Capital group companies, including as Chair of the parent company until early 2021, Chair of the UK subsidiary until 2018 and continues to serve as Chair of the supervisory board of Greensill Bank AG (based on available information). Greensill Capital collapsed during 2021 in a high-profile failure. While the various ongoing investigations into Greensill Capital's collapse have not provided any findings explicitly linked to Maurice Thompson to date, his senior involvement on the boards of various Greensill companies raises questions about his accountability for potential failures of governance and oversight at Greensill Capital which are as yet unanswered, and could, if answered negatively in future, be relevant to his suitability as a NED and a member of the Audit Committee at WH Smith plc. Votes FOR the remaining director nominees are warranted.
			Management	2	Approve Remuneration Report	For	Against	
			Management	3	Approve Remuneration Policy	For	For	
			Management	4	Elect Kal Atwal as Director	For	For	
			Management	5	Re-elect Carl Cowling as Director	For	For	
			Management	6	Re-elect Nicky Dulieu as Director	For	For	
			Management	7	Re-elect Simon Emery as Director	For	For	
			Management	8	Re-elect Robert Moorhead as Director	For	For	
			Management	9	Re-elect Henry Staunton as Director	For	Against	
			Management	10	Re-elect Maurice Thompson as Director	For	Abstain	
			Management	11	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For	
			Management	12	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	
			Management	13	Authorise UK Political Donations and Expenditure	For	For	
			Management	14	Authorise Issue of Equity	For	For	
			Management	15	Authorise Issue of Equity without Pre-emptive Rights	For	For	
			Management	16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	
			Management	17	Authorise Market Purchase of Ordinary Shares	For	For	
			Management	18	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	
Costco Wholesale Corporation	USA	20-janv-22	Management	1a	Elect Director Susan L. Decker	For	For	A vote AGAINST this proposal is warranted because the company provides sufficient information regarding its charitable contributions, and absent self-dealing or gross negligence, management should be afforded discretion in determining the company's charitable giving strategy.  A vote FOR this proposal is warranted, as additional information on the company's GHG emissions reduction efforts would allow investors to better understand how the company is managing its transition to a low carbon economy and climate change related risks  A vote FOR this resolution is warranted, as shareholders would benefit from additional information allowing them to better measure the progress of the company's existing food security initiatives. Additionally, such report would complement and enhance the company's existing publicly available information.
			Management	1b	Elect Director Kenneth D. Denman	For	For	
			Management	1c	Elect Director Richard A. Galanti	For	For	
			Management	1d	Elect Director Hamilton E. James	For	For	
			Management	1e	Elect Director W. Craig Jelinek	For	For	
			Management	1f	Elect Director Sally Jewell	For	For	
			Management	1g	Elect Director Charles T. Munger	For	For	
			Management	1h	Elect Director Jeffrey S. Raikes	For	For	
			Management	1i	Elect Director John W. Stanton	For	For	
			Management	1j	Elect Director Mary Agnes (Maggie) Wilderotter	For	For	
			Management	2	Ratify KPMG LLP as Auditors	For	For	
			Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
Shareholder	4	Report on Charitable Contributions	Against	Against				
Shareholder	5	Report on GHG Emissions Reduction Targets	Against	For				
Shareholder	6	Report on Racial Justice and Food Equity	Against	For				
Countryside Properties Plc	United Kingdom	20-janv-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	We prefer to vote AGAINST since the remuneration policy lacks concrete sustainability focused non-financial KPIs
			Management	2	Approve Remuneration Report	For	Against	
			Management	3	Elect John Martin as Director	For	For	
			Management	4	Re-elect Iain McPherson as Director	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	5	Re-elect Douglas Hurt as Director	For	For	
			Management	6	Re-elect Amanda Burton as Director	For	For	
			Management	7	Re-elect Baroness Sally Morgan as Director	For	For	
			Management	8	Re-elect Simon Townsend as Director	For	For	
			Management	9	Appoint Deloitte LLP as Auditors	For	For	
			Management	10	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	
			Management	11	Authorise Issue of Equity	For	For	
			Management	12	Authorise Issue of Equity without Pre-emptive Rights	For	For	
			Management	13	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	
			Management	14	Authorise Market Purchase of Ordinary Shares	For	For	
			Management	15	Authorise UK Political Donations and Expenditure	For	For	
			Management	16	Approve Change of Company Name to Countryside Partnership Plc	For	For	
			Management	17	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	
Intuit Inc.	USA	20-janv-22	Management	1a	Elect Director Eve Burton	For	For	
			Management	1b	Elect Director Scott D. Cook	For	For	
			Management	1c	Elect Director Richard L. Daizell	For	For	
			Management	1d	Elect Director Sasan K. Goodarzi	For	For	
			Management	1e	Elect Director Deborah Liu	For	For	
			Management	1f	Elect Director Tekedra Mawakana	For	For	
			Management	1g	Elect Director Suzanne Nora Johnson	For	For	
			Management	1h	Elect Director Dennis D. Powell	For	For	
			Management	1i	Elect Director Brad D. Smith	For	For	
			Management	1j	Elect Director Thomas Szkutak	For	For	
			Management	1k	Elect Director Raul Vazquez	For	For	
			Management	1l	Elect Director Jeff Weiner	For	For	
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Management	3	Ratify Ernst & Young LLP as Auditors	For	For	
			Management	4	Amend Omnibus Stock Plan	For	For	
China YuHua Education Corporation Limited	Cayman Islands	24-janv-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
			Management	2a1	Elect Qiu Hongjun as Director	For	For	
			Management	2a2	Elect Chen Lei as Director	For	For	
			Management	2b	Authorize Board to Fix Remuneration of Directors	For	Against	We prefer to vote AGAINST since the remuneration policy lacks concrete sustainability focused non-financial KPIs
			Management	3	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	For	For	
			Management	4A	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.
			Management	4B	Authorize Repurchase of Issued Share Capital	For	For	
			Management	4C	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.
Exchange Traded Concepts Trust	USA	24-janv-22	Management	1.1	Elect Director Linda Petrone	For	For	
			Management	1.2	Elect Director Stuart Strauss	For	For	
Sika AG	Switzerland	25-janv-22	Management	1	Approve Creation of CHF 187,893 Pool of Conditional Capital without Preemptive Rights	For	For	
			Management	2	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.
Visa Inc.	USA	25-janv-22	Management	1a	Elect Director Lloyd A. Carney	For	For	
			Management	1b	Elect Director Mary B. Cranston	For	For	
			Management	1c	Elect Director Francisco Javier Fernandez-Carbajal	For	For	
			Management	1d	Elect Director Alfred F. Kelly, Jr.	For	For	
			Management	1e	Elect Director Ramon Laguarta	For	For	
			Management	1f	Elect Director John F. Lundgren	For	For	
			Management	1g	Elect Director Robert W. Matschullat	For	For	
			Management	1h	Elect Director Denise M. Morrison	For	For	
			Management	1i	Elect Director Linda J. Rendle	For	For	
			Management	1j	Elect Director Maynard G. Webb, Jr.	For	For	
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Management	3	Ratify KPMG LLP as Auditors	For	For	
Accenture plc	Ireland	26-janv-22	Management	1a	Elect Director Jaime Ardila	For	For	
			Management	1b	Elect Director Nancy McKinstry	For	For	
			Management	1c	Elect Director Beth E. Mooney	For	For	
			Management	1d	Elect Director Gilles C. Pelisson	For	For	
			Management	1e	Elect Director Paula A. Price	For	For	
			Management	1f	Elect Director Venkata (Murthy) Renduchintala	For	For	
			Management	1g	Elect Director Arun Sarin	For	For	
			Management	1h	Elect Director Julie Sweet	For	For	
			Management	1i	Elect Director Frank K. Tang	For	For	
			Management	1j	Elect Director Tracey T. Travis	For	For	
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Management	3	Amend Omnibus Stock Plan	For	For	
			Management	4	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For	
			Management	5	Renew the Board's Authority to Issue Shares Under Irish Law	For	For	
			Management	6	Authorize Board to Opt-Out of Statutory Pre-emption Rights	For	For	
			Management	7	Determine Price Range for Reissuance of Treasury Shares	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales	
Yulong Bus Co., Ltd.	China	26-janv-22	Management	1	Approve Termination of Performance Shares Incentive Plan, and Repurchase and Cancellation of Relevant Performance Shares	For	For		
Musti Group Oyj	Finland	27-janv-22	Management	3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	For	For	A vote ABSTAIN for this proposal is warranted due to a lack of controversy surrounding the proposed repayment of capital proposed under item 8.a.	
			Management	4	Acknowledge Proper Convening of Meeting	For	For		
			Management	5	Prepare and Approve List of Shareholders	For	For		
			Management	7	Accept Financial Statements and Statutory Reports	For	For		
			Management	8.a	Approve Allocation of Income and Approve Repayment of Capital of EUR 0.44 Per Share	For	For		
			Management	8.b	Demand Minority Dividend	Abstain	Abstain		
			Management	9	Approve Discharge of Board and President	For	For		
			Management	10	Approve Remuneration Report	For	For		
			Management	11	Approve Remuneration of Directors in the Amount of EUR 65,000 for Chairman and EUR 35,000 for Other Directors; Approve Remuneration for Committee Work	For	For		
			Management	12	Fix Number of Directors at 5	For	For		
			Management	13	Reelect Jeffrey David, Ingrid Jonasson Blank and Ilkka Laurila as Directors; Elect Inka Mero and Johan Dettel as New Director	For	For		
			Management	14	Approve Remuneration of Auditors	For	For		
			Management	15	Renew Appointment of Ernst & Young Ltd as Auditors	For	For		
			Management	16	Authorize Share Repurchase Program	For	For		
			Management	17	Approve Issuance of up to 3.2 Million Shares without Preemptive Rights	For	For		
Amundi Index Solutions - Amundi Govt Bond Lowest Rated EuroMTS Investment Grade	Luxembourg	28-janv-22	Management	2	Approve Financial Statements	For	For		
			Management	3	Approve Allocation of Income	For	For		
			Management	4	Approve Discharge of Directors	For	For		
			Management	5	Re-elect Jeanne Duvoux as Director	For	For		
			Management	6	Re-elect Christophe Lemarie as Director	For	For		
			Management	7	Re-elect Nicolas Vauleon as Director	For	For		
			Management	8	Approve Resignation of Valerie Baudson as Director	For	For		
			Management	9	Elect Fannie Wurtz as Director	For	For		
			Management	10	Renew Appointment of PricewaterhouseCoopers as Auditor	For	For		
Amundi Index Solutions - Amundi Index MSCI Europe SRI	Luxembourg	28-janv-22	Management	2	Approve Financial Statements	For	For		
			Management	3	Approve Allocation of Income	For	For		
			Management	4	Approve Discharge of Directors	For	For		
			Management	5	Re-elect Jeanne Duvoux as Director	For	For		
			Management	6	Re-elect Christophe Lemarie as Director	For	For		
			Management	7	Re-elect Nicolas Vauleon as Director	For	For		
			Management	8	Approve Resignation of Valerie Baudson as Director	For	For		
			Management	9	Elect Fannie Wurtz as Director	For	For		
			Management	10	Renew Appointment of PricewaterhouseCoopers as Auditor	For	For		
Energy Absolute Public Co. Ltd.	Thailand	28-janv-22	Management	1	Approve Minutes of Previous Meeting	For	For		
			Management	2	Approve Issuance and Offering of Convertible Debentures	For	For		
			Management	3	Approve Increase in Registered Capital	For	For		
			Management	4	Amend Memorandum of Association to Reflect Increase in Registered Capital	For	For		
			Management	5	Approve Allocation of Ordinary Shares for Capital Increase in Accommodation of the Exercise of the Convertible Debentures	For	For		
ItoKuro, Inc.	Japan	28-janv-22	Management	1.1	Elect Director Yamaki, Manabu	For	Against	A vote AGAINST this nominee is warranted because the nominee is an incumbent representative director and there is a lack of gender diversity on the board.	
			Management	1.2	Elect Director Ryoshita, Takashi	For	Against	A vote AGAINST this nominee is warranted because the nominee is an incumbent representative director and there is a lack of gender diversity on the board.	
			Management	2.1	Elect Director and Audit Committee Member Nakayasu, Yuki	For	For		
			Management	2.2	Elect Director and Audit Committee Member Suzuki, Tomonari	For	For		
			Management	2.3	Elect Director and Audit Committee Member Oshidari, Daisuke	For	For		
SFS Group AG	Switzerland	31-janv-22	Management	1	Approve CHF 160,000 Share Capital Increase without Preemptive Rights	For	For	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.	
			Management	2	Transact Other Business (Voting)	For	Against		
Carbios SA	France	02-févr-22	Management	1	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	* Votes FOR the authorizations under Items 2 to 4 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights (and with or without a priority right). * Votes AGAINST the authorizations under Items 5 to 7 are warranted as they would bring the total volume for issuances without preemptive rights above the recommended limit of 10-percent of the outstanding capital.* A vote FOR the total limit proposed under item 12 is warranted as it limits shareholder dilution under all authorizations together.	
			Management	2	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 3,906,000	For	For		
			Management	3	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	For	For		
			Management	4	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 780,000	For	For		
			Management	5	Approve Issuance of Equity or Equity-Linked Securities for up to 20 Percent of Issued Capital Per Year for Private Placements	For	Against		
			Management	6	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 780,000	For	Against		

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales	
			Management	7	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	For	Against	* Votes FOR the authorizations under Items 2 to 4 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights (and with or without a priority right). * Votes AGAINST the authorizations under Items 5 to 7 are warranted as they would bring the total volume for issuances without preemptive rights above the recommended limit of 10-percent of the outstanding capital. * A vote FOR the total limit proposed under Item 12 is warranted as it limits shareholder dilution under all authorizations together.	
			Management	8	Authorize Issuance of up to 296,928 Warrants (BSA) Reserved for European Investment Bank	For	For		
			Management	9	Approve Issuance of 220,000 Warrants (BSA) Reserved for Specific Beneficiaries	For	Against		A vote AGAINST this resolution is warranted because: * Grants of equity-based instruments to non-executives goes against recommended guidelines. * Vesting and performance periods are not disclosed. * The disclosure on the performance criteria is vague.
			Management	10	Approve Issuance of 220,000 Warrants (BSPCE) Reserved for Specific Beneficiaries	For	Against		A vote AGAINST this resolution is warranted because: * Grants of equity-based instruments to non-executives goes against recommended guidelines. * Vesting and performance periods are not disclosed. * The disclosure on the performance criteria is vague for the executives and inexist for other categories.
			Management	11	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Against	For		A vote FOR the employee stock purchase plans is warranted as its proposed volume respects the 10-percent recommended guidelines.
			Management	12	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 2-7 and 9-10 at EUR 3,906,000	For	For		
			Management	13	Authorize Filing of Required Documents/Other Formalities	For	For		
			Management	14	Appoint Copernicus Wealth Management as Censor	For	Against	A vote AGAINST this item is warranted because the company has failed to provide an adequate rationale on the proposed nomination.	
CGI Inc.	Canada	02-févr-22	Management	1.1	Elect Director Alain Bouchard	For	For		
			Management	1.2	Elect Director George A. Cope	For	For		
			Management	1.3	Elect Director Paule Dore	For	For		
			Management	1.4	Elect Director Julie Godin	For	For		
			Management	1.5	Elect Director Serge Godin	For	For		
			Management	1.6	Elect Director Andre Imbeau	For	For		
			Management	1.7	Elect Director Gilles Labbe	For	For		
			Management	1.8	Elect Director Michael B. Pedersen	For	For		
			Management	1.9	Elect Director Stephen S. Poloz	For	For		
			Management	1.10	Elect Director Mary Powell	For	For		
			Management	1.11	Elect Director Alison C. Reed	For	For		
			Management	1.12	Elect Director Michael E. Roach	For	For		
			Management	1.13	Elect Director George D. Schindler	For	For		
			Management	1.14	Elect Director Kathy N. Waller	For	For		
			Management	1.15	Elect Director Joskim Westh	For	For		
			Management	1.16	Elect Director Frank Witter	For	For		
			Shareholder	3	Approve PricewaterhouseCoopers LLP as Auditors and Authorize the Audit and Risk Management Committee to Fix Their Remuneration SP 1: Increase Formal Employee Representation in Highly Strategic Decision-Making	Against	Against	A vote AGAINST this shareholder proposal is warranted at this time. The company has taken various steps to increase employee participation in its decision-making process through member input in its strategic plans and a yearly online consultation which covers all of the company's strategic goals. Over 70% of the company's members participated in the consultation in F2021 and the company recorded an overall member satisfaction score of 8.39 out of 10 in F2020. In addition, as per regulatory requirements, employee directors are not considered independent and should not be members of the Audit, Nominating or Compensation Committees, thus restricting the role that a director appointed from the workforce can play in bringing about changes at the decision-making level.	
			Shareholder	4	SP 2: Adopt French as the Official Language	Against	Against	A vote AGAINST this shareholder proposal is warranted at this time. The company noted that its annual general meetings are conducted in both French and English. In addition, the company's clients, shareholders and members can communicate with the company, receive services or communications, and work, in French all over Québec. Considering the above and the fact that the company is already governed by the Québec Business Corporations Act and the Québec Securities Act and is subject to Québec French language legislation, the request of the proponent pertaining to amend company's by-laws to include French as the official language of the company appears to be overly prescriptive.	
Shaftesbury Plc	United Kingdom	04-févr-22	Management	1	Accept Financial Statements and Statutory Reports	For	For		
			Management	2	Approve Remuneration Policy	For	For		
			Management	3	Approve Remuneration Report	For	For		
			Management	4	Amend 2016 Long-Term Incentive Plan	For	For		
			Management	5	Approve Final Dividend	For	For		
			Management	6	Elect Helena Coles as Director	For	For		
			Management	7	Re-elect Jonathan Nicholls as Director	For	For		
			Management	8	Re-elect Brian Bickell as Director	For	For		
			Management	9	Re-elect Simon Quayle as Director	For	For		
			Management	10	Re-elect Christopher Ward as Director	For	For		
			Management	11	Re-elect Thomas Welton as Director	For	For		
			Management	12	Re-elect Richard Akers as Director	For	For		
			Management	13	Re-elect Ruth Anderson as Director	For	For		
			Management	14	Re-elect Jennelle Tilling as Director	For	For		
			Management	15	Reappoint Ernst & Young LLP as Auditors	For	For		
			Management	16	Authorise Board to Fix Remuneration of Auditors	For	For		
			Management	17	Authorise Issue of Equity	For	For		
			Management	18	Authorise Issue of Equity without Pre-emptive Rights	For	For		
			Management	19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For		
			Management	20	Authorise Market Purchase of Shares	For	For		
			Management	21	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For		
Mueller Water Products, Inc.	USA	07-févr-22	Management	1.1	Elect Director Shirley C. Franklin	For	For		
			Management	1.2	Elect Director J. Scott Hall	For	For		
			Management	1.3	Elect Director Thomas J. Hansen	For	For		
			Management	1.4	Elect Director Mark J. O'Brien	For	For		

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	1.5	Elect Director Christine Ortiz	For	For	
			Management	1.6	Elect Director Bernard G. Rethore	For	For	
			Management	1.7	Elect Director Jeffery S. Sharritts	For	For	
			Management	1.8	Elect Director Lydia W. Thomas	For	For	
			Management	1.9	Elect Director Michael T. Tokarz	For	For	
			Management	1.10	Elect Director Stephen C. Van Arsdell	For	For	
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Management	3	Ratify Ernst & Young LLP as Auditors	For	For	
TUI AG	Germany	08-févr-22	Management	2.1	Approve Discharge of Management Board Member Friedrich Jousen for Fiscal Year 2020/21	For	For	
			Management	2.2	Approve Discharge of Management Board Member David Burling for Fiscal Year 2020/21	For	For	
			Management	2.3	Approve Discharge of Management Board Member Birgit Conix for Fiscal Year 2020/21	For	For	
			Management	2.4	Approve Discharge of Management Board Member Sebastian Ebel for Fiscal Year 2020/21	For	For	
			Management	2.5	Approve Discharge of Management Board Member Elke Eller for Fiscal Year 2020/21	For	For	
			Management	2.6	Approve Discharge of Management Board Member Peter Krueger for Fiscal Year 2020/21	For	For	
			Management	2.7	Approve Discharge of Management Board Member Sybille Reiss for Fiscal Year 2020/21	For	For	
			Management	2.8	Approve Discharge of Management Board Member Frank Rosenberger for Fiscal Year 2020/21	For	For	
			Management	3.1	Approve Discharge of Supervisory Board Member Dieter Zetsche for Fiscal Year 2020/21	For	For	
			Management	3.2	Approve Discharge of Supervisory Board Member Frank Jakobi for Fiscal Year 2020/21	For	For	
			Management	3.3	Approve Discharge of Supervisory Board Member Peter Long for Fiscal Year 2020/21	For	For	
			Management	3.4	Approve Discharge of Supervisory Board Member Ingrid-Helen Arnold for Fiscal Year 2020/21	For	For	
			Management	3.5	Approve Discharge of Supervisory Board Member Andreas Barczewski for Fiscal Year 2020/21	For	For	
			Management	3.6	Approve Discharge of Supervisory Board Member Peter Bremme for Fiscal Year 2020/21	For	For	
			Management	3.7	Approve Discharge of Supervisory Board Member Jutta Doenges for Fiscal Year 2020/21	For	For	
			Management	3.8	Approve Discharge of Supervisory Board Member Edgar Ernst for Fiscal Year 2020/21	For	For	
			Management	3.9	Approve Discharge of Supervisory Board Member Wolfgang Flintermann for Fiscal Year 2020/21	For	For	
			Management	3.10	Approve Discharge of Supervisory Board Member Maria Corces for Fiscal Year 2020/21	For	For	
			Management	3.11	Approve Discharge of Supervisory Board Member Angelika Gifford for Fiscal Year 2020/21	For	For	
			Management	3.12	Approve Discharge of Supervisory Board Member Stefan Heinemann for Fiscal Year 2020/21	For	For	
			Management	3.13	Approve Discharge of Supervisory Board Member Dierk Hirschel for Fiscal Year 2020/21	For	For	
			Management	3.14	Approve Discharge of Supervisory Board Member Janina Kugel for Fiscal Year 2020/21	For	For	
			Management	3.15	Approve Discharge of Supervisory Board Member Vladimir Lukin for Fiscal Year 2020/21	For	For	
			Management	3.16	Approve Discharge of Supervisory Board Member Coline McConville for Fiscal Year 2020/21	For	For	
			Management	3.17	Approve Discharge of Supervisory Board Member Alexey Mordashov for Fiscal Year 2020/21	For	For	
			Management	3.18	Approve Discharge of Supervisory Board Member Mark Muratovic for Fiscal Year 2020/21	For	For	
			Management	3.19	Approve Discharge of Supervisory Board Member Michael Poenipp for Fiscal Year 2020/21	For	For	
			Management	3.20	Approve Discharge of Supervisory Board Member Carola Schwim for Fiscal Year 2020/21	For	For	
			Management	3.21	Approve Discharge of Supervisory Board Member Anette Stempel for Fiscal Year 2020/21	For	For	
			Management	3.22	Approve Discharge of Supervisory Board Member Joan Riu for Fiscal Year 2020/21	For	For	
			Management	3.23	Approve Discharge of Supervisory Board Member Tanja Viehl for Fiscal Year 2020/21	For	For	
			Management	3.24	Approve Discharge of Supervisory Board Member Stefan Weinhofer for Fiscal Year 2020/21	For	For	
			Management	4	Ratify Deloitte GmbH as Auditors for Fiscal Year 2021/22	For	For	
			Management	5	Approve Creation of EUR 162.3 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	For	For	
			Management	6	Approve Creation of EUR 626.9 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	For	For	
			Management	7	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds with Partial Exclusion of Preemptive Rights up to Aggregate Nominal Amount of EUR 2 Billion; Approve Creation of EUR 162.3 Million Pool of Capital to Guarantee Conversion Rights	For	For	
			Management	8	Approve Creation of EUR 81.1 Million Pool of Conditional Capital to Guarantee Conversion Rights	For	Against	Items 5-7Votes FOR the proposed issuance authorizations are warranted.Item 8A vote AGAINST the proposed authorization is warranted because it represents an excessive issuance volume.
			Management	9	Approve Creation of EUR 671 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	For	For	
			Management	10	Approve Remuneration Report	For	For	
			Management	11.1	Approve Affiliation Agreement with DEFAG Beteiligungsverwaltungs GmbH I.	For	For	



Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
Siemens AG	Germany	10-févr-22	Management	11.2	Approve Affiliation Agreement with DEFAG Beteiligungsverwaltungs GmbH III	For	For	
			Management	2	Approve Allocation of Income and Dividends of EUR 4.00 per Share	For	For	
			Management	3.1	Approve Discharge of Management Board Member Roland Busch for Fiscal Year 2020/21	For	For	
			Management	3.2	Approve Discharge of Management Board Member Klaus Helmrich (until March 31, 2021) for Fiscal Year 2020/21	For	For	
			Management	3.3	Approve Discharge of Management Board Member Joe Kaeser (until Feb. 3, 2021) for Fiscal Year 2020/21	For	For	
			Management	3.4	Approve Discharge of Management Board Member Cedrik Neike for Fiscal Year 2020/21	For	For	
			Management	3.5	Approve Discharge of Management Board Member Matthias Rebellius for Fiscal Year 2020/21	For	For	
			Management	3.6	Approve Discharge of Management Board Member Ralf Thomas for Fiscal Year 2020/21	For	For	
			Management	3.7	Approve Discharge of Management Board Member Judith Wiese for Fiscal Year 2020/21	For	For	
			Management	4.1	Approve Discharge of Supervisory Board Member Jim Snabe for Fiscal Year 2020/21	For	For	
			Management	4.2	Approve Discharge of Supervisory Board Member Birgit Steinborn for Fiscal Year 2020/21	For	For	
			Management	4.3	Approve Discharge of Supervisory Board Member Werner Brandt for Fiscal Year 2020/21	For	For	
			Management	4.4	Approve Discharge of Supervisory Board Member Tobias Baeumler (from Oct. 16, 2020) for Fiscal Year 2020/21	For	For	
			Management	4.5	Approve Discharge of Supervisory Board Member Michael Diekmann for Fiscal Year 2020/21	For	For	
			Management	4.6	Approve Discharge of Supervisory Board Member Andrea Fehrmann for Fiscal Year 2020/21	For	For	
			Management	4.7	Approve Discharge of Supervisory Board Member Bettina Haller for Fiscal Year 2020/21	For	For	
			Management	4.8	Approve Discharge of Supervisory Board Member Harald Kern for Fiscal Year 2020/21	For	For	
			Management	4.9	Approve Discharge of Supervisory Board Member Juergen Kerner for Fiscal Year 2020/21	For	For	
			Management	4.10	Approve Discharge of Supervisory Board Member Nicola Leibinger-Kammuller (until Feb. 3, 2021) for Fiscal Year 2020/21	For	For	
			Management	4.11	Approve Discharge of Supervisory Board Member Benoit Potier for Fiscal Year 2020/21	For	For	
			Management	4.12	Approve Discharge of Supervisory Board Member Hagen Reimer for Fiscal Year 2020/21	For	For	
			Management	4.13	Approve Discharge of Supervisory Board Member Norbert Reithofer for Fiscal Year 2020/21	For	For	
			Management	4.14	Approve Discharge of Supervisory Board Member Kasper Roersted for Fiscal Year 2020/21	For	For	
			Management	4.15	Approve Discharge of Supervisory Board Member Nemat Shafik for Fiscal Year 2020/21	For	For	
			Management	4.16	Approve Discharge of Supervisory Board Member Nathalie von Siemens for Fiscal Year 2020/21	For	For	
			Management	4.17	Approve Discharge of Supervisory Board Member Michael Sigmund for Fiscal Year 2020/21	For	For	
Management	4.18	Approve Discharge of Supervisory Board Member Dorothea Simon for Fiscal Year 2020/21	For	For				
Management	4.19	Approve Discharge of Supervisory Board Member Grazia Vittadini (from Feb. 3, 2021) for Fiscal Year 2020/21	For	For				
Management	4.20	Approve Discharge of Supervisory Board Member Werner Wenning (until Feb. 3, 2021) for Fiscal Year 2020/21	For	For				
Management	4.21	Approve Discharge of Supervisory Board Member Matthias Zachert for Fiscal Year 2020/21	For	For				
Management	4.22	Approve Discharge of Supervisory Board Member Gunnar Zukunft for Fiscal Year 2020/21	For	For				
Management	5	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2021/22	For	For				
Management	6	Approve Remuneration Report	For	For				
Wuxi Lead Intelligent Equipment Co., Ltd.	China	11-févr-22	Management	1	Approve Daily Related Party Transactions	For	For	
			Management	2	Approve Application of Bank Credit Lines	For	For	
			Management	3	Approve Provision of Guarantee	For	For	
			Management	4	Approve Forward Foreign Exchange Transactions	For	For	
			Management	5	Approve Repurchase and Cancellation of Performance Shares	For	For	
			Management	6	Approve Change in Registered Capital	For	For	
			Management	7	Amend Articles of Association	For	For	
Sea Ltd. (Singapore)	Cayman Islands	14-févr-22	Management	1	Amend Articles of Association	For	Against	A vote AGAINST this proposal is warranted because the proposed amendment would further perpetuate a dual-class capital structure with disparate voting rights that is not generally in the best interests of minority shareholders.
Zhejiang Chint Electrics Co., Ltd.	China	14-févr-22	Management	1	Approve Provision of External Guarantee	For	For	
			Management	2	Approve Provision of Guarantee to Household Photovoltaic Customers	For	For	
Siemens Healthineers AG	Germany	15-févr-22	Management	2	Approve Allocation of Income and Dividends of EUR 0.85 per Share	For	For	
			Management	3.1	Approve Discharge of Management Board Member Bernhard Montag for Fiscal Year 2021	For	For	
			Management	3.2	Approve Discharge of Management Board Member Jochen Schmitz for Fiscal Year 2021	For	For	
			Management	3.3	Approve Discharge of Management Board Member Christoph Zindel for Fiscal Year 2021	For	For	
			Management	3.4	Approve Discharge of Management Board Member Darleen Caron (from Feb. 1, 2021) for Fiscal Year 2021	For	For	
			Management	4.1	Approve Discharge of Supervisory Board Member Ralf Thomas for Fiscal Year 2021	For	For	
Management	4.2	Approve Discharge of Supervisory Board Member Norbert Gaus for Fiscal Year 2021	For	For				

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	4.3	Approve Discharge of Supervisory Board Member Roland Busch for Fiscal Year 2021	For	For	
			Management	4.4	Approve Discharge of Supervisory Board Member Marion Helmes for Fiscal Year 2021	For	For	
			Management	4.5	Approve Discharge of Supervisory Board Member Andreas Hoffmann for Fiscal Year 2021	For	For	
			Management	4.6	Approve Discharge of Supervisory Board Member Philipp Roesler for Fiscal Year 2021	For	For	
			Management	4.7	Approve Discharge of Supervisory Board Member Peer Schatz (from March 23, 2021) for Fiscal Year 2021	For	For	
			Management	4.8	Approve Discharge of Supervisory Board Member Nathalie Von Siemens for Fiscal Year 2021	For	For	
			Management	4.9	Approve Discharge of Supervisory Board Member Gregory Sorensen for Fiscal Year 2021	For	For	
			Management	4.10	Approve Discharge of Supervisory Board Member Karl-Heinz Streibich for Fiscal Year 2021	For	For	
			Management	5	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2022	For	For	
			Management	6	Approve Creation of EUR 564 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	For	Against	
Evoqua Water Technologies Corp.	USA	16-févr-22	Management	1.1	Elect Director Harbhajan (Nick) Bhambri	For	Withhold	WITHHOLD votes are warranted for incumbent director nominees Harbhajan (Nick) Bhambri and Lynn Swann given the board's failure to remove, or subject to a sunset requirement, the classified board and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights.A vote FOR new director Sherrese Clarke Soares is warranted.
			Management	1.2	Elect Director Sherrese Clarke Soares	For	For	
			Management	1.3	Elect Director Lynn C. Swann	For	Withhold	
Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For				
Management	3	Ratify Ernst & Young LLP as Auditors	For	For				
Aurubis AG	Germany	17-févr-22	Management	2	Approve Allocation of Income and Dividends of EUR 1.60 per Share	For	For	
			Management	3.1	Approve Discharge of Management Board Member Roland Harings for Fiscal Year 2020/21	For	For	
			Management	3.2	Approve Discharge of Management Board Member Heiko Arnold for Fiscal Year 2020/21	For	For	
			Management	3.3	Approve Discharge of Management Board Member Rainer Verhoeven for Fiscal Year 2020/21	For	For	
			Management	3.4	Approve Discharge of Management Board Member Thomas Buenger for Fiscal Year 2020/21	For	For	
			Management	4.1	Approve Discharge of Supervisory Board Member Fritz Vahrenholt for Fiscal Year 2020/21	For	For	
			Management	4.2	Approve Discharge of Supervisory Board Member Stefan Schmidt for Fiscal Year 2020/21	For	For	
			Management	4.3	Approve Discharge of Supervisory Board Member Deniz Acar for Fiscal Year 2020/21	For	For	
			Management	4.4	Approve Discharge of Supervisory Board Member Andrea Bauer for Fiscal Year 2020/21	For	For	
			Management	4.5	Approve Discharge of Supervisory Board Member Christian Ehrentauf for Fiscal Year 2020/21	For	For	
			Management	4.6	Approve Discharge of Supervisory Board Member Heinz Fuhrmann for Fiscal Year 2020/21	For	For	
			Management	4.7	Approve Discharge of Supervisory Board Member Karl Jakob for Fiscal Year 2020/21	For	For	
			Management	4.8	Approve Discharge of Supervisory Board Member Jan Koltze for Fiscal Year 2020/21	For	For	
			Management	4.9	Approve Discharge of Supervisory Board Member Stephan Krummer for Fiscal Year 2020/21	For	For	
			Management	4.10	Approve Discharge of Supervisory Board Member Elke Lossin for Fiscal Year 2020/21	For	For	
			Management	4.11	Approve Discharge of Supervisory Board Member Sandra Reich for Fiscal Year 2020/21	For	For	
Management	4.12	Approve Discharge of Supervisory Board Member Melf Singer for Fiscal Year 2020/21	For	For				
Management	5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2021/22 and for the Review of the Interim Financial Reports for Fiscal Year 2022/23	For	For				
Management	6	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds with Partial Exclusion of Preemptive Rights up to Aggregate Nominal Amount of EUR 500 Million; Approve Creation of EUR 11.5 Million Pool of Capital to Guarantee Conversion Rights	For	For				
Management	7	Approve Creation of EUR 23 Million Pool of Capital with Partial Exclusion of Preemptive Rights	For	For				
Management	8	Elect Gunmar Groebler to the Supervisory Board	For	For				
Infineon Technologies AG	Germany	17-févr-22	Management	2	Approve Allocation of Income and Dividends of EUR 0.27 per Share	For	For	
			Management	3.1	Approve Discharge of Management Board Member Reinhard Ploss for Fiscal Year 2021	For	For	
			Management	3.2	Approve Discharge of Management Board Member Helmut Gassel for Fiscal Year 2021	For	For	
			Management	3.3	Approve Discharge of Management Board Member Jochen Hanebeck for Fiscal Year 2021	For	For	
			Management	3.4	Approve Discharge of Management Board Member Constanze Hufenbecher (from April 15, 2021) for Fiscal Year 2021	For	For	
			Management	3.5	Approve Discharge of Management Board Member Sven Schneider for Fiscal Year 2021	For	For	
Management	4.1	Approve Discharge of Supervisory Board Member Wolfgang Eder for Fiscal Year 2021	For	For				

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	4.2	Approve Discharge of Supervisory Board Member Xiaogun Clever for Fiscal Year 2021	For	For	
			Management	4.3	Approve Discharge of Supervisory Board Member Johann Dechant for Fiscal Year 2021	For	For	
			Management	4.4	Approve Discharge of Supervisory Board Member Friedrich Eichiner for Fiscal Year 2021	For	For	
			Management	4.5	Approve Discharge of Supervisory Board Member Annette Engelriedl for Fiscal Year 2021	For	For	
			Management	4.6	Approve Discharge of Supervisory Board Member Peter Gruber for Fiscal Year 2021	For	For	
			Management	4.7	Approve Discharge of Supervisory Board Member Hans-Ulrich Holdenriedl for Fiscal Year 2021	For	For	
			Management	4.8	Approve Discharge of Supervisory Board Member Susanne Lachenmann for Fiscal Year 2021	For	For	
			Management	4.9	Approve Discharge of Supervisory Board Member Geraldine Picaud for Fiscal Year 2021	For	For	
			Management	4.10	Approve Discharge of Supervisory Board Member Manfred Puffer for Fiscal Year 2021	For	For	
			Management	4.11	Approve Discharge of Supervisory Board Member Melanie Riedl for Fiscal Year 2021	For	For	
			Management	4.12	Approve Discharge of Supervisory Board Member Juergen Scholz for Fiscal Year 2021	For	For	
			Management	4.13	Approve Discharge of Supervisory Board Member Kerstin Schulzendorf for Fiscal Year 2021	For	For	
			Management	4.14	Approve Discharge of Supervisory Board Member Ulrich Spiesshofer for Fiscal Year 2021	For	For	
			Management	4.15	Approve Discharge of Supervisory Board Member Margret Suckale for Fiscal Year 2021	For	For	
			Management	4.16	Approve Discharge of Supervisory Board Member Diana Vitale for Fiscal Year 2021	For	For	
			Management	5	Ratify KPMG AG as Auditors for Fiscal Year 2022	For	For	
			Management	6	Elect Geraldine Picaud to the Supervisory Board	For	For	
China Education Group Holdings Limited	Cayman Islands	22-févr-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
			Management	2	Approve Final Dividend	For	For	
			Management	3a	Elect Yu Guo as Director	For	For	
			Management	3b	Elect Xie Shaohua as Director	For	For	
			Management	3c	Elect Wu Kin Bing as Director	For	For	
			Management	4	Approve Deloitte Touche Tohmatsu as Auditor and Authorize Board to Fix Their Remuneration	For	For	
			Management	5	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.
			Management	6	Authorize Repurchase of Issued Share Capital	For	For	
			Management	7	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.
Deere & Company	USA	23-févr-22	Management	1a	Elect Director Leanne G. Caret	For	For	
			Management	1b	Elect Director Tamra A. Erwin	For	For	
			Management	1c	Elect Director Alan C. Heuberger	For	For	
			Management	1d	Elect Director Charles O. Holliday, Jr.	For	For	
			Management	1e	Elect Director Michael O. Johanns	For	For	
			Management	1f	Elect Director Clayton M. Jones	For	For	
			Management	1g	Elect Director John C. May	For	For	
			Management	1h	Elect Director Gregory R. Page	For	For	
			Management	1i	Elect Director Sherry M. Smith	For	For	
			Management	1j	Elect Director Dmitri L. Stockton	For	For	
			Management	1k	Elect Director Sheila G. Talton	For	For	
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Management	3	Ratify Deloitte & Touche LLP as Auditors	For	For	
			Management	4	Approve Non-Employee Director Restricted Stock Plan	For	For	
			Shareholder	5	Amend Governing Documents Regarding Requirements to Call for a Special Meeting	Against	Against	A vote AGAINST this proposal is warranted. There appears to be no compelling reason to support this shareholder proposal as the one-year holding period is not especially problematic, is consistent with SEC requirements for filing shareholder proposals, and provides a reasonable safeguard against abuse of the right.
Stillfront Group AB	Sweden	23-févr-22	Management	2	Elect Chairman of Meeting	For	For	
			Management	3	Designate Inspector(s) of Minutes of Meeting	For	For	
			Management	4	Prepare and Approve List of Shareholders	For	For	
			Management	5	Approve Agenda of Meeting	For	For	
			Management	6	Acknowledge Proper Convening of Meeting	For	For	
			Management	7	Approve Issuance of Shares in Connection with Acquisition of Six Waves Inc.	For	For	
S-Pool, Inc.	Japan	24-févr-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 6	For	For	
			Management	2	Approve Annual Bonus	For	For	
Xinjiang Goldwind Science & Technology Co., Ltd.	China	25-févr-22	Management	1.1	Approve Connected Transactions for Sales of Products Conducted in the Ordinary Course of Business (A Share) between the Company and China Three Gorges New Energy (Group) Co., Ltd.	For	For	
			Management	1.2	Approve Connected Transactions for Sales of Products Conducted in the Ordinary Course of Business (A Share) between the Company and Xinjiang New Energy (Group) Co., Ltd.	For	For	
			Management	2	Approve Purchase of Liability Insurance for Directors, Supervisors and Senior Management Members	For	For	
			Management	3	Elect Wang Yan as Supervisor	For	For	
Fair Isaac Corporation	USA	01-mars-22	Management	1a	Elect Director Braden R. Kelly	For	For	
			Management	1b	Elect Director Fabiola R. Arredondo	For	For	
			Management	1c	Elect Director James D. Kirsner	For	For	
			Management	1d	Elect Director William J. Lansing	For	For	
			Management	1e	Elect Director Eva Manolis	For	For	
			Management	1f	Elect Director Marc F. McMorris	For	For	
			Management	1g	Elect Director Joanna Rees	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	1h	Elect Director David A. Rey	For	For	
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Management	3	Ratify Deloitte & Touche LLP as Auditors	For	For	
Kone Oyj	Finland	01-mars-22	Management	3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	For	For	
			Management	4	Acknowledge Proper Convening of Meeting	For	For	
			Management	5	Prepare and Approve List of Shareholders	For	For	
			Management	7	Accept Financial Statements and Statutory Reports	For	For	
			Management	8	Approve Allocation of Income and Dividends of EUR 1.7475 per Class A Share and EUR 1.75 per Class B Share; Approve Extra Dividends of EUR 0.3475 per Class A Share and EUR 0.35 per Class B Share	For	For	
			Management	9	Approve Discharge of Board and President	For	For	
			Management	10	Approve Remuneration Report (Advisory Vote)	For	Against	A vote AGAINST this item is warranted because the remuneration report reveals several practices that are considered below market standard, such as: " The remuneration paid from the annual bonus (STIP) in 2021 lacks information on performance criteria." The awards granted in 2021 from the 2020 LTIP lacks sufficient disclosure with regards to ex-post targets" The newly constructed LTIP is subject to annual changes in applicable criteria, impeding long-term thinking and consistency.
			Management	11	Approve Remuneration of Directors in the Amount of EUR 220,000 for Chairman, EUR 125,000 for Vice Chairman, and EUR 110,000 for Other Directors	For	Against	A vote AGAINST this item is warranted, as the proposed director fees can be considered excessive in relation to comparable domestic peers.
			Management	12	Fix Number of Directors at Nine	For	For	
			Management	13	Reelect Matti Alahuhta, Susan Duinhoven, Antti Herlin, Iiris Herlin, Jussi Herlin, Ravi Kant and Jennifer Xin-Zhe Li as Directors; Elect Krishna Mikkilinen and Andreas Opfermann as New Directors	For	Against	A vote AGAINST this proposal is warranted, due to: " The presence of an executive(s) on both audit-, remuneration- and nomination committees." Lack of independence on both audit-, remuneration committees.
			Management	14	Approve Remuneration of Auditors	For	For	
Management	15	Elect One Auditor for the Term Ending on the Conclusion of AGM 2022	For	For				
Management	16	Ratify Ernst & Young as Auditors	For	For				
Management	17	Authorize Share Repurchase Program	For	For				
Management	18	Approve Issuance of Shares and Options without Preemptive Rights	For	For				
PT Bank Rakyat Indonesia (Persero) Tbk	Indonesia	01-mars-22	Management	1	Approve Financial Statements, Statutory Reports, Annual Report, Report of the Partnership and Community Development Program (PCDP), and Discharge of Directors and Commissioners	For	For	
			Management	2	Approve Allocation of Income	For	For	
			Management	3	Approve Affirmation on the Implementation of the Regulations of the Minister of State-Owned Enterprises of the Republic of Indonesia	For	For	
			Management	4	Approve Remuneration and Tantien of Directors and Commissioners	For	Against	We prefer to vote AGAINST since the remuneration policy lacks concrete sustainability focused non-financial KPIs
			Management	5	Appoint Auditors of the Company and the Partnership and Community Development Program (PCDP)	For	For	
			Management	6	Accept Report on the Use of Proceeds	For	For	
			Management	7	Approve Share Repurchase Program	For	Against	A vote AGAINST this resolution is warranted due to lack of information on the proposed share repurchase program and employee share ownership program to assess the potential impact on shareholder value.
			Management	8	Approve Changes in the Boards of the Company	For	Against	A vote AGAINST this resolution is warranted given the lack of information to make an informed voting decision.
Tetra Tech, Inc.	USA	01-mars-22	Management	1a	Elect Director Dan L. Batrack	For	For	
			Management	1b	Elect Director Gary R. Birkenbeuel	For	For	
			Management	1c	Elect Director J. Christopher Lewis	For	For	
			Management	1d	Elect Director Joanne M. Maguire	For	Against	A vote AGAINST incumbent nominating committee chair Joanne Maguire is warranted for lack of diversity on the board.A vote FOR the remaining director nominees is warranted.
			Management	1e	Elect Director Kimberly E. Ritrievi	For	For	
			Management	1f	Elect Director J. Kenneth Thompson	For	For	
			Management	1g	Elect Director Kirsten M. Volpi	For	For	
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Management	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	
			Enghouse Systems Limited	Canada	03-mars-22	Management	1a	Elect Director Stephen Sadler
Management	1b	Elect Director Eric Demirian				For	For	
Management	1c	Elect Director Reid Drury				For	For	
Management	1d	Elect Director Melissa Sonberg				For	For	
Management	1e	Elect Director Pierre Lassonde				For	For	
Management	1f	Elect Director Jane Mowat				For	For	
Management	1g	Elect Director Paul Stoyan				For	Withhold	Vote WITHHOLD for incumbent Nominating Committee chair Paul Stoyan for lack of gender diversity on the board.Vote FOR the other proposed nominees.
Management	2	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration				For	For	
Management	3	Advisory Vote on Executive Compensation Approach				For	Against	A vote AGAINST this non-binding advisory vote is warranted due to continuing pay-for-performance misalignment, problematic pay practices and disclosure concerns. Furthermore, the company failed to adequately respond to last year's say-on-pay proposal which received support of less than 80 percent of the votes cast.The quantitative pay-for-performance screen has identified a high concern, driven by two screens of the model. This concern level has been retained after further quantitative and qualitative analysis.Additionally, Sustainability Advisory Services has identified the following problematic pay practices and disclosure concerns: " Lack of transparency and disclosure regarding determinations made under the short-term incentive program;" Modified single trigger change-in-control agreement;" Lack of performance based long term incentives;" Internal pay disparity; and" Lack of disclosure regarding engagement efforts with shareholders in response to low support on last year's say on pay vote.
Apple Inc.	USA	04-mars-22				Management	1a	Elect Director James Bell
			Management	1b	Elect Director Tim Cook	For	For	
			Management	1c	Elect Director Al Gore	For	For	
			Management	1d	Elect Director Alex Gorsky	For	For	
			Management	1e	Elect Director Andrea Jung	For	For	
			Management	1f	Elect Director Art Levinson	For	For	
			Management	1g	Elect Director Monica Lozano	For	For	
			Management	1h	Elect Director Ron Sugar	For	For	
			Management	1i	Elect Director Sue Wagner	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	2	Ratify Ernst & Young LLP as Auditors	For	For	A vote AGAINST this proposal is warranted, due to concerns around equity award design and pay magnitude. While the CEO's FY21 equity award marks his first LTI award since his mega award 10 years ago, half of the \$75 million award is purely time-based, and the award would continue to vest in full in the event of his retirement. Further, the company does not disclose that the award is intended to cover multiple years of future awards, despite its large size, and CEO Cook received another sizable grant of equity after the end of the fiscal year. In addition, notwithstanding that Apple is the largest company in its peer group, other NEOs consistently receive equity awards with values that approach the median total CEO pay of peers, and CEO Cook's relatively high base salary contributes to significant STI payout opportunities.
			Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	
			Management Shareholder	4	Approve Omnibus Stock Plan	For	For	
			Shareholder	5	Amend Articles of Incorporation to become a Social Purpose Corporation	Against	Against	
			Shareholder	6	Approve Revision of Transparency Reports	Against	For	
			Shareholder	7	Report on Forced Labor	Against	For	
			Shareholder	8	Report on Median Gender/Racial Pay Gap	Against	For	
			Shareholder	9	Report on Civil Rights Audit	Against	For	
			Shareholder	10	Report on Concealment Clauses	Against	For	
			Shareholder	10	Report on Concealment Clauses	Against	For	
Novartis AG	Switzerland	04-mars-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	A vote AGAINST this proposal is warranted because more information on the impact that the company's standard arbitration provision has on Apple's employees may bring information to light that could result in improved recruitment, development and retention and could help the company prepare for pending federal legislation on the matter.
			Management	2	Approve Discharge of Board and Senior Management	For	For	
			Management	3	Approve Allocation of Income and Dividends of CHF 3.10 per Share	For	For	
			Management	4	Approve CHF 15.3 Million Reduction in Share Capital via Cancellation of Repurchased Shares	For	For	
			Management	5	Authorize Repurchase of up to CHF 10 Billion in Issued Share Capital	For	For	
			Management	6.1	Approve Remuneration of Directors in the Amount of CHF 8.6 Million	For	For	
			Management	6.2	Approve Maximum Remuneration of Executive Committee in the Amount of CHF 91 Million	For	For	
			Management	6.3	Approve Remuneration Report	For	For	
			Management	7.1	Reelect Joerg Reinhardt as Director and Board Chairman	For	For	
			Management	7.2	Reelect Nancy Andrews as Director	For	For	
			Management	7.3	Reelect Ton Buechner as Director	For	For	
Management	7.4	Reelect Patrice Bula as Director	For	For				
Management	7.5	Reelect Elizabeth Doherty as Director	For	For				
Management	7.6	Reelect Bridgette Heller as Director	For	For				
Management	7.7	Reelect Frans van Houten as Director	For	For				
Management	7.8	Reelect Simon Moroney as Director	For	For				
Management	7.9	Reelect Andreas von Planta as Director	For	For				
Management	7.10	Reelect Charles Sawyers as Director	For	For				
Management	7.11	Reelect William Winters as Director	For	For				
Management	7.12	Elect Ana de Pro Gonzalo as Director	For	For				
Management	7.13	Elect Daniel Hochstrasser as Director	For	For				
Management	8.1	Reappoint Patrice Bula as Member of the Compensation Committee	For	For				
Management	8.2	Reappoint Bridgette Heller as Member of the Compensation Committee	For	For				
Management	8.3	Reappoint Simon Moroney as Member of the Compensation Committee	For	For				
Management	8.4	Reappoint William Winters as Member of the Compensation Committee	For	For				
Management	9	Ratify KPMG AG as Auditors	For	For				
Management	10	Designate Peter Zahn as Independent Proxy	For	For				
Management	11	Transact Other Business (Voting)	For	Against				
Bottomline Technologies, Inc.	USA	08-mars-22	Management	1	Approve Merger Agreement	For	For	A vote AGAINST this proposal is warranted. The CEO is eligible to receive excessive cash severance, which appears to be on a single-trigger basis. Further, all outstanding equity awards will accelerate upon the closing of the merger.
			Management	2	Adjourn Meeting	For	For	
			Management	3	Advisory Vote on Golden Parachutes	For	Against	
Elastic N.V.	Netherlands	09-mars-22	Management	1	Elect Director Ashutosh Kulkarni	For	For	
QUALCOMM Incorporated	USA	09-mars-22	Management	1a	Elect Director Sylvia Acevedo	For	For	
			Management	1b	Elect Director Cristiano R. Amon	For	For	
			Management	1c	Elect Director Mark Fields	For	For	
			Management	1d	Elect Director Jeffrey W. Handerson	For	For	
			Management	1e	Elect Director Gregory N. Johnson	For	For	
			Management	1f	Elect Director Ann M. Livermore	For	For	
			Management	1g	Elect Director Mark D. McLaughlin	For	For	
			Management	1h	Elect Director Jamie S. Miller	For	For	
			Management	1i	Elect Director Irene B. Rosenfeld	For	For	
			Management	1j	Elect Director Kornelis (Neil) Smit	For	For	
			Management	1k	Elect Director Jean-Pascal Tricoire	For	For	
			Management	1l	Elect Director Anthony J. Vincierra	For	For	
			Management	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	
			Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
The Walt Disney Company	USA	09-mars-22	Management	1a	Elect Director Susan E. Arnold	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	1b	Elect Director Mary T. Barra	For	For	A vote FOR this proposal is warranted, as additional disclosure of the company's indirect lobbying-related oversight mechanisms, along with its trade association payments, would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process. A vote FOR this proposal is warranted, as lowering the threshold to call special meetings would enhance the rights of shareholders. A vote FOR this proposal is warranted, as increased transparency on Disney's supply chain policies and processes could help alleviate growing risks related to manufacturing and operations in certain regions. A vote FOR this proposal is warranted, as shareholders could benefit from the median pay gap statistics that would allow them to compare and measure the progress of the company's diversity and inclusion initiatives. A vote AGAINST this resolution is warranted, as the company provides sufficient information for shareholders to assess any reverse discrimination effect the company's training materials or procedures may be having.
			Management	1c	Elect Director Safra A. Catz	For	For	
			Management	1d	Elect Director Amy L. Chang	For	For	
			Management	1e	Elect Director Robert A. Chapek	For	For	
			Management	1f	Elect Director Francis A. deSouza	For	For	
			Management	1g	Elect Director Michael B.G. Froman	For	For	
			Management	1h	Elect Director Maria Elena Lagomasino	For	For	
			Management	1i	Elect Director Calvin R. McDonald	For	For	
			Management	1j	Elect Director Mark G. Parker	For	For	
			Management	1k	Elect Director Derica W. Rice	For	For	
Management	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For				
Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For				
Shareholder	4	Report on Lobbying Payments and Policy	Against	For				
Shareholder	5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For				
Shareholder	6	Report on Human Rights Due Diligence	Against	For				
Shareholder	7	Report on Gender/Racial Pay Gap	Against	For				
Shareholder	8	Report on Workplace Non-Discrimination Audit	Against	Against				
AmerisourceBergen Corporation	USA	10-mars-22	Management	1a	Elect Director Ornella Barra	For	For	A vote FOR this proposal is warranted, in light of the significant shareholder concerns recently raised regarding the company's exclusion of certain litigation-related costs from the executive compensation program, along with the magnitude of the 2020 opioid-related litigation accrual and the continued exclusion of a similar accrual from the 2021 incentive program. Given that the proposal would provide the board with flexibility to adjust the application of the policy in individual circumstances, with an explanation to shareholders, the request is not viewed as overly prescriptive. A vote FOR this proposal is warranted, as the proposed 10 percent ownership threshold would make the special meeting right more easily exercisable by institutional investors, while still providing protection against abuse.
Management	1b	Elect Director Steven H. Collis	For	For				
Management	1c	Elect Director D. Mark Durcan	For	For				
Management	1d	Elect Director Richard W. Gochbauer	For	For				
Management	1e	Elect Director Lon R. Greenberg	For	For				
Management	1f	Elect Director Jane E. Henney	For	For				
Management	1g	Elect Director Kathleen W. Hyle	For	For				
Management	1h	Elect Director Michael J. Long	For	For				
Management	1i	Elect Director Henry W. McGee	For	For				
Management	1j	Elect Director Dennis M. Nally	For	For				
Management	2	Ratify Ernst & Young LLP as Auditors	For	For				
Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For				
Management	4	Approve Omnibus Stock Plan	For	For				
Shareholder	5	Adopt a Policy That No Financial Metric Be Adjusted to Exclude Legal or Compliance Costs in Determining Executive Compensation	Against	For				
Shareholder	6	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For				
Applied Materials, Inc.	USA	10-mars-22	Management	1a	Elect Director Rani Borkar	For	For	A vote FOR this proposal is warranted as it would further enhance shareholders' existing right to call special meetings. A vote AGAINST this proposal is warranted, as the board and compensation committee are generally best suited to make decisions regarding the principal objectives of executive compensation. The company provides disclosure surrounding its executive compensation setting process and no pay-for-performance concerns have been identified.
Management	1b	Elect Director Judy Bruner	For	For				
Management	1c	Elect Director Xun (Eric) Chen	For	For				
Management	1d	Elect Director Aart J. de Geus	For	For				
Management	1e	Elect Director Gary E. Dickerson	For	For				
Management	1f	Elect Director Thomas J. Iannotti	For	For				
Management	1g	Elect Director Alexander A. Karsner	For	For				
Management	1h	Elect Director Adrianna C. Ma	For	For				
Management	1i	Elect Director Yvonne McGill	For	For				
Management	1j	Elect Director Scott A. McGregor	For	For				
Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For				
Management	3	Ratify KPMG LLP as Auditors	For	For				
Shareholder	4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For				
Shareholder	5	Improve Executive Compensation Program and Policy	Against	Against				
Transaction Capital Ltd.	South Africa	10-mars-22	Management	1	Re-elect Kuben Pillay as Director	For	For	A vote AGAINST these items is warranted.* These proposals include a general authority relating to the provision of financial assistance to Directors. Such proposals should be considered by shareholders on a specific rather than a general basis.
Management	2	Re-elect Sharon Wapnick as Director	For	For				
Management	3	Re-elect Suresh Kana as Director	For	For				
Management	4	Elect Albertinah Kekana as Director	For	For				
Management	5	Re-elect Diane Radley as Member of the Audit Committee	For	For				
Management	6	Re-elect Buhle Hanise as Member of the Audit Committee	For	For				
Management	7	Re-elect Ian Kirk as Member of the Audit Committee	For	For				
Management	8	Re-elect Suresh Kana as Member of the Audit Committee	For	For				
Management	9	Reappoint Deloitte & Touche as Auditors with Stephen Munro as the Designated Auditor	For	For				
Management	10	Approve Remuneration Policy	For	For				
Management	11	Approve Remuneration Implementation Report	For	For				
Management	12	Place Authorised but Unissued Shares under Control of Directors	For	For				
Management	13	Authorise Ratification of Approved Resolutions	For	For				
Management	1	Approve Remuneration of Non-Executive Directors	For	For				
Management	2	Approve Financial Assistance in Terms of Section 44 of the Companies Act	For	Against				

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	3	Approve Financial Assistance in Terms of Section 45 of the Companies Act	For	Against	A vote AGAINST these items is warranted.* These proposals include a general authority relating to the provision of financial assistance to Directors. Such proposals should be considered by shareholders on a specific rather than a general basis.
			Management	4	Authorise Repurchase of Issued Share Capital	For	For	
			Management	5	Authorise Board to Issue Shares for Cash	For	For	
NAVER Corp.	South Korea	14-mars-22	Management	1	Approve Financial Statements and Appropriation of Income	For	For	
			Management	2.1	Elect Choi Su-yeon as Inside Director	For	For	
			Management	2.2	Elect Chae Seon-ju as Inside Director	For	For	
			Management	3.1	Elect Jeong Doh-jin as Outside Director	For	For	
			Management	3.2	Elect Noh Hyeok-jun as Outside Director	For	For	
			Management	4.1	Elect Jeong Doh-jin as Audit Committee Member	For	For	
			Management	4.2	Elect Noh Hyeok-jun as Audit Committee Member	For	For	
			Management	5	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	
SalMar ASA	Norway	14-mars-22	Management	1	Elect Chairman of Meeting; Designate Inspector(s) of Minutes of Meeting	For	For	
			Management	2	Approve Notice of Meeting and Agenda	For	For	
			Management	3	Approve Issuance of Shares in Connection with Acquisition of NTS ASA	For	For	
Natogy Energy Group SA	Spain	15-mars-22	Management	1	Approve Standalone Financial Statements	For	For	<p>A vote AGAINST this item is warranted because:* The policy maintains the possibility of granting one-off bonuses with no specific cap other than the general remuneration limit applicable to all pay components.* The chair/CEO's severance terms exceed the 24 months' pay cap recommended by local best practice.* The remuneration policy is amended in order to accommodate changes to the outstanding LTIP, which are not supported (see Item 7).* The terms of the company's SRDII-inspired derogation clause are too vague.* The proposed remuneration policy suggests that board does not seem to address minority shareholder dissent on remuneration proposals.</p> <p>A vote AGAINST this item is warranted because the proposed extension of the LTIP's vesting period from July 2023 to December 2025 is not accompanied with amendments, such as more challenging price targets, that improve the terms and conditions of the plan, which was initially approved with only 65.1 percent support at the 2019 AGM.</p> <p>A vote AGAINST this item is warranted because:* Non-financial objectives account for 25 percent of the CEO's annual bonus and the company does not provide sufficient information on the scope and content of these non-financial metrics.* STI targets are not disclosed on an ex-post basis.* Executive pay appears misaligned with shareholder return when compared with sector peers.</p> <p>A vote AGAINST the (re)election of NI-NEDs Ramon Adell Ramon, Enrique Alcantara-Garcia Irazoqui, and Jaime Siles Fernandez-Palacios under Items 9.1-9.3 is warranted because the board does not meet the 50 percent independence guideline applicable to Spain-incorporated, non-controlled companies.In addition, support for the reelection of Enrique Alcantara-Garcia Irazoqui under Item 9.1 is not warranted because he is a member of the remuneration and nomination committee and:* The remuneration and nomination committee does not meet the 50 percent independence guideline.* There is a lack of diversity on the board.</p> <p>A vote AGAINST the (re)election of NI-NEDs Ramon Adell Ramon, Enrique Alcantara-Garcia Irazoqui, and Jaime Siles Fernandez-Palacios under Items 9.1-9.3 is warranted because the board does not meet the 50 percent independence guideline applicable to Spain-incorporated, non-controlled companies.In addition, support for the reelection of Enrique Alcantara-Garcia Irazoqui under Item 9.1 is not warranted because he is a member of the remuneration and nomination committee and:* The remuneration and nomination committee does not meet the 50 percent independence guideline.* There is a lack of diversity on the board.</p> <p>A vote AGAINST the (re)election of NI-NEDs Ramon Adell Ramon, Enrique Alcantara-Garcia Irazoqui, and Jaime Siles Fernandez-Palacios under Items 9.1-9.3 is warranted because the board does not meet the 50 percent independence guideline applicable to Spain-incorporated, non-controlled companies.In addition, support for the reelection of Enrique Alcantara-Garcia Irazoqui under Item 9.1 is not warranted because he is a member of the remuneration and nomination committee and:* The remuneration and nomination committee does not meet the 50 percent independence guideline.* There is a lack of diversity on the board.</p> <p>A vote AGAINST this item is warranted because the authorization exceeds the 10 percent guideline for non-rights issue.</p>
			Management	2	Approve Consolidated Financial Statements	For	For	
			Management	3	Approve Consolidated Non-Financial Information Statement	For	For	
			Management	4	Approve Allocation of Income and Dividends	For	For	
			Management	5	Approve Discharge of Board	For	For	
			Management	6	Approve Remuneration Policy	For	Against	
			Management	7	Amend Share Appreciation Rights Plan	For	Against	
			Management	8	Advisory Vote on Remuneration Report	For	Against	
			Management	9.1	Ratify Appointment of and Elect Enrique Alcantara Garcia-Irazoqui as Director	For	Against	
			Management	9.2	Ratify Appointment of and Elect Jaime Siles Fernandez-Palacios as Director	For	Against	
			Management	9.3	Ratify Appointment of and Elect Ramon Adell Ramon as Director	For	Against	
			Management	10	Authorize Company to Call EGM with 15 Days' Notice	For	For	
			Management	12	Amend Article 6 Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	For	For	
			Management	13.1	Amend Article 7 of General Meeting Regulations Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	For	For	
			Management	13.2	Amend Article 9 of General Meeting Regulations Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	For	For	
			Management	13.3	Amend Article 10 of General Meeting Regulations Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	For	For	
			Management	13.4	Amend Article 11 of General Meeting Regulations Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	For	For	
			Management	13.5	Amend Article 13 of General Meeting Regulations Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	For	For	
			Management	14	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 20 Percent	For	Against	
			Management	15	Authorize Board to Ratify and Execute Approved Resolutions	For	For	
The Toro Company	USA	15-mars-22	Management	1.1	Elect Director Eric P. Hansotia	For	For	
			Management	1.2	Elect Director Jeffrey L. Harmening	For	For	
			Management	1.3	Elect Director Joyce A. Mullen	For	For	
			Management	1.4	Elect Director Richard M. Olson	For	For	
			Management	1.5	Elect Director James C. O'Rourke	For	For	
			Management	1.6	Elect Director Jill M. Pemberton	For	For	
			Management	2	Ratify KPMG LLP as Auditors	For	For	
			Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Management	4	Approve Omnibus Stock Plan	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
Tofas Turk Otomobil Fabrikasi AS	Turkey	15-mars-22	Management	1	Open Meeting and Elect Presiding Council of Meeting	For	For	A vote AGAINST this item is warranted as the board does not comply with the board independence level requirement.  A vote AGAINST this item is warranted as the board does not comply with the board independence level requirement.  A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision.  This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
			Management	2	Accept Board Report	For	For	
			Management	3	Accept Audit Report	For	For	
			Management	4	Accept Financial Statements	For	For	
			Management	5	Ratify Director Appointments	For	Against	
			Management	6	Approve Discharge of Board	For	For	
			Management	7	Approve Allocation of Income	For	For	
			Management	8	Elect Directors	For	Against	
			Management	9	Approve Remuneration Policy and Director Remuneration for 2021	For	For	
			Management	10	Approve Director Remuneration	For	Against	
			Management	11	Ratify External Auditors	For	For	
			Management	12	Approve Upper Limit of Donations for 2022 and Receive Information on Donations Made in 2021	For	Against	
			Management	14	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose	For	For	
			Uponor Oyj	Finland	15-mars-22	Management	7	
Management	8	Approve Allocation of Income and Dividends of EUR 0.67 Per Share				For	For	
Management	9	Approve Discharge of Board and President				For	For	
Management	10	Approve Remuneration Report (Advisory Vote)				For	For	
Management	11	Approve Remuneration Policy And Other Terms of Employment For Executive Management				For	Against	
Management	12	Approve Remuneration of Directors in the Amount of EUR 100,000 for Chairman, EUR 58,000 for Vice Chairman and Chairman of Audit Committee, and EUR 48,000 for Other Directors; Approve Meeting Fees				For	For	
Management	13	Fix Number of Directors at Six				For	For	
Management	14	Reelect Pia Aaltonen-Forsell, Johan Falk, Markus Lengauer, Michael G. Marchi and Annika Paasikivi (Chair) as Directors; Elect Susanne Skippari as New Director				For	For	
Management	15	Approve Remuneration of Auditors				For	For	
Management	16	Ratify KPMG as Auditors				For	For	
Management	17	Authorize Share Repurchase Program				For	For	
Management	18	Approve Issuance of up to 7.2 Million Shares without Preemptive Rights	For	For				
ALK-Abello A/S	Denmark	16-mars-22	Management	2	Accept Financial Statements and Statutory Reports; Approve Discharge of Management and Board	For	For	
			Management	3	Approve Allocation of Income and Omission of Dividends	For	For	
			Management	4	Approve Remuneration Report (Advisory Vote)	For	For	
			Management	5	Approve Remuneration of Directors in the Amount of DKK 1.05 Million for Chairman, DKK 700,000 for Vice Chairman, and DKK 350,000 for Other Directors; Approve Remuneration for Committee Work	For	For	
			Management	6	Reelect Anders Hedegaard (Chair) as Director	For	For	
			Management	7	Reelect Lene Skole (Vice Chair) as Director	For	For	
			Management	8.a	Reelect Gitte Aabo as Director	For	For	
			Management	8.b	Reelect Lars Holmqvist as Director	For	For	
			Management	8.c	Reelect Bertil Lindmark as Director	For	For	
			Management	8.d	Reelect Jakob Riis as Director	For	For	
			Management	8.e	Elect Alan Main as New Director	For	For	
			Management	9	Ratify PricewaterhouseCoopers as Auditors	For	For	
			Management	10.a	Approve Creation of DKK 11.1 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 11.1 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 11.1 Million	For	For	
Management	10.b	Amend Articles Re: Equity-Related	For	For				
Management	10.c	Amend Articles Re: Postal Vote	For	For				
Management	10.d	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	For	For				
Daetwyler Holding AG	Switzerland	16-mars-22	Management	1.1	Accept Financial Statements and Statutory Reports	For	For	We are comfortable with the current composition of the Board.  We are comfortable with the current composition of the Board.  We are comfortable with the current composition of the Board.
			Management	1.2	Approve Remuneration Report (Non-Binding)	For	For	
			Management	2	Approve Allocation of Income and Dividends of CHF 0.84 per Registered Share and CHF 4.20 per Bearer Share	For	For	
			Management	3	Approve Discharge of Board and Senior Management	For	For	
			Management	4.1.1	Renominate Jens Breu as Candidate at the Special Meeting of Holders of Bearer Shares	For	For	
			Management	4.1.2	Renominate Martin Hirzel as Candidate at the Special Meeting of Holders of Bearer Shares	For	For	
			Management	4.1.3	Nominate Judith van Walsum as Candidate at the Special Meeting of Holders of Bearer Shares	For	For	
			Management	4.2	Reelect Paul Haelg as Director and Board Chairman	For	For	
			Management	4.3	Reelect Hanspeter Faessler as Director	For	For	
			Management	4.4	Reelect Claude Cornaz as Director	For	For	
			Management	4.5	Reelect Juerg Fedler as Director	For	For	
			Management	4.6	Reelect Gabi Huber as Director	For	For	
			Management	4.7.1	Reelect Jens Breu as Director Representing Bearer Shareholders at the Special Meeting of Holders of Bearer Shares	For	For	
			Management	4.7.2	Reelect Martin Hirzel as Director Representing Bearer Shareholders at the Special Meeting of Holders of Bearer Shares	For	For	
			Management	4.7.3	Elect Judith van Walsum as Director Representing Bearer Shareholders at the Special Meeting of Holders of Bearer Shares	For	For	



Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	5.1	Reappoint Hanspeter Faessler as Member of the Nomination and Compensation Committee	For	For	We are comfortable with the current composition of the Board.
			Management	5.2	Reappoint Claude Cornaz as Member of the Nomination and Compensation Committee	For	For	We are comfortable with the current composition of the Board.
			Management	5.3	Reappoint Jens Breu as Member of the Nomination and Compensation Committee	For	For	
			Management	6	Ratify KPMG as Auditors	For	For	
			Management	7	Designate Remo Baumann as Independent Proxy	For	For	
			Management	8.1	Approve Remuneration of Directors in the Amount of CHF 2.1 Million	For	For	
			Management	8.2	Approve Remuneration of Executive Committee in the Amount of CHF 7 Million	For	For	
			Management	9	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.
Samsung Electronics Co., Ltd.	South Korea	16-mars-22	Management	1	Approve Financial Statements and Allocation of Income	For	For	
			Management	2.1.1	Elect Kim Han-jo as Outside Director	For	Against	A vote AGAINST incumbent director Han-jo Kim (Item 2.1.1) is warranted, as he has failed to remove convicted and indicted directors from the board. The inaction is indicative of a material failure of governance and oversight at the company.A vote FOR the remaining nominees is warranted.
			Management	2.1.2	Elect Han Hwa-jin as Outside Director	For	For	
			Management	2.1.3	Elect Kim Jun-seong as Outside Director	For	For	
			Management	2.2.1	Elect Gyeong Gye-hyeon as Inside Director	For	For	
			Management	2.2.2	Elect Noh Tae-moon as Inside Director	For	For	
			Management	2.2.3	Elect Park Hak-gyu as Inside Director	For	For	
			Management	2.2.4	Elect Lee Jeong-bae as Inside Director	For	For	
			Management	2.3.1	Elect Kim Han-jo as a Member of Audit Committee	For	Against	We recommend to vote AGAINST nominees Hanjo Kim (Item2.3.1) and Jong-hun Kim (Item2.3.2), as they appear to have not acted in the best interest of shareholders while serving on the board.
			Management	2.3.2	Elect Kim Jong-hun as a Member of Audit Committee	For	Against	We recommend to vote AGAINST nominees Hanjo Kim (Item2.3.1) and Jong-hun Kim (Item2.3.2), as they appear to have not acted in the best interest of shareholders while serving on the board.
			Management	3	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	
Starbucks Corporation	USA	16-mars-22	Management	1a	Elect Director Richard E. Allison, Jr.	For	For	
			Management	1b	Elect Director Andrew Campion	For	For	
			Management	1c	Elect Director Mary N. Dillon	For	For	
			Management	1d	Elect Director Isabel Ge Mahe	For	For	
			Management	1e	Elect Director Melody Hobson	For	For	
			Management	1f	Elect Director Kevin R. Johnson	For	For	
			Management	1g	Elect Director Jorgen Vig Knudstorp	For	For	
			Management	1h	Elect Director Satya Nadella	For	For	
			Management	1i	Elect Director Joshua Cooper Ramo	For	For	
			Management	1j	Elect Director Clara Shih	For	For	
			Management	1k	Elect Director Javier G. Teruel	For	For	
			Management	2	Amend Omnibus Stock Plan	For	For	
			Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Management	4	Ratify Deloitte & Touche LLP as Auditors	For	For	
			Shareholder	5	Report on Prevention of Harassment and Discrimination in the Workplace	Against	For	A vote FOR this proposal is warranted as additional information on the company's sexual harassment and discrimination policies and the implementation of these policies would help shareholders better assess how the company is addressing associated risks.
The Cooper Companies, Inc.	USA	16-mars-22	Management	1.1	Elect Director Colleen E. Jay	For	For	
			Management	1.2	Elect Director William A. Kozy	For	For	
			Management	1.3	Elect Director Jody S. Lindell	For	For	
			Management	1.4	Elect Director Teresa S. Madden	For	For	
			Management	1.5	Elect Director Gary S. Petersmeyer	For	For	
			Management	1.6	Elect Director Maria Rivas	For	For	
			Management	1.7	Elect Director Robert S. Weiss	For	For	
			Management	1.8	Elect Director Albert G. White, III	For	For	
			Management	2	Ratify KPMG LLP as Auditors	For	For	
			Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
BB Biotech AG	Switzerland	17-mars-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
			Management	2	Approve Allocation of Income and Dividends of CHF 3.85 per Registered Share	For	For	
			Management	3	Approve Discharge of Board of Directors	For	For	
			Management	4.1	Reelect Erich Hunziker as Director and Board Chairman	For	For	
			Management	4.2	Reelect Clive Meanwell as Director	For	For	
			Management	4.3	Reelect Mads Thomsen as Director	For	For	
			Management	4.4	Reelect Thomas von Planta as Director	For	For	
			Management	4.5	Elect Pearl Huang as Director	For	For	
			Management	4.6	Elect Laura Hamill as Director	For	For	
			Management	5.1	Reappoint Clive Meanwell as Member of the Compensation Committee	For	For	
			Management	5.2	Reappoint Mads Thomsen as Member of the Compensation Committee	For	For	
			Management	6	Approve Fixed Remuneration of Directors in the Amount of CHF 1.7 Million	For	For	
			Management	7	Designate Walder Wyss AG as Independent Proxy	For	For	
			Management	8	Ratify Deloitte AG as Auditors	For	For	
			Management	9	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 any 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.
Eregli Demir ve Celik Fabrikalari TAS	Turkey	17-mars-22	Management	1	Open Meeting and Elect Presiding Council of Meeting	For	For	
			Management	2	Authorize Presiding Council to Sign Minutes of Meeting	For	For	
			Management	3	Accept Board Report	For	For	
			Management	4	Accept Audit Report	For	For	
			Management	5	Accept Financial Statements	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	6	Approve Discharge of Board	For	For	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision.
			Management	7	Approve Allocation of Income	For	For	
			Management	8	Elect Independent Directors	For	For	
			Management	9	Approve Director Remuneration	For	Against	
			Management	10	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	For	For	
			Management	11	Ratify External Auditors	For	Against	
			Management	12	Amend Article 7 Re: Capital Related	For	Against	A vote AGAINST this proposal is warranted because it empowers the board to issue shares up to 100 percent of the issued share capital without pre-emptive rights.
			Management	14	Approve Upper Limit of Donations for 2022 and Receive Information on Donations Made in 2021	For	Against	This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
Keysight Technologies, Inc.	USA	17-mars-22	Management	1.1	Elect Director James G. Cullen	For	For	
			Management	1.2	Elect Director Michelle J. Holthaus	For	For	
			Management	1.3	Elect Director Jean M. Nye	For	For	
			Management	1.4	Elect Director Joanne B. Olsen	For	For	
			Management	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	
			Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
	South Korea	17-mars-22	Management	4	Declassify the Board of Directors	For	For	
			Management	1	Approve Financial Statements and Allocation of Income	For	For	
Samsung SDI Co., Ltd.			Management	2	Elect Choi Yoon-ho as Inside Director	For	For	We prefer to vote AGAINST since the remuneration policy lacks concrete sustainability focused non-financial KPIs
			Management	3	Approve Total Remuneration of Inside Directors and Outside Directors	For	Against	
ALSO Holding AG	Switzerland	18-mars-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	We consider the information disclosed as sufficient
			Management	2	Approve Remuneration Report (Non-Binding)	For	For	
			Management	3	Approve Allocation of Income and Dividends of CHF 4.30 per Share from Foreign Capital Contribution Reserves	For	For	
			Management	4	Approve Discharge of Board and Senior Management	For	For	We consider the information disclosed as sufficient
			Management	5	Amend Articles Re: Establish an ESG Committee	For	For	
			Management	6.1	Approve Remuneration of Directors in the Amount of CHF 900,000	For	For	
			Management	6.2	Approve Fixed Remuneration of Executive Committee in the Amount of EUR 2.1 Million	For	For	
			Management	6.3	Approve Variable Remuneration of Executive Committee in the Amount of EUR 6.3 Million	For	For	
			Management	7.1.1	Reelect Peter Athanas as Director	For	Against	
			Management	7.1.2	Reelect Walter Droege as Director	For	Against	Board of Directors Elections (Items 7.1.1 – 7.1.6)Votes AGAINST incumbent Nominating Committee chair Peter Athanas are warranted for lack of gender diversity on the board.Votes AGAINST the non-independent nominees (excluding the CEO): Walter P.J. Droege, Ernest-W. Droege, Thomas Fuerer, and Frank Tanksi are warranted because of the failure to establish a sufficiently independent board.However, a vote FOR the CEO Gustav Moeller-Hergt is warranted.Board Chairman Election (Item 7.2)A vote AGAINST the appointment of Gustavo Moeller-Hergt as chair is warranted because he is also the CEO of the company, and the combination of these roles goes against market best practice.Compensation committee Elections (Items 7.3.1 - 7.3.3)Votes AGAINST Peter Athanas, Walter Droege, and Frank Tanksi are warranted because their elections to the board do not warrant support.
			Management	7.1.3	Reelect Frank Tanksi as Director	For	Against	Board of Directors Elections (Items 7.1.1 – 7.1.6)Votes AGAINST incumbent Nominating Committee chair Peter Athanas are warranted for lack of gender diversity on the board.Votes AGAINST the non-independent nominees (excluding the CEO): Walter P.J. Droege, Ernest-W. Droege, Thomas Fuerer, and Frank Tanksi are warranted because of the failure to establish a sufficiently independent board.However, a vote FOR the CEO Gustav Moeller-Hergt is warranted.Board Chairman Election (Item 7.2)A vote AGAINST the appointment of Gustavo Moeller-Hergt as chair is warranted because he is also the CEO of the company, and the combination of these roles goes against market best practice.Compensation committee Elections (Items 7.3.1 - 7.3.3)Votes AGAINST Peter Athanas, Walter Droege, and Frank Tanksi are warranted because their elections to the board do not warrant support.
			Management	7.1.4	Reelect Ernest-W. Droege as Director	For	Against	Board of Directors Elections (Items 7.1.1 – 7.1.6)Votes AGAINST incumbent Nominating Committee chair Peter Athanas are warranted for lack of gender diversity on the board.Votes AGAINST the non-independent nominees (excluding the CEO): Walter P.J. Droege, Ernest-W. Droege, Thomas Fuerer, and Frank Tanksi are warranted because of the failure to establish a sufficiently independent board.However, a vote FOR the CEO Gustav Moeller-Hergt is warranted.Board Chairman Election (Item 7.2)A vote AGAINST the appointment of Gustavo Moeller-Hergt as chair is warranted because he is also the CEO of the company, and the combination of these roles goes against market best practice.Compensation committee Elections (Items 7.3.1 - 7.3.3)Votes AGAINST Peter Athanas, Walter Droege, and Frank Tanksi are warranted because their elections to the board do not warrant support.
			Management	7.1.5	Reelect Gustavo Moeller-Hergt as Director	For	For	Board of Directors Elections (Items 7.1.1 – 7.1.6)Votes AGAINST incumbent Nominating Committee chair Peter Athanas are warranted for lack of gender diversity on the board.Votes AGAINST the non-independent nominees (excluding the CEO): Walter P.J. Droege, Ernest-W. Droege, Thomas Fuerer, and Frank Tanksi are warranted because of the failure to establish a sufficiently independent board.However, a vote FOR the CEO Gustav Moeller-Hergt is warranted.Board Chairman Election (Item 7.2)A vote AGAINST the appointment of Gustavo Moeller-Hergt as chair is warranted because he is also the CEO of the company, and the combination of these roles goes against market best practice.Compensation committee Elections (Items 7.3.1 - 7.3.3)Votes AGAINST Peter Athanas, Walter Droege, and Frank Tanksi are warranted because their elections to the board do not warrant support.
			Management	7.1.6	Elect Thomas Fuerer as Director	For	Against	
			Management	7.2	Reelect Gustavo Moeller-Hergt as Board Chairman	For	For	We do not find dual chairman to be detrimental in this case

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	7.3.1	Reappoint Peter Athanas as Member of the Compensation and Nomination Committee	For	Against	Board of Directors Elections (Items 7.1.1 – 7.1.6)Votes AGAINST incumbent Nominating Committee chair Peter Athanas are warranted for lack of gender diversity on the board.Votes AGAINST the non-independent nominees (excluding the CEO): Walter P.J. Droege, Ernest-W. Droege, Thomas Fuerer, and Frank Tanki are warranted because of the failure to establish a sufficiently independent board.However, a vote FOR the CEO Gustav Moeller-Hergt is warranted.Board Chairman Election (Item 7.2)A vote AGAINST the appointment of Gustavo Moeller-Hergt as chair is warranted because he is also the CEO of the company, and the combination of these roles goes against market best practice.Compensation committee Elections (Items 7.3.1 - 7.3.3)Votes AGAINST Peter Athanas, Walter Droege, and Frank Tanki are warranted because their elections to the board do not warrant support.
			Management	7.3.2	Reappoint Walter Droege as Member of the Compensation and Nomination Committee	For	Against	
			Management	7.3.3	Reappoint Frank Tanki as Member of the Compensation and Nomination Committee	For	Against	
			Management Management Management	7.4 7.5 8	Ratify Ernst & Young AG as Auditors Designate Adrian von Segesser as Independent Proxy Transact Other Business (Voting)	For For For	For For Against	
Ford Otomotiv Sanayi AS	Turkey	21-mars-22	Management Management Management Management Management Management Management Management Management Management Management Management Management	1 2 3 4 5 6 7 8 9 10 11 13	Open Meeting and Elect Presiding Council of Meeting Accept Board Report Accept Audit Report Accept Financial Statements Approve Discharge of Board Approve Allocation of Income Elect Directors Approve Remuneration Policy and Director Remuneration for 2021 Approve Director Remuneration Ratify External Auditors Approve Upper Limit of Donations for 2022 and Receive Information on Donations Made in 2021 Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	For For For For For For For For For For For For For	For For For For For Against For Against Against For	A vote AGAINST this item is warranted, as the board does not meet the one third independence guideline. A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. A vote AGAINST is warranted as total non-audit fees exceed 100 percent of standard audit-related fees. This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
Kordsa Teknik Tekstil A.S.	Turkey	22-mars-22	Management Management Management Management Management Management Management Management Management Management Management Management Management	1 2 3 4 5 6 7 8 9 11 12	Open Meeting and Elect Presiding Council of Meeting Accept Board Report Accept Audit Report Accept Financial Statements Ratify Director Appointments Approve Discharge of Board Approve Allocation of Income Approve Director Remuneration Ratify External Auditors Approve Upper Limit of Donations for 2022 Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	For For For For For For For For For For For For For	For For For For For For For For For Against For	There is no vote required for Item 10.Item 11 warrants a vote AGAINST due to a lack of disclosure on the resolution.
Valmet Corp.	Finland	22-mars-22	Management Management Management Management Management Management Management Management Management Management Management Management Management Management Management Management Management Management	7 8 9 10 11 12 13 14 15 16 17 18	Accept Financial Statements and Statutory Reports Approve Allocation of Income and Dividends of EUR 1.20 Per Share Approve Discharge of Board and President Approve Remuneration Report (Advisory Vote) Approve Remuneration of Directors in the Amount of EUR 145,000 for Chairman, EUR 90,000 for Vice Chairman and EUR 64,000 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees Fix Number of Directors Reelect Aaro Cantell (Vice Chair), Pekka Kempainen, Monika Maurer, Mikael Makinen (Chair), Eriikka Soderstrom and Per Lindberg as Directors; Approve Conditional Election of Jaakko Eskola and Anu Hamalainen Approve Remuneration of Auditors Ratify PricewaterhouseCoopers as Auditors Authorize Share Repurchase Program and Reissuance of Repurchased Shares Approve Issuance of up to 15 Million Shares without Preemptive Rights Approve Amendment to the Charter of the Nomination Committee	For For For For For For For For For For For For For For For For For	For For For Against For For For For For For For For For For For For	A vote AGAINST this item is warranted because a majority of long-term awards have a performance period of less than three years.
Arcelik AS	Turkey	23-mars-22	Management	1	Open Meeting and Elect Presiding Council of Meeting	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales	
			Management	2	Accept Board Report	For	For	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision.	
			Management	3	Accept Audit Report	For	For		
			Management	4	Accept Financial Statements	For	For		
			Management	5	Approve Discharge of Board	For	For		
			Management	6	Approve Allocation of Income	For	For		
			Management	7	Approve Share Repurchase Program	For	For		
			Management	8	Elect Directors	For	For		
			Management	9	Approve Remuneration Policy and Director Remuneration for 2021	For	For		
			Management	10	Approve Director Remuneration	For	Against		
			Management	11	Ratify External Auditors	For	For		
			Management	12	Approve Upper Limit of Donations for 2022 and Receive Information on Donations Made in 2021	For	Against		This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
			Management	14	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	For	For		
Autoneum Holding AG	Switzerland	23-mars-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	We are comfortable with the current composition of the Board.	
			Management	2	Approve Allocation of Income and Dividends of CHF 1.50 per Share	For	For		
			Management	3	Approve Discharge of Board and Senior Management	For	For		
			Management	4.1	Reelect Hans-Peter Schwald as Director	For	For		
			Management	4.2	Reelect Rainer Schmuckle as Director	For	For		
			Management	4.3	Reelect Liane Hirner as Director	For	For		
			Management	4.4	Reelect Norbert Indlekofer as Director	For	For		
			Management	4.5	Reelect Michael Pieper as Director	For	For		
			Management	4.6	Reelect Oliver Streuli as Director	For	For		
			Management	4.7	Reelect Ferdinand Stutz as Director	For	For		
			Management	5	Reelect Hans-Peter Schwald as Board Chairman	For	For		
			Management	6.1	Reappoint Hans-Peter Schwald as Member of the Compensation Committee	For	For		We are comfortable with the current composition of the Board.
			Management	6.2	Reappoint Oliver Streuli as Member of the Compensation Committee	For	For	We are comfortable with the current composition of the Board.	
			Management	6.3	Reappoint Ferdinand Stutz as Member of the Compensation Committee	For	For	We are comfortable with the current composition of the Board.	
			Management	6.4	Appoint Norbert Indlekofer as Member of the Compensation Committee	For	For	We are comfortable with the current composition of the Board.	
			Management	7	Ratify KPMG AG as Auditors	For	For		
			Management	8	Designate Ulrich Mayer as Independent Proxy	For	For		
			Management	9	Approve Remuneration Report (Non-Binding)	For	For	We are comfortable with the current composition of the Board.	
			Management	10	Approve Remuneration of Directors in the Amount of CHF 1.8 Million	For	For		
			Management	11	Approve Remuneration of Executive Committee in the Amount of CHF 8.5 Million	For	For		
			Management	12	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.	
Bankinter SA	Spain	23-mars-22	Management	1	Approve Consolidated and Standalone Financial Statements	For	For		
			Management	2	Approve Non-Financial Information Statement	For	For		
			Management	3	Approve Discharge of Board	For	For		
			Management	4	Approve Allocation of Income and Dividends	For	For		
			Management	5.1	Amend Article 24 Re: Board Composition	For	For		
			Management	5.2	Amend Article 36 Re: Appointments, Sustainability and Corporate Governance Committee	For	For		
			Management	6	Amend Article 16 of General Meeting Regulations	For	For		
			Management	7	Renew Appointment of PricewaterhouseCoopers as Auditor	For	For		
			Management	8.1	Elect Alfonso Botin-Sanz de Sautuola y Naveda as Director	For	For		
			Management	8.2	Reelect Teresa Martin-Retortillo Rubio as Director	For	For		
			Management	8.3	Fix Number of Directors at 11	For	For		
			Management	9	Approve Restricted Capitalization Reserve	For	For		
			Management	10.1	Approve Delivery of Shares under FY 2021 Variable Pay Scheme	For	For		
			Management	10.2	Fix Maximum Variable Compensation Ratio	For	For		
			Management	11	Authorize Board to Ratify and Execute Approved Resolutions	For	For		
			Management	12	Advisory Vote on Remuneration Report	For	For		
Elan Corp.	Japan	23-mars-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 9	For	For	A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.	
			Management	2	Amend Articles to Amend Business Lines - Clarify Director Authority on Shareholder Meetings - Disclose Shareholder Meeting Materials on Internet - Amend Provisions on Director Titles - Clarify Director Authority on Board Meetings	For	For		
			Management	3.1	Elect Director Sakurai, Hideharu	For	For		
			Management	3.2	Elect Director Minezaki, Tomohiro	For	For		
			Management	3.3	Elect Director Akiyama, Daiki	For	For		
			Management	3.4	Elect Director Sakurai, Takao	For	For		
			Management	3.5	Elect Director Ishizuka, Akira	For	For		
			Management	3.6	Elect Director Emori, Naomi	For	For		
			Management	4.1	Elect Director and Audit Committee Member Eyama, Hiroshi	For	For		
			Management	4.2	Elect Director and Audit Committee Member Fujita, Koji	For	For		
			Management	4.3	Elect Director and Audit Committee Member Takagi, Nobuyuki	For	Against		
			Management	4.4	Elect Director and Audit Committee Member Aikawa, Naohide	For	For		
LG Chem Ltd.	South Korea	23-mars-22	Management	1	Approve Financial Statements and Allocation of Income	For	For		
			Management	2.1	Elect Shin Hak-Cheol as Inside Director	For	For		
			Management	2.2	Elect Kwon Bong-seok as Non-Independent Non-Executive Director	For	For		
			Management	2.3	Elect Lee Hyeon-ju as Outside Director	For	For		
			Management	2.4	Elect Cho Hwa-soon as Outside Director	For	For		

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	3.1	Elect Lee Hyeon-ju as a Member of Audit Committee	For	For	
			Management	3.2	Elect Cho Hwa-soon as a Member of Audit Committee	For	For	
			Management	4	Approve Total Remuneration of Inside Directors and Outside Directors	For	Against	We prefer to vote AGAINST since the remuneration policy lacks concrete sustainability focused non-financial KPIs
Mec Co., Ltd.	Japan	23-mars-22	Management	1	Amend Articles to Disclose Shareholder Meeting Materials on Internet - Amend Provisions on Number of Directors	For	For	
			Management	2.1	Elect Director Maeda, Kazuo	For	For	
			Management	2.2	Elect Director Nakagawa, Toshiko	For	For	
			Management	2.3	Elect Director Sumitomo, Sadamitsu	For	For	
			Management	2.4	Elect Director Hojo, Toshihiko	For	For	
			Management	3.1	Elect Director and Audit Committee Member Takao, Mitsutoshi	For	For	
			Management	3.2	Elect Director and Audit Committee Member Hashimoto, Kaoru	For	For	
			Management	3.3	Elect Director and Audit Committee Member Hayashi, Mitsuo	For	For	
			Management	4	Elect Alternate Director and Audit Committee Member Okuda, Takao	For	For	
			Management	5	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	For	For	
			Management	6	Approve Two Types of Trust-Type Equity Compensation Plans	For	For	
Yapi ve Kredi Bankasi AS	Turkey	23-mars-22	Management	1	Open Meeting and Elect Presiding Council of Meeting	For	For	
			Management	2	Accept Financial Statements and Statutory Reports	For	For	
			Management	3	Approve Discharge of Board	For	For	
			Management	4	Elect Directors	For	Against	A vote AGAINST this item is warranted as: " The board does not comply with the board independence level requirement," None of the audit committee member is independent, which does not meet the domestic legal requirements.
			Management	5	Approve Remuneration Policy and Director Remuneration for 2021	For	For	
			Management	6	Approve Director Remuneration	For	Against	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision.
			Management	7	Approve Allocation of Income	For	For	
			Management	8	Ratify External Auditors	For	For	
			Management	9	Approve Upper Limit of Donations for 2022 and Receive Information on Donations Made in 2021	For	For	
			Management	10	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	For	For	
ABB Ltd.	Switzerland	24-mars-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
			Management	2	Approve Remuneration Report (Non-Binding)	For	For	
			Management	3	Approve Discharge of Board and Senior Management	For	For	
			Management	4	Approve Allocation of Income and Dividends of CHF 0.82 per Share	For	For	
			Management	5	Approve CHF 10.6 Million Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	For	For	
			Management	6.1	Approve Remuneration of Directors in the Amount of CHF 4.4 Million	For	For	
			Management	6.2	Approve Remuneration of Executive Committee in the Amount of CHF 45.9 Million	For	For	
			Management	7.1	Reelect Gunnar Brock as Director	For	For	
			Management	7.2	Reelect David Constable as Director	For	For	
			Management	7.3	Reelect Frederico Curado as Director	For	For	
			Management	7.4	Reelect Lars Foerberg as Director	For	For	
			Management	7.5	Reelect Jennifer Xin-Zhe Li as Director	For	For	
			Management	7.6	Reelect Geraldine Matchett as Director	For	For	
			Management	7.7	Reelect David Meline as Director	For	For	
			Management	7.8	Reelect Satish Pai as Director	For	For	
			Management	7.9	Reelect Jacob Wallenberg as Director	For	For	
			Management	7.10	Reelect Peter Voser as Director and Board Chairman	For	For	We are comfortable with the board gender diversity, with two women sitting on the BoD. Furthermore, we appreciate ABB's international BoD.
			Management	8.1	Reappoint David Constable as Member of the Compensation Committee	For	For	
			Management	8.2	Reappoint Frederico Curado as Member of the Compensation Committee	For	For	
			Management	8.3	Reappoint Jennifer Xin-Zhe Li as Member of the Compensation Committee	For	For	
			Management	9	Designate Zehnder Bolliger & Partner as Independent Proxy	For	For	
			Management	10	Ratify KPMG AG as Auditors	For	For	
			Management	11	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.
Adways, Inc.	Japan	24-mars-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 5.17	For	For	
			Management	2	Amend Articles to Amend Business Lines - Disclose Shareholder Meeting Materials on Internet - Clarify Term of Directors Appointed to Fill Vacancies	For	For	
			Management	3.1	Elect Director Yamada, Sho	For	For	
			Management	3.2	Elect Director Noda, Nobuyoshi	For	For	
			Management	3.3	Elect Director Ito, Hiroataka	For	For	
			Management	3.4	Elect Director Hirata, Kazuko	For	For	
			Management	3.5	Elect Director Umemoto, Shota	For	For	
			Management	4	Elect Alternate Director Ishikawa, Naoki	For	For	
			Management	5.1	Appoint Statutory Auditor Nagakubo, Tomohiro	For	For	
			Management	5.2	Appoint Statutory Auditor Ukawa, Masaki	For	For	
			Management	5.3	Appoint Statutory Auditor Kakuta, Tomomi	For	For	
			Management	6	Appoint Alternate Statutory Auditor Yamamoto, Hitoshi	For	For	
			Management	7	Approve Stock Option Plan	For	For	
Givaudan SA	Switzerland	24-mars-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
			Management	2	Approve Remuneration Report	For	For	
			Management	3	Approve Allocation of Income and Dividends of CHF 66 per Share	For	For	
			Management	4	Approve Discharge of Board of Directors	For	For	
			Management	5.1.1	Reelect Victor Balli as Director	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	5.1.2	Reelect Werner Bauer as Director	For	For	
			Management	5.1.3	Reelect Lilian Biner as Director	For	For	
			Management	5.1.4	Reelect Michael Carlos as Director	For	For	
			Management	5.1.5	Reelect Ingrid Deltenre as Director	For	For	
			Management	5.1.6	Reelect Olivier Fillol as Director	For	For	
			Management	5.1.7	Reelect Sophie Gasperment as Director	For	For	
			Management	5.1.8	Reelect Calvin Grieder as Director and Board Chairman	For	For	
			Management	5.2	Elect Tom Knutzen as Director	For	For	
			Management	5.3.1	Reappoint Werner Bauer as Member of the Compensation Committee	For	For	
			Management	5.3.2	Reappoint Ingrid Deltenre as Member of the Compensation Committee	For	For	
			Management	5.3.3	Reappoint Victor Balli as Member of the Compensation Committee	For	For	
			Management	5.4	Designate Manuel Isler as Independent Proxy	For	For	
			Management	5.5	Ratify Deloitte SA as Auditors	For	For	
			Management	6.1	Approve Remuneration of Directors in the Amount of CHF 3.5 Million	For	For	
			Management	6.2.1	Approve Short Term Variable Remuneration of Executive Committee in the Amount of CHF 5.5 Million	For	For	
			Management	6.2.2	Approve Fixed and Long Term Variable Remuneration of Executive Committee in the Amount of CHF 15.4 Million	For	For	
			Management	7	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.
Hyundai Motor Co., Ltd.	South Korea	24-mars-22	Management	1	Approve Financial Statements and Allocation of Income	For	For	
			Management	2.1.1	Elect Yoon Chi-won as Outside Director	For	For	
			Management	2.1.2	Elect Lee Sang-seung as Outside Director	For	Against	A vote AGAINST outside director nominee Sang-seung Lee (Item 2.1.2) is warranted, as his record of inaction to remove an indicted director is indicative of a material failure of governance and oversight at the company.Votes FOR the remaining director nominees are warranted.
			Management	2.1.3	Elect Eugene M. Ohr as Outside Director	For	For	
			Management	2.2.1	Elect Jeong Ui-seon as Inside Director	For	For	
			Management	2.2.2	Elect Park Jeong-guk as Inside Director	For	For	
			Management	2.2.3	Elect Lee Dong-seok as Inside Director	For	For	
			Management	3.1	Elect Yoon Chi-won as a Member of Audit Committee	For	For	
			Management	3.2	Elect Lee Sang-seung as a Member of Audit Committee	For	Against	A vote AGAINST Sang-seung Lee (Item 3.2) is warranted as he appears to have not acted in the best interest of shareholders while he was serving on the board of Samsung C&T.A vote FOR Chi-won Yoon (Item 3.1) is warranted given the absence of any know issues concerning the nominee and the company's audit committee.
			Management	4	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	
Linea Directa Aseguradora SA	Spain	24-mars-22	Management	1	Approve Consolidated and Standalone Financial Statements	For	For	
			Management	2	Approve Non-Financial Information Statement	For	For	
			Management	3	Approve Allocation of Income and Dividends	For	For	
			Management	4	Approve Discharge of Board	For	For	
			Management	5	Renew Appointment of PricewaterhouseCoopers as Auditor	For	For	
			Management	6	Ratify Appointment of and Elect Patricia Ayuela de Rueda as Director	For	For	
			Management	7	Approve Remuneration Policy	For	For	
			Management	8	Authorize Company to Call EGM with 15 Days' Notice	For	For	
			Management	9	Authorize Board to Ratify and Execute Approved Resolutions	For	For	
			Management	10	Advisory Vote on Remuneration Report	For	For	
Novo Nordisk A/S	Denmark	24-mars-22	Management	2	Accept Financial Statements and Statutory Reports	For	For	
			Management	3	Approve Allocation of Income and Dividends of DKK 6.90 Per Share	For	For	
			Management	4	Approve Remuneration Report (Advisory Vote)	For	For	
			Management	5.1	Approve Remuneration of Directors for 2021 in the Aggregate Amount of DKK 17.1 Million	For	For	
			Management	5.2	Approve Remuneration of Directors for 2022 in the Amount of DKK 2.26 Million for the Chairman, DKK 1.51 Million for the Vice Chairman, and DKK 755,000 for Other Directors; Approve Remuneration for Committee Work	For	For	
			Management	6.1	Reelect Helge Lund as Director and Board Chair	For	For	
			Management	6.2	Reelect Henrik Poulsen as Director and Vice Chair	For	For	
			Management	6.3a	Reelect Jeppe Christiansen as Director	For	For	
			Management	6.3b	Reelect Laurence Debroux as Director	For	For	
			Management	6.3c	Reelect Andreas Fibig as Director	For	For	
			Management	6.3d	Reelect Sylvie Gregoire as Director	For	For	
			Management	6.3e	Reelect Kasim Kutay as Director	For	For	
			Management	6.3f	Reelect Martin Mackay as Director	For	Abstain	Votes FOR Helge Lund, Henrik Poulsen, Jeppe Christiansen, Laurence Debroux, Andreas Fibig, Sylvie Gregoire, Kasim Kutay (Items 6.1 – 6.3e) and Choi Lai Christina Law (Item 6.3.g) are warranted due to a lack of concern regarding these individuals in particular.A vote ABSTAIN for candidate Martin Mackay (Item 6.3.f) is warranted because he is overboarded.
			Management	6.3g	Elect Choi La Christina Law as New Director	For	For	
			Management	7	Ratify Deloitte as Auditors	For	For	
			Management	8.1	Approve DKK 6 Million Reduction in Share Capital via B Share Cancellation	For	For	
			Management	8.2	Authorize Share Repurchase Program	For	For	
			Management	8.3	Approve Creation of DKK 45.6 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 45.6 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 45.6 Million	For	For	
			Management	8.4	Amendment to Remuneration Policy for Board of Directors and Executive Management	For	For	
			Management	8.5	Amend Articles Re: Board-Related	For	For	
Palfinger AG	Austria	24-mars-22	Management	2	Approve Allocation of Income and Dividends of EUR 0.77 per Share	For	For	
			Management	3	Approve Discharge of Management Board for Fiscal Year 2021	For	For	
			Management	4	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	For	
			Management	5	Ratify PwC Wirtschaftspruefung GmbH as Auditors for Fiscal Year 2022	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	6	Reelect Hannes Bogner as Supervisory Board Member	For	Against	A vote AGAINST the non-independent nominee, Hannes Bogner, is warranted because of the failure to establish a sufficiently independent board as well as a sufficiently independent audit committee. A vote AGAINST Hannes Bogner is further warranted because his term exceeds four years, and because he is non-independent and currently the chair of the audit committee.
			Management	7	Approve Remuneration Report	For	Against	A vote AGAINST the remuneration report is warranted because: "The remuneration system allows for high discretionary bonus payments and special awards were granted during the period under review without a compelling rationale." The level of disclosure provided in the remuneration report for part of the STI does not allow for an independent assessment between pay and performance." The compensation committee of the supervisory board is completely non-independent.
			Management	8.1	New/Amended Proposals from Shareholders	None	Against	
			Management	8.2	New/Amended Proposals from Management and Supervisory Board	None	Against	
Siemens Gamesa Renewable Energy SA	Spain	24-mars-22	Management	1	Approve Consolidated and Standalone Financial Statements	For	For	
			Management	2	Approve Consolidated and Standalone Management Reports	For	For	
			Management	3	Approve Non-Financial Information Statement	For	For	
			Management	4	Approve Discharge of Board	For	For	
			Management	5	Approve Allocation of Income	For	For	
			Management	6	Ratify Appointment of and Elect Jochen Eickholt as Director	For	For	
			Management	7	Ratify Appointment of and Elect Francisco Belli Creixell as Director	For	For	
			Management	8	Ratify Appointment of and Elect Andre Clark as Director	For	For	
			Management	9	Renew Appointment of Ernst & Young as Auditor	For	For	
			Management	10.1	Amend Articles Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	For	For	
			Management	10.2	Amend Article 45 Re: Director Remuneration	For	For	
			Management	10.3	Amend Articles Re: Involvement of Shareholders in Listed Companies	For	For	
			Management	10.4	Amend Articles Re: Technical Improvements	For	For	
			Management	11.1	Amend Articles of General Meeting Regulations Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	For	For	
			Management	11.2	Amend Article 6 of General Meeting Regulations Re: Board Competences	For	For	
			Management	11.3	Amend Articles of General Meeting Regulations Re: Technical Improvements	For	For	
			Management	12	Authorize Board to Ratify and Execute Approved Resolutions	For	For	
			Management	13	Advisory Vote on Remuneration Report	For	Against	We prefer to vote AGAINST since the remuneration policy lacks concrete sustainability focused non-financial KPIs
Tekfen Holding AS	Turkey	24-mars-22	Management	1	Open Meeting and Elect Presiding Council of Meeting	For	For	
			Management	2	Accept Board Report	For	For	
			Management	3	Accept Financial Statements and Audit Report	For	For	
			Management	4	Approve Discharge of Board	For	For	
			Management	5	Approve Allocation of Income	For	For	
			Management	6	Approve Remuneration of Directors	For	For	
			Management	7	Elect Directors	For	For	
			Management	8	Ratify External Auditors	For	For	
			Management	10	Approve Upper Limit of Donations for 2022 and Receive Information on Donations Made in 2021	For	For	
			Management	11	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	For	For	
Enka Insaat ve Sanayi AS	Turkey	25-mars-22	Management	1	Elect Presiding Council of Meeting and Authorize Presiding Council to Sign Meeting Minutes	For	For	
			Management	2	Accept Board Report	For	For	
			Management	3	Accept Audit Report	For	For	
			Management	5	Accept Financial Statements	For	For	
			Management	6	Approve Discharge of Board	For	For	
			Management	7	Elect Directors	For	Against	A vote AGAINST this item is warranted, as the company has not disclosed all the names of the director nominees in a timely manner.
			Management	8	Approve Director Remuneration	For	For	
			Management	9	Ratify External Auditors	For	For	
			Management	10	Approve Allocation of Income	For	For	
			Management	12	Authorize Board to Distribute Advance Dividends	For	For	
			Management	13	Approve Terms of Advance Dividends	For	For	
			Management	14	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	For	For	
Hugel, Inc.	South Korea	25-mars-22	Management	1	Approve Financial Statements and Allocation of Income	For	For	
			Management	2	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	
			Management	3	Approve Terms of Retirement Pay	For	For	
Kao Corp.	Japan	25-mars-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 72	For	For	
			Management	2	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	
			Management	3.1	Elect Director Sawada, Michitaka	For	For	
			Management	3.2	Elect Director Hasebe, Yoshihiro	For	For	
			Management	3.3	Elect Director Takeuchi, Toshiaki	For	For	
			Management	3.4	Elect Director Matsuda, Tomoharu	For	For	
			Management	3.5	Elect Director David J. Muenz	For	For	
			Management	3.6	Elect Director Shinobe, Osamu	For	For	
			Management	3.7	Elect Director Mukai, Chiaki	For	For	
			Management	3.8	Elect Director Hayashi, Nobuhide	For	For	
			Management	3.9	Elect Director Sakurai, Eriko	For	For	
			Management	4	Appoint Statutory Auditor Oka, Nobuhiro	For	For	
Kardemir Karabuk Demir Celik Sanayi ve Ticaret AS	Turkey	25-mars-22	Management	1	Open Meeting and Elect Presiding Council of Meeting	For	For	
			Management	2	Accept Board Report	For	For	
			Management	3	Accept Audit Report	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	4	Accept Financial Statements	For	For	
			Management	5	Elect Directors	For	Against	A vote AGAINST this item is warranted, as the company has not disclosed all the names of the director nominees in a timely manner.
			Management	6	Approve Discharge of Board	For	Against	This item warrants a vote AGAINST due to ongoing legal proceedings that suggest that some boards members have not fulfilled their fiduciary duties.
			Management	7	Approve Upper Limit of Donations for 2022 and Receive Information on Donations Made in 2021	For	Against	This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
			Management	8	Approve Director Remuneration	For	Against	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision.
			Management	9	Approve Allocation of Income	For	For	
			Management	11	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	For	Against	A vote AGAINST this item is warranted amid the court decisions made in 2021 to cancel the similar items approved in the general meetings in previous years.
			Management	14	Ratify External Auditors	For	For	
KB Financial Group, Inc.	South Korea	25-mars-22	Management	1	Approve Financial Statements and Allocation of Income	For	For	
			Management	2.1	Elect Lee Jae-geun as Non-Independent Non-Executive Director	For	For	
			Management	2.2	Elect Seonwoo Seok-ho as Outside Director	For	For	
			Management	2.3	Elect Choi Myeong-hui as Outside Director	For	For	
			Management	2.4	Elect Jeong Gu-hwan as Outside Director	For	For	
			Management	2.5	Elect Kwon Seon-ju as Outside Director	For	For	
			Management	2.6	Elect Oh Gyu-taek as Outside Director	For	For	
			Management	2.7	Elect Choi Jae-hong as Outside Director	For	For	
			Management	3	Elect Kim Gyeong-ho as Outside Director to Serve as an Audit Committee Member	For	For	
			Management	4.1	Elect Seonwoo Seok-ho as a Member of Audit Committee	For	For	
			Management	4.2	Elect Choi Myeong-hui as a Member of Audit Committee	For	For	
			Management	4.3	Elect Jeong Gu-hwan as a Member of Audit Committee	For	For	
			Management	5	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	
			Shareholder	6	Elect Kim Young-su as Outside Director (Shareholder Proposal)	Against	Against	We recommend to vote AGAINST director nominee Young-su Kim (Item 6), as the union came short of building a compelling case to justify the addition of their proposed nominee to the board. We recommend to vote FOR all remaining resolutions absent any known issues.
oRo Co., Ltd.	Japan	25-mars-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 15	For	For	
			Management	2	Amend Articles to Adopt Board Structure with Audit Committee - Disclose Shareholder Meeting Materials on Internet - Amend Provisions on Number of Directors - Authorize Directors to Execute Day to Day Operations without Full Board Approval	For	For	
			Management	3.1	Elect Director Kawata, Atsushi	For	For	
			Management	3.2	Elect Director Hino, Yasuhisa	For	For	
			Management	3.3	Elect Director Ikumoto, Hiroshi	For	For	
			Management	3.4	Elect Director Seimiya, Masanori	For	For	
			Management	3.5	Elect Director Sakaguchi, Kei	For	For	
			Management	4.1	Elect Director and Audit Committee Member Suzuki, Seichi	For	For	
			Management	4.2	Elect Director and Audit Committee Member Hiroka, Minoru	For	For	
			Management	4.3	Elect Director and Audit Committee Member Maeda, Yoichi	For	For	
			Management	4.4	Elect Director and Audit Committee Member Imamura, Yuki	For	For	
			Management	5	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	For	For	
			Management	6	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	For	For	
			Management	7	Approve Restricted Stock Plan	For	For	
			Management	8	Approve Non-Monetary Compensation Ceiling for Directors	For	For	
Pola Orbis Holdings, Inc.	Japan	25-mars-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 31	For	For	
			Management	2	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	
			Management	3.1	Elect Director Suzuki, Satoshi	For	For	
			Management	3.2	Elect Director Kume, Naoki	For	For	
			Management	3.3	Elect Director Yokote, Yoshikazu	For	For	
			Management	3.4	Elect Director Kobayashi, Takuma	For	For	
			Management	3.5	Elect Director Ogawa, Koji	For	For	
			Management	3.6	Elect Director Komiya, Kazuyoshi	For	For	
			Management	3.7	Elect Director Ushio, Naomi	For	For	
			Management	3.8	Elect Director Yamamoto, Hikaru	For	For	
			Management	4.1	Appoint Statutory Auditor Komoto, Hideki	For	For	
			Management	4.2	Appoint Statutory Auditor Sato, Akio	For	For	
			Management	4.3	Appoint Statutory Auditor Nakamura, Motohiko	For	Against	A vote AGAINST this nominee is warranted because: The outside statutory auditor nominee's affiliation with the company could compromise independence.
Snow Peak, Inc. (Japan)	Japan	25-mars-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 10	For	For	
			Management	2	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	
			Management	3.1	Elect Director Yamai, Toru	For	For	
			Management	3.2	Elect Director Yamai, Risa	For	For	
			Management	3.3	Elect Director Takai, Fumihiko	For	For	
			Management	3.4	Elect Director Murase, Ryo	For	For	
			Management	3.5	Elect Director Reis, Noah	For	For	
			Management	3.6	Elect Director Kim Nam Hyung	For	For	
			Management	3.7	Elect Director Minaguchi, Takafumi	For	For	
			Management	3.8	Elect Director Ito, Masahiro	For	For	
			Management	4.1	Elect Director and Audit Committee Member Tanabe, Shinji	For	For	
			Management	4.2	Elect Director and Audit Committee Member Wakatsuki, Yoshihiro	For	For	
			Management	4.3	Elect Director and Audit Committee Member Uematsu, Eriko	For	For	
			Management	5	Elect Alternate Director and Audit Committee Member Noguchi, Masashiro	For	For	
Turkiye Is Bankasi AS	Turkey	25-mars-22	Management	1	Open Meeting and Elect Presiding Council of Meeting	For	For	



Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	2	Accept Financial Statements and Statutory Reports	For	Against	A vote AGAINST Item 2 is warranted due to the external auditor's qualified opinion on the company's financial statements. A vote FOR Item 4 is warranted as the company's payout ratio is in line with the BDDK's recommendation. A vote AGAINST this item is warranted as the auditor has raised serious concerns regarding the provisions made by the company, which are not in compliance with the Turkish Accounting Standards. The board's lack of responsiveness to the qualified opinion for several years and the apparent disagreement with the auditor on the accounting treatment of this free provision raise serious concerns, and the board does not further explain the context of the provision. A vote AGAINST is warranted, as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision.
			Management	3	Approve Discharge of Board	For	Against	
			Management	4	Approve Allocation of Income	For	For	
			Management	5	Approve Director Remuneration	For	Against	
			Management	6	Ratify External Auditors	For	For	
			Management	7	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	For	For	
			Management	7	Ratify External Auditors	For	For	
Akbank TAS	Turkey	28-mars-22	Management	1	Open Meeting and Elect Presiding Council of Meeting	For	For	A vote FOR Items 2, 3, and 6 is warranted because these are routine requests in Turkey. A vote AGAINST Item 4 is warranted due to the external auditor's qualified opinion on the company's financial statements. A vote AGAINST this item is warranted as the auditor has raised serious concerns regarding the provisions made by the company, which are not in compliance with the Turkish Accounting Standards. The board's lack of responsiveness to the qualified opinion for several years and the apparent disagreement with the auditor on the accounting treatment of this free provision raise serious concerns, and the board does not further explain the context of the provision. A vote AGAINST this item is warranted, as the company has not disclosed all the names of the director nominees in a timely manner. A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision.
			Management	2	Accept Board Report	For	For	
			Management	3	Accept Audit Report	For	For	
			Management	4	Accept Financial Statements	For	Against	
			Management	5	Approve Discharge of Board	For	Against	
			Management	6	Approve Allocation of Income	For	For	
			Management	7	Elect Directors	For	Against	
			Management	8	Approve Director Remuneration	For	Against	
			Management	9	Ratify External Auditors	For	For	
			Management	11	Approve Upper Limit of Donations for 2022	For	For	
			Management	12	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	For	For	
			Alibaba Health Information Technology Limited	Bermuda	28-mars-22	Management	1	
Management	2	Approve 2023 Framework Technical Services Agreement, Continuing Connected Transactions and Proposed Annual Cap				For	For	
Management	3	Authorize Board to Deal With All Matters in Relation to the 2023 Advertising Services Framework Agreement, 2023 Framework Technical Services Agreement, Continuing Connected Transactions and Proposed Annual Cap				For	For	
BAWAG Group AG	Austria	28-mars-22	Management	2	Approve Allocation of Income and Dividends of EUR 3.00 per Share	For	For	A vote AGAINST is warranted because: " The management board's pay package raises quantum concerns. The pay package is substantially above what peers are paying their CEOs, mainly stemming from the base salary. The base salary is substantially above reasonable peers, even above that of Europe's largest companies. The company failed to disclose how it arrived at these levels or how it is considered to be in line with the market." Further concerns are noted due to significant and unexplained salary increases in the last two years under review." Short-term performance metrics are vague under the individual as well as ESG/leadership parts, in total accounting for two-thirds of STI.
			Management	3	Approve Discharge of Management Board for Fiscal Year 2021	For	For	
			Management	4	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	For	
			Management	5	Ratify KPMG Austria GmbH as Auditors for Fiscal Year 2021	For	For	
			Management	6	Approve Remuneration Report	For	Against	
			Management	7	Amend Articles Re: Supervisory Board Composition	For	For	
			Management	8	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	For	
			Management	8	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	For	
BELIMO Holding AG	Switzerland	28-mars-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	We are comfortable with the current composition of the Board. 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.
			Management	2	Approve Allocation of Income and Dividends of CHF 8.50 per Share	For	For	
			Management	3	Approve Remuneration Report (Non-Binding)	For	For	
			Management	4	Approve Discharge of Board of Directors	For	For	
			Management	5.1	Approve Fixed Remuneration of Directors in the Amount of CHF 970,000	For	For	
			Management	5.2	Approve Fixed and Variable Remuneration of Executive Committee in the Amount of CHF 6.9 Million	For	For	
			Management	6.1.1	Reelect Adrian Altenburger as Director	For	For	
			Management	6.1.2	Reelect Patrick Burkhalter as Director	For	For	
			Management	6.1.3	Reelect Sandra Emme as Director	For	For	
			Management	6.1.4	Reelect Urban Linsi as Director	For	For	
			Management	6.1.5	Reelect Stefan Ranstrand as Director	For	For	
			Management	6.1.6	Reelect Martin Zwysig as Director	For	For	
			Management	6.2.1	Reelect Patrick Burkhalter as Board Chairman	For	For	
			Management	6.2.2	Reelect Martin Zwysig as Deputy Chairman	For	For	
			Management	6.3.1	Reappoint Sandra Emme as Member of the Compensation Committee	For	For	
			Management	6.3.2	Reappoint Adrian Altenburger as Member of the Compensation Committee	For	For	
			Management	6.3.3	Reappoint Urban Linsi as Member of the Compensation Committee	For	For	
Management	6.4	Designate Proxy Voting Services GmbH as Independent Proxy	For	For				
Management	6.5	Ratify KPMG AG as Auditors	For	For				
Management	7	Transact Other Business (Voting)	For	Against				

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
CJ Logistics Corp.	South Korea	28-mars-22	Management	1	Approve Financial Statements and Allocation of Income	For	For	
			Management	2	Elect Min Young-hak as Inside Director	For	For	
			Management	3	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	
			Management	4	Approve Terms of Retirement Pay	For	For	
			Management	5	Amend Articles of Incorporation	For	For	
Ijin Materials Co., Ltd.	South Korea	28-mars-22	Management	1	Approve Financial Statements and Allocation of Income	For	For	A vote AGAINST incumbent board chair Jae-myeong Heo is warranted for lack of diversity on the board.A vote FOR the remaining director nominees is warranted.
			Management	2.1	Elect Heo Jae-myung as Inside Director	For	Against	
			Management	2.2	Elect Yang Jeom-sik as Inside Director	For	For	
			Management	2.3	Elect Jeong Gil-su as Inside Director	For	For	
			Management	2.4	Elect Kim Gi-wan as Outside Director	For	For	
Sk le Technology Co., Ltd.	South Korea	28-mars-22	Management	1	Approve Financial Statements and Allocation of Income	For	For	A vote AGAINST this item is warranted because:* The proposed remuneration limit is high relative to that of the market average; and* The company is proposing an increase without providing any reasonable justification.
			Management	2	Amend Articles of Incorporation	For	For	
			Management	3.1	Elect Noh Jae-seok as Inside Director	For	For	
			Management	3.2	Elect Kim Jun as Non-Independent Non-Executive Director	For	For	
			Management	3.3	Elect Ahn Jin-ho as Outside Director	For	For	
Turkiye Sise ve Cam Fabrikalari AS	Turkey	28-mars-22	Management	1	Elect Presiding Council of Meeting and Authorize Presiding Council to sign Meeting Minutes	For	For	A vote AGAINST this item is warranted, as the company has not disclosed all the names of the director nominees in a timely manner. A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. A vote AGAINST is warranted because the name of the proposed auditor is not disclosed.
			Management	2	Accept Statutory Reports	For	For	
			Management	3	Accept Financial Statements	For	For	
			Management	4	Ratify Director Appointments	For	For	
			Management	5	Approve Discharge of Board	For	For	
			Management	6	Elect Directors	For	Against	
			Management	7	Approve Director Remuneration	For	Against	
			Management	8	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	For	For	
			Management	9	Approve Allocation of Income	For	For	
			Management	10	Authorize Board to Distribute Advance Dividends	For	For	
			Management	11	Approve Share Repurchase Program	For	For	
			Management	12	Ratify External Auditors	For	Against	
			Management	13	Approve Upper Limit of Donations in 2022 and Receive Information on Donations Made in 2021	For	For	
Benefit One Inc.	Japan	29-mars-22	Management	1	Approve Merger by Absorption	For	For	
Doosan Fuel Cell Co., Ltd.	South Korea	29-mars-22	Management	2	Amend Articles to Amend Business Lines	For	For	Votes AGAINST this item are warranted for lack of diversity on the board. We prefer to vote AGAINST since the remuneration policy lacks concrete sustainability focused non-financial KPIs
			Management	1	Approve Financial Statements and Allocation of Income	For	For	
			Management	2	Amend Articles of Incorporation	For	For	
			Management	3	Approve Terms of Retirement Pay	For	For	
			Management	4	Elect Two Inside Directors and Two Outside Directors (Bundled)	For	Against	
			Management	5	Elect Two Members of Audit Committee (Bundled)	For	For	
Ecopro BM Co., Ltd.	South Korea	29-mars-22	Management	1	Approve Financial Statements and Allocation of Income	For	For	A vote AGAINST incumbent board chair Il-yong Shin is warranted for lack of diversity on the board.Votes FOR the remaining director nominees are warranted.
			Management	2	Amend Articles of Incorporation	For	For	
			Management	3.1	Elect Ju Jae-hwan as Inside Director	For	For	
			Management	3.2	Elect Choi Moon-ho as Inside Director	For	For	
			Management	3.3	Elect Park Seok-hui as Inside Director	For	For	
			Management	3.4	Elect Kim Jang-woo as Inside Director	For	For	
			Management	3.5	Elect Park Jae-ha as Inside Director	For	For	
			Management	3.6	Elect Kang Gi-seok as Outside Director	For	For	
			Management	3.7	Elect Cho Jae-jeong as Outside Director	For	For	
			Management	3.8	Elect Shin Il-yong as Outside Director	For	Against	
			Management	3.9	Elect Oh Gyu-seop as Outside Director	For	For	
			Management	4	Elect Lee Hwa-yeon to Serve as an Audit Committee Member	For	For	
			Management	5.1	Elect Park Jae-ha as a Member of Audit Committee	For	For	
			Management	5.2	Elect Oh Gyu-seop as a Member of Audit Committee	For	For	
			Management	6	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	
Management	7	Authorize Board to Fix Remuneration of Internal Auditor(s)	For	For				
Genmab A/S	Denmark	29-mars-22	Management	2	Accept Financial Statements and Statutory Reports; Approve Discharge of Management and Board	For	For	We prefer to vote AGAINST since the remuneration policy lacks concrete sustainability focused non-financial KPIs
			Management	3	Approve Allocation of Income and Omission of Dividends	For	For	
			Management	4	Approve Remuneration Report (Advisory Vote)	For	Against	
			Management	5.a	Reelect Deirdre P. Connelly as Director	For	For	
			Management	5.b	Reelect Perille Erenbjerg as Director	For	For	
			Management	5.c	Reelect Rolf Hoffmann as Director	For	For	
			Management	5.d	Reelect Paolo Paoletti as Director	For	For	
			Management	5.e	Reelect Anders Gersel Pedersen as Director	For	For	
Management	5.f	Elect Elizabeth O'Farrell as New Director	For	For				
Management	6	Ratify PricewaterhouseCoopers as Auditors	For	For				

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	7.a	Approve Remuneration of Directors in the Amount of DKK 1.2 Million for Chairman, DKK 900,000 for Vice Chairman, and DKK 600,000 for Other Directors	For	Against	A vote AGAINST this item is warranted, as the proposed director fees can be considered excessive in relation to comparable domestic and international peers.
			Management	8	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	For	For	
Impax Asset Management Group Plc	United Kingdom	29-mars-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	A vote AGAINST this resolution is warranted because: "The CEO was paid a significant bonus and there is no disclosure regarding any specific pre-set performance targets attached to the awards or the level of achievement of the targets. Items 3-5, 7 and 8A vote FOR the re-election of Ian Simm, Arnaud de Servigny, Lindsey Martinez and Simon O'Regan is warranted because no significant concerns have been identified. Votes AGAINST incumbent board chair Sally Bridgeland are warranted for lack of diversity on the board. Item 6A vote AGAINST the re-election of Vince O'Brien is warranted because: "Potential independence issues have been identified and he is currently the Chair of the Audit Committee and a member of the Remuneration Committee. The composition of these Committees does not adhere to UK best practice recommendations for a company of this size.
			Management	2	Approve Remuneration Report	For	Against	
			Management	3	Re-elect Sally Bridgeland as Director	For	Against	
			Management	4	Re-elect Ian Simm as Director	For	For	Items 3-5, 7 and 8A vote FOR the re-election of Ian Simm, Arnaud de Servigny, Lindsey Martinez and Simon O'Regan is warranted because no significant concerns have been identified. Votes AGAINST incumbent board chair Sally Bridgeland are warranted for lack of diversity on the board. Item 6A vote AGAINST the re-election of Vince O'Brien is warranted because: "Potential independence issues have been identified and he is currently the Chair of the Audit Committee and a member of the Remuneration Committee. The composition of these Committees does not adhere to UK best practice recommendations for a company of this size.
			Management	5	Re-elect Arnaud de Servigny as Director	For	For	
			Management	6	Re-elect Vincent O'Brien as Director	For	Against	
			Management	7	Re-elect Lindsey Martinez as Director	For	For	Items 3-5, 7 and 8A vote FOR the re-election of Ian Simm, Arnaud de Servigny, Lindsey Martinez and Simon O'Regan is warranted because no significant concerns have been identified. Votes AGAINST incumbent board chair Sally Bridgeland are warranted for lack of diversity on the board. Item 6A vote AGAINST the re-election of Vince O'Brien is warranted because: "Potential independence issues have been identified and he is currently the Chair of the Audit Committee and a member of the Remuneration Committee. The composition of these Committees does not adhere to UK best practice recommendations for a company of this size.
			Management	8	Re-elect William O'Regan as Director	For	For	
			Management	9	Reappoint KPMG LLP as Auditors	For	For	
			Management	10	Authorise Board to Fix Remuneration of Auditors	For	For	
			Management	11	Approve Final Dividend	For	For	
			Management	12	Authorise Issue of Equity	For	For	
			Management	13	Authorise Issue of Equity without Pre-emptive Rights	For	For	
			Management	14	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	
			Management	15	Authorise Market Purchase of Ordinary Shares	For	For	
Sartorius Stedim Biotech SA	France	29-mars-22	Management	1	Approve Financial Statements and Discharge Directors	For	For	A vote AGAINST the approval of the proposed Auditors' special report on related party transactions is warranted as the rationale and price setting process for the recharge of the remunerations of the CEO Joachim Kreuzburg and Vice-CEO René Faber to Sartorius Stedim Biotech SA is unclear. Furthermore, until this year, the company maintained the transaction despite being rejected by shareholders at the last three consecutive general meetings.
			Management	2	Approve Consolidated Financial Statements and Statutory Reports	For	For	
			Management	3	Approve Allocation of Income and Dividends of EUR 1.26 per Share	For	For	
			Management	4	Approve Auditors' Special Report on Related-Party Transactions	For	Against	
			Management	5	Approve Remuneration Policy of Directors; Approve Remuneration of Directors in the Aggregate Amount of EUR 331,800	For	For	A vote AGAINST this remuneration report is warranted because: "Part of the remuneration at Sartorius level is invoiced to the company according to an undisclosed breakdown methodology making the amounts in the report very difficult to understand or assess;" The company fails to disclose achievement levels for respectively short and long-term variable remuneration;" The Chairman and CEO received an exceptional payment amounting to EUR 23,000 and the company failed to provide a compelling rationale;
			Management	6	Approve Compensation Report of Corporate Officers	For	For	
			Management	7	Approve Compensation of Joachim Kreuzburg, Chairman and CEO	For	Against	
			Management	8	Approve Remuneration Policy of Chairman and CEO	For	For	Despite the positive change of approach as to the determination of the remuneration policies of executives, the proposed remuneration policies raise several concerns: "The bonus criterion disclosed can be freely modified by the board;" The company fails to disclose a binding cap for the bonus and LTI;" The company does not specify a policy for exceptional payments;" Accelerated or full vesting of unvested awards in case of departure cannot be excluded;" The remuneration granted is still paid by Sartorius AG then invoiced. As there are improvements of company's practices, a qualified vote FOR is warranted for the remuneration policy of the CEO (Item 8) despite major issues remaining. If the item was rejected, the company would revert to the previous an even more obscure policy. However, a vote AGAINST the Vice-CEO remuneration policy is warranted (Item 9) as this policy is submitted for the first time to shareholders' approval.
			Management	9	Approve Remuneration Policy of Vice-CEO	For	Against	
			Management	10	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	Against	
			Management	11	Reelect Joachim Kreuzburg as Director	For	Against	* As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Joachim Kreuzburg (Item 11) is warranted." A vote FOR the reelection of this independent nominee is warranted in the absence of specific concerns (Item 12). * Votes FOR the reelections of these non-independent nominees are warranted given the satisfactory level of board independence (37.5 percent vs 33.3 percent recommended) and the absence of specific concerns (Items 13 to 15).
			Management	12	Reelect Pascale Boissel as Director	For	For	* Votes AGAINST Items 17 to 19 and 21 are warranted as the possibility of use during a takeover period is not excluded.* Votes AGAINST the authorizations under Items 18 to 20 are warranted because they do not respect the recommended 10 percent guidelines for issuances without preemptive rights.
			Management	13	Reelect Rene Faber as Director	For	For	
			Management	14	Reelect Lothar Kappich as Director	For	For	
			Management	15	Reelect Henri Riey as Director	For	For	
			Management	16	Authorize Filing of Required Documents/Other Formalities	For	For	
			Management	17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 6 Million	For	Against	* Votes AGAINST Items 17 to 19 and 21 are warranted as the possibility of use during a takeover period is not excluded.* Votes AGAINST the authorizations under Items 18 to 20 are warranted because they do not respect the recommended 10 percent guidelines for issuances without preemptive rights.
			Management	18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 6 Million	For	Against	* Votes AGAINST Items 17 to 19 and 21 are warranted as the possibility of use during a takeover period is not excluded.* Votes AGAINST the authorizations under Items 18 to 20 are warranted because they do not respect the recommended 10 percent guidelines for issuances without preemptive rights.
			Management	19	Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Investors, up to Aggregate Nominal Amount of EUR 6 Million	For	Against	* Votes AGAINST Items 17 to 19 and 21 are warranted as the possibility of use during a takeover period is not excluded.* Votes AGAINST the authorizations under Items 18 to 20 are warranted because they do not respect the recommended 10 percent guidelines for issuances without preemptive rights.
			Management	20	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 17 to 19	For	Against	* Votes AGAINST Items 17 to 19 and 21 are warranted as the possibility of use during a takeover period is not excluded.* Votes AGAINST the authorizations under Items 18 to 20 are warranted because they do not respect the recommended 10 percent guidelines for issuances without preemptive rights.

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	21	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	Against	* Votes AGAINST Items 17 to 19 and 21 are warranted as the possibility of use during a takeover period is not excluded.* Votes AGAINST the authorizations under Items 18 to 20 are warranted because they do not respect the recommended 10 percent guidelines for issuances without preemptive rights.  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 or performance period." The vesting period is not sufficiently long-term oriented.
			Management	22	Authorize Capitalization of Reserves of Up to EUR 6 Million for Bonus Issue or Increase in Par Value	For	For	
			Management	23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Against	Against	
			Management	24	Authorize up to 10 Percent of Issued Capital for Use in Restricted Stock Plans	For	Against	
			Management	25	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For	
			Management	26	Authorize Filing of Required Documents/Other Formalities	For	For	
Turk Hava Yollari AO	Turkey	29-mars-22	Management	1	Open Meeting and Elect Presiding Council of Meeting	For	For	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision.  A vote AGAINST is warranted because the name of the proposed auditor is not disclosed.  This item warrants a vote AGAINST due to a lack of disclosure on the resolution in a timely manner.
			Management	2	Accept Board Report	For	For	
			Management	3	Accept Audit Report	For	For	
			Management	4	Accept Financial Statements	For	For	
			Management	5	Approve Discharge of Board	For	For	
			Management	6	Approve Allocation of Income	For	For	
			Management	7	Approve Director Remuneration	For	Against	
			Management	8	Ratify Director Appointments	For	For	
			Management	9	Ratify External Auditors	For	Against	
			Management	11	Approve Upper Limit of Donations for 2022 and Receive Information on Donations Made in 2021	For	Against	
Turkiye Sinai Kalkinma Bankasi AS	Turkey	29-mars-22	Management	1	Open Meeting, Elect Presiding Council of Meeting and Authorize Presiding Council to Sign Minutes of Meeting	For	For	
			Management	2	Accept Statutory Reports	For	For	
			Management	3	Accept Financial Statements	For	Against	
			Management	4	Ratify Director Appointment	For	Against	
			Management	5	Approve Discharge of Board	For	Against	
			Management	6	Approve Allocation of Income	For	For	
			Management	7	Approve Director Remuneration	For	Against	
			Management	8	Ratify External Auditors	For	For	
			Management	9	Authorize Share Capital Increase without Preemptive Rights	For	Against	
			Management	10	Receive Information on Donations Made in 2021 and Approve Upper Limit of Donations for 2022	For	For	
			Management	11	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	For	For	
UPM-Kymmene Oyj	Finland	29-mars-22	Management	7	Accept Financial Statements and Statutory Reports	For	For	We prefer to vote AGAINST since the remuneration policy lacks concrete sustainability focused non-financial KPIs
			Management	8	Approve Allocation of Income and Dividends of EUR 1.30 Per Share	For	For	
			Management	9	Approve Discharge of Board and President	For	For	
			Management	10	Approve Remuneration Report	For	Against	
			Management	11	Remuneration of Directors in the Amount of EUR 200,000 for Chairman, EUR 140,000 for Deputy Chairman and EUR 115,000 for Other Directors; Approve Compensation for Committee Work	For	For	
			Management	12	Fix Number of Directors at Nine	For	For	
			Management	13	Reelect Henrik Ehrnrooth, Emma FitzGerald, Jari Gustafsson, Piia-Noora Kauppi, Marjan Oudeman, Martin a Porta, Kim Wahl and Bjorn Wahroos as Directors; Elect Topi Manner as New Director	For	For	
			Management	14	Approve Remuneration of Auditors	For	For	
			Management	15	Ratify PricewaterhouseCoopers as Auditors	For	For	
			Management	16	Approve Issuance of up to 25 Million Shares without Preemptive Rights	For	For	
			Management	17	Authorize Share Repurchase Program	For	For	
			Management	18.1	Amend Articles Re: Auditor	For	For	
			Management	18.2	Amend Articles Re: Annual General Meeting	For	For	
			Management	19	Authorize Charitable Donations	For	For	
Vaisala Oyj	Finland	29-mars-22	Management	7	Accept Financial Statements and Statutory Reports	For	For	
			Management	8	Approve Allocation of Income and Dividends of EUR 0.68 Per Share	For	For	
			Management	9	Approve Discharge of Board and President	For	For	
			Management	10	Approve Remuneration Report	For	For	
			Management	11	Approve Remuneration of Directors in the Amount of EUR 55,000 for Chairman, and EUR 40,000 for Other Directors; Approve Remuneration for Committee Work	For	For	
			Management	12	Fix Number of Directors at Eight	For	For	
			Management	13	Reelect Petri Castren, Kaarina Stahlberg and Tuomas Syrjanen as Directors	For	For	
			Management	14	Approve Remuneration of Auditors	For	For	
			Management	15	Ratify Deloitte as Auditors	For	For	
			Management	16	Authorize Share Repurchase Program	For	For	
			Management	17	Authorize Reissuance of Repurchased Shares	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
Value HR Co., Ltd.	Japan	29-mars-22	Management	1	Amend Articles to Disclose Shareholder Meeting Materials on Internet - Allow Virtual Only Shareholder Meetings	For	Against	A vote AGAINST this proposal is warranted because:* The passage of this proposal will authorize the company to hold virtual only meetings permanently, without further need to consult shareholders, even after the current health crisis is resolved, and the proposed language fails to specify situations under which virtual meetings will be held. A vote AGAINST this director nominee is warranted because:* Top management is responsible for the company's capital misallocation.
			Management	2.1	Elect Director Fujita, Michio	For	Against	
			Management	2.2	Elect Director Fujita, Gentaro	For	For	
			Management	2.3	Elect Director Iizuka, Isao	For	For	
			Management	2.4	Elect Director Omura, Yuji	For	For	
			Management	2.5	Elect Director Karasawa, Takeshi	For	For	
Enerjisa Enerji AS	Turkey	30-mars-22	Management	1	Open Meeting and Elect Presiding Council of Meeting	For	For	A vote AGAINST this item is warranted, as the board does not meet the one third board independence requirement.  There is no vote required for Item 11.Item 12 warrants a vote AGAINST due to a lack of disclosure on the resolution.
			Management	2	Accept Board Report	For	For	
			Management	3	Accept Audit Report	For	For	
			Management	4	Accept Financial Statements	For	For	
			Management	5	Ratify Director Appointments	For	Against	
			Management	6	Approve Discharge of Board	For	For	
			Management	7	Approve Allocation of Income	For	For	
			Management	8	Approve Director Remuneration	For	For	
			Management	9	Ratify External Auditors	For	For	
			Management	10	Approve Working Principles of the General Assembly	For	For	
			Management	12	Approve Upper Limit of Donations for 2022	For	Against	
			Management	13	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	For	For	
			Haci Omer Sabanci Holding AS	Turkey	30-mars-22	Management	1	
Management	2	Accept Board Report				For	For	
Management	3	Accept Audit Report				For	For	
Management	4	Accept Financial Statements				For	For	
Management	5	Approve Discharge of Board				For	For	
Management	6	Approve Allocation of Income				For	For	
Management	7	Elect Directors				For	Against	
Management	8	Approve Director Remuneration				For	For	
Management	9	Ratify External Auditors				For	For	
Management	11	Approve Upper Limit of Donations for 2022				For	Against	
Management	12	Approve Share Repurchase Program				For	For	
Management	13	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law				For	For	
Kirin Holdings Co., Ltd.	Japan	30-mars-22				Management	1	Approve Allocation of Income, with a Final Dividend of JPY 32.5
			Management	2	Amend Articles to Amend Business Lines - Disclose Shareholder Meeting Materials on Internet - Indemnify Directors - Indemnify Statutory Auditors	For	For	
			Management	3.1	Elect Director Isozaki, Yoshinori	For	For	
			Management	3.2	Elect Director Nishimura, Keisuke	For	For	
			Management	3.3	Elect Director Miyoshi, Toshiya	For	For	
			Management	3.4	Elect Director Yokota, Noriya	For	For	
			Management	3.5	Elect Director Minamikata, Takeshi	For	For	
			Management	3.6	Elect Director Mori, Masakatsu	For	For	
			Management	3.7	Elect Director Yanagi, Hiroyuki	For	For	
			Management	3.8	Elect Director Matsuda, Chieko	For	For	
			Management	3.9	Elect Director Shiono, Noriko	For	For	
			Management	3.10	Elect Director Rod Eddington	For	For	
			Management	3.11	Elect Director George Olcott	For	For	
			Management	3.12	Elect Director Kato, Kaoru	For	For	
Management	4.1	Appoint Statutory Auditor Nishitani, Shobu	For	For				
Management	4.2	Appoint Statutory Auditor Fujinawa, Kenichi	For	For				
Management	5	Approve Compensation Ceiling for Directors	For	For				
Management	6	Approve Trust-Type Equity Compensation Plan and Phantom Stock Plan	For	Against				
Management	7	Approve Compensation Ceiling for Statutory Auditors	For	For				
SK hynix, Inc.	South Korea	30-mars-22	Management	1	Approve Financial Statements and Allocation of Income	For	For	
			Management	2	Amend Articles of Incorporation	For	For	
			Management	3	Approve Stock Option Grants (To be granted)	For	For	
			Management	4	Approve Stock Option Grants (Previously granted)	For	For	
			Management	5.1	Elect Gwak Noh-jeong as Inside Director	For	For	
			Management	5.2	Elect Noh Jong-won as Inside Director	For	For	
			Management	6	Elect Ha Young-gu as Outside Director	For	For	
			Management	7	Elect Ha Young-gu as a Member of Audit Committee	For	For	
Management	8	Approve Total Remuneration of Inside Directors and Outside Directors	For	For				
Turkiye Petrol Rafinerileri AS	Turkey	30-mars-22	Management	1	Open Meeting and Elect Presiding Council of Meeting	For	For	
			Management	2	Accept Board Report	For	For	
			Management	3	Accept Audit Report	For	For	
			Management	4	Accept Financial Statements	For	For	
			Management	5	Ratify Director Appointment	For	For	
			Management	6	Approve Discharge of Board	For	For	
			Management	7	Approve Allocation of Income	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	8	Elect Directors	For	For	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision.
			Management	9	Approve Remuneration Policy and Director Remuneration for 2021	For	For	
			Management	10	Approve Director Remuneration	For	Against	
			Management	11	Ratify External Auditors	For	For	
			Management	13	Approve Upper Limit of Donations for 2022 and Receive Information on Donations Made in 2021	For	Against	
			Management	15	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	For	For	This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
Avanza Bank Holding AB	Sweden	31-mars-22	Management	2	Elect Chairman of Meeting	For	For	
			Management	3	Prepare and Approve List of Shareholders	For	For	
			Management	4	Resolution Regarding Video Recording of the General Meeting	For	For	
			Management	5	Approve Agenda of Meeting	For	For	
			Management	6	Designate Inspector(s) of Minutes of Meeting	For	For	
			Management	7	Acknowledge Proper Convening of Meeting	For	For	
			Management	9.a	Accept Financial Statements and Statutory Reports	For	For	
			Management	9.b	Approve Allocation of Income and Dividends of SEK 9.20 Per Share	For	For	
			Management	9.c1	Approve Discharge of Board Member Magnus Dybeck	For	For	
			Management	9.c2	Approve Discharge of Board Member Catharina Eklof	For	For	
			Management	9.c3	Approve Discharge of Board Member Viktor Fritzen	For	For	
			Management	9.c4	Approve Discharge of Board Member Jonas Hagstromer	For	For	
			Management	9.c5	Approve Discharge of Board Member Sven Hagstromer	For	For	
			Management	9.c6	Approve Discharge of Board Member Mattias Miksche	For	For	
			Management	9.c7	Approve Discharge of Board Member Johan Roos	For	For	
			Management	9.c8	Approve Discharge of Board Member Hans Toll	For	For	
			Management	9.c9	Approve Discharge of Board Member Leemon Wu	For	For	
			Management	9.c10	Approve Discharge of Board Member Birgitta Klasen	For	For	
			Management	9.c11	Approve Discharge of Rikard Josefson	For	For	
			Management	10	Amend Articles Re: Board-Related; Editorial Changes	For	For	
			Management	11	Determine Number of Members of Board to ten (10)	For	For	
			Management	12.1	Approve Remuneration of Directors in the Amount of SEK 478,000 For Each Director Except Sven Hagstroer (Chair), Jonas Hagstromer and Magnus Dybeck	For	For	
			Management	12.2	Approve Remuneration of Directors in the Amount of SEK 383,000 For Each Director Sven Hagstroer (Chair), Jonas Hagstromer and Magnus Dybeck	For	For	
			Management	12.3	Approve Remuneration for Chairman of the Audit, Risk and Capital Committee	For	For	
			Management	12.4	Approve Remuneration for the Audit, Risk and Capital Committee	For	For	
			Management	12.5	Approve Remuneration for the Credit Committee	For	For	
			Management	12.6	Approve Remuneration for the Remuneration Committee	For	For	
			Management	12.7	Approve Remuneration for the IT Committee	For	For	
			Management	13	Approve Remuneration of Auditors	For	For	
			Management	14.1	Reelect Magnus Dybeck as Director	For	For	
			Management	14.2	Reelect Catharina Eklof as Director	For	For	
			Management	14.3	Reelect Jonas Hagstromer as Director	For	For	
			Management	14.4	Reelect Sven Hagstromer as Director	For	For	
			Management	14.5	Reelect Mattias Miksche as Director	For	For	
			Management	14.6	Reelect Johan Roos as Director	For	For	
			Management	14.7	Reelect Hans Toll as Director	For	For	
			Management	14.8	Reelect Leemon Wu as Director	For	For	
			Management	14.9	Elect Linda Hellstromas New Director	For	For	
			Management	14.10	Elect Sofia Sundstrom as New Director	For	For	
			Management	15	Reelect Sven Hagstromer as Board Chair	For	For	
			Management	16	Ratify KPMG as Auditors	For	For	
			Management	17	Authorize Share Repurchase Program	For	For	
			Management	18	Approve Remuneration Report	For	For	
DBS Group Holdings Ltd.	Singapore	31-mars-22	Management	1	Adopt Financial Statements and Directors' and Auditors' Reports	For	For	
			Management	2	Approve Final Dividend	For	For	
			Management	3	Approve Directors' Remuneration	For	For	
			Management	4	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For	
			Management	5	Elect Bonghan Cho as Director	For	For	
			Management	6	Elect Olivier Lim Tse Ghow as Director	For	For	
			Management	7	Elect Tham Sai Choy as Director	For	For	
			Management	8	Elect Chng Kai Fong as Director	For	For	
			Management	9	Elect Judy Lee as Director	For	For	
			Management	10	Approve Grant of Awards and Issuance of Shares Under the DBSH Share Plan	For	For	
			Management	11	Approve Grant of Awards and Issuance of Shares Under the California Sub-Plan to the DBSH Share Plan	For	For	
			Management	12	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	For	For	
			Management	13	Approve Issuance of Shares Pursuant to the DBSH Scrip Dividend Scheme	For	For	
			Management	14	Authorize Share Repurchase Program	For	For	
INFICON Holding AG	Switzerland	31-mars-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
			Management	2	Approve Discharge of Board of Directors	For	For	
			Management	3	Approve Allocation of Income and Dividends of CHF 17.90 per Share and CHF 3.10 per Share from Legal Reserves from Capital Contributions	For	For	
			Management	4.1	Reelect Beat Luethi as Director and Board Chairman	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	4.2	Reelect Richard Fischer as Director	For	For	We are comfortable with the current composition of the Board.
			Management	4.3	Reelect Vanessa Frey as Director	For	For	
			Management	4.4	Reelect Beat Siegrist as Director	For	For	
			Management	4.5	Reelect Reto Suter as Director	For	For	
			Management	4.6	Reappoint Richard Fischer as Member of the Compensation and HR Committee	For	For	
			Management	4.7	Reappoint Beat Siegrist as Member of the Compensation and HR Committee	For	For	
			Management	4.8	Reappoint Reto Suter as Member of the Compensation and HR Committee	For	For	
			Management	5	Designate Baur Huerlimann AG as Independent Proxy	For	For	
			Management	6	Ratify KPMG AG as Auditors	For	For	
			Management	7	Approve Remuneration Report	For	For	
			Management	8	Approve Remuneration of Directors in the Amount of CHF 800,000	For	For	
			Management	9	Approve Remuneration of Executive Committee in the Amount of CHF 3.5 Million	For	For	
			Management	10	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.
Leonteq AG	Switzerland	31-mars-22	Management	1.1	Accept Financial Statements and Statutory Reports	For	For	We are comfortable with the current composition of the Board.
			Management	1.2	Approve Remuneration Report	For	For	
			Management	2	Approve Discharge of Board and Senior Management	For	For	
			Management	3	Approve Allocation of Income and Dividends of CHF 1.50 per Share and CHF 1.50 per Share from Capital Contribution Reserves	For	For	
			Management	4.1.1	Reelect Christopher Chambers as Director	For	For	
			Management	4.1.2	Reelect Sylvie Davidson as Director	For	For	
			Management	4.1.3	Reelect Susana Smith as Director	For	For	
			Management	4.1.4	Reelect Richard Laxer as Director	For	For	
			Management	4.1.5	Reelect Philippe Le Baquer as Director	For	For	
			Management	4.1.6	Reelect Thomas Meier as Director	For	For	
			Management	4.1.7	Reelect Dominik Schaerer as Director	For	For	
			Management	4.1.8	Reelect Philippe Weber as Director	For	For	
			Management	4.2	Reelect Christopher Chambers as Board Chairman	For	For	
			Management	4.3.1	Reappoint Susana Smith as Member of the Nomination and Compensation Committee	For	For	
			Management	4.3.2	Reappoint Richard Laxer as Member of the Nomination and Compensation Committee	For	For	
			Management	4.3.3	Reappoint Philippe Weber as Member of the Nomination and Compensation Committee	For	For	
			Management	5	Ratify Deloitte AG as Auditors	For	For	
			Management	6	Designate Proxy Voting Services GmbH as Independent Proxy	For	For	
			Management	7.1	Approve Remuneration of Directors in the Amount of CHF 1.9 Million	For	For	
			Management	7.2	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 2.6 Million	For	For	
			Management	7.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 6.3 Million	For	For	
			Management	7.4	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 6.2 Million	For	For	
			Management	8	Additional Voting Instructions - Board of Directors Proposals (Voting)	For	Against	Votes AGAINST are warranted because:These items concern 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; andThe content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against these items on a precautionary basis.
			Management	9	Additional Voting Instructions - Shareholder Proposals (Voting)	None	Against	
PSP Swiss Property AG	Switzerland	31-mars-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	We are comfortable with the current composition of the Board.
			Management	2	Approve Remuneration Report (Non-Binding)	For	For	
			Management	3	Approve Allocation of Income and Dividends of CHF 3.75 per Share	For	For	
			Management	4	Approve Discharge of Board and Senior Management	For	For	
			Management	5.1	Reelect Luciano Gabriel as Director	For	For	
			Management	5.2	Reelect Corinne Denzler as Director	For	For	
			Management	5.3	Reelect Adrian Dudle as Director	For	For	
			Management	5.4	Reelect Peter Forstmoser as Director	For	For	
			Management	5.5	Reelect Henrik Saxborn as Director	For	For	
			Management	5.6	Reelect Josef Stadler as Director	For	For	
			Management	5.7	Reelect Aviram Wertheim as Director	For	For	
			Management	5.8	Elect Mark Abramson as Director	For	For	
			Management	6	Reelect Luciano Gabriel as Board Chairman	For	For	
			Management	7.1	Reappoint Peter Forstmoser as Member of the Compensation Committee	For	For	
			Management	7.2	Reappoint Adrian Dudle as Member of the Compensation Committee	For	For	
			Management	7.3	Reappoint Josef Stadler as Member of the Compensation Committee	For	For	
			Management	8	Approve Remuneration of Directors in the Amount of CHF 1 Million	For	For	
			Management	9	Approve Remuneration of Executive Committee in the Amount of CHF 4.2 Million	For	For	
			Management	10	Ratify Ernst & Young AG as Auditors	For	For	
			Management	11	Designate Proxy Voting Services GmbH as Independent Proxy	For	For	
			Management	12	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.
TAV Havalimanlari Holding AS	Turkey	31-mars-22	Management	1	Open Meeting, Elect Presiding Council of Meeting and Authorize Presiding Council to Sign Minutes of Meeting	For	For	
			Management	2	Accept Board Report	For	For	
			Management	3	Accept Audit Report	For	For	
			Management	4	Accept Financial Statements	For	For	
			Management	5	Approve Discharge of Board	For	For	
			Management	6	Approve Allocation of Income	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	7	Approve Remuneration Policy	For	For	A vote AGAINST is warranted as it would enable the board to issues shares up to 312 percent of the currently issued share capital.
			Management	8	Elect Directors	For	For	
			Management	9	Approve Director Remuneration	For	For	
			Management	10	Ratify External Auditors	For	For	
			Management	11	Amend Company Articles 3 and 6	For	Against	
			Management	12	Approve Upper Limit of Donations for 2022 and Receive Information on Donations Made in 2021	For	For	
			Management	15	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	For	For	
Turk Telekomunikasyon AS	Turkey	31-mars-22	Management	1	Open Meeting and Elect Presiding Council of Meeting	For	For	A vote AGAINST this item is warranted, as both NI-NEDs joined a board that did not meet the one third independence guideline.A vote AGAINST this item is further warranted for lack of diversity on the board. A vote AGAINST this item is warranted, as the company has not disclosed all the names of the director nominees in a timely manner. A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision.
			Management	2	Authorize Presiding Council to Sign Minutes of Meeting	For	For	
			Management	3	Accept Board Report	For	For	
			Management	4	Accept Audit Report	For	For	
			Management	5	Accept Financial Statements	For	For	
			Management	6	Approve Discharge of Board	For	For	
			Management	7	Ratify Director Appointments	For	Against	
			Management	8	Elect Directors	For	Against	
			Management	9	Approve Director Remuneration	For	Against	
			Management	10	Approve Allocation of Income	For	For	
			Management	11	Ratify External Auditors	For	Against	
			Management	12	Approve Donation Policy	For	Against	
			Management	19	Authorize Board to Acquire Businesses up to a EUR 125 Million Value	For	For	
			Management	20	Authorize Board to Establish New Companies in Relation to Business Acquired	For	For	
			Management	21	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	For	For	
Turkiye Garanti Bankasi AS	Turkey	31-mars-22	Management	1	Open Meeting, Elect Presiding Council of Meeting and Authorize Presiding Council to Sign Minutes of Meeting	For	For	A vote FOR Items 2 and 3 is warranted because these are routine requests in Turkey.A vote FOR Item 6 is warranted due to a lack of concern about the proposed income allocation.A vote AGAINST Item 4 is warranted due to the external auditor's qualified opinion on the company's financial statements. A vote AGAINST this item is warranted as the auditor has raised serious concerns regarding the provisions made by the company, which are not in compliance with the Turkish Accounting Standards.The board's lack of responsiveness to the qualified opinion for several years and the apparent disagreement with the auditor on the accounting treatment of this free provision raise serious concerns, and the board does not further explain the context of the provision. A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision.
			Management	2	Accept Board Report	For	For	
			Management	3	Accept Audit Report	For	For	
			Management	4	Accept Financial Statements	For	Against	
			Management	5	Approve Discharge of Board	For	Against	
			Management	6	Approve Allocation of Income	For	For	
			Management	7	Ratify External Auditors	For	For	
			Management	9	Approve Director Remuneration	For	Against	
			Management	10	Approve Upper Limit of Donations for 2022 and Receive Information on Donations Made in 2021	For	For	
			Management	11	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	For	For	
AKSA Akrikim Kimya Sanayi AS	Turkey	01-avr-22	Management	1	Open Meeting and Elect Presiding Council of Meeting	For	For	
			Management	2	Accept Board Report	For	For	
			Management	3	Accept Audit Report	For	For	
			Management	4	Accept Financial Statements	For	For	
			Management	5	Approve Discharge of Board	For	For	
			Management	6	Approve Allocation of Income	For	For	
			Management	7	Approve Director Remuneration	For	Against	
			Management	8	Elect Independent Directors	For	For	
			Management	9	Ratify External Auditors	For	For	
			Management	11	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	For	For	
Koc Holding A.S.	Turkey	01-avr-22	Management	1	Open Meeting and Elect Presiding Council of Meeting	For	For	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision.
			Management	2	Accept Board Report	For	For	
			Management	3	Accept Audit Report	For	For	
			Management	4	Accept Financial Statements	For	For	
			Management	5	Approve Discharge of Board	For	For	
			Management	6	Approve Allocation of Income	For	For	
			Management	7	Approve Share Repurchase Program	For	For	
			Management	8	Elect Directors	For	For	
			Management	9	Approve Remuneration Policy and Director Remuneration for 2021	For	For	
			Management	10	Approve Director Remuneration	For	Against	
			Management	11	Ratify External Auditors	For	For	



Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	12	Approve Upper Limit of Donations for the 2022 and Receive Information on Donations Made in 2021	For	Against	This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
			Management	14	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	For	For	
LONGi Green Energy Technology Co., Ltd.	China	01-avr-22	Management	1	Approve Change in Raised Funds Investment Project	For	For	ISS proposes to vote "AGAINST" because the company has failed to disclose sufficient information regarding the guarantee requests such as the identity of some of the guaranteed entities and the company's percentage ownership in the said guaranteed entities. We raised this issue and the company replied to us with a detailed explanation. The company stated that "they will provide the guarantee in line with its shareholding ratio; they can fully control these companies' operations and decisions; and the risk for such kind of guarantees is under control". Moreover, the total guarantee (CNY2.0bn for financing and USD200mn for performance) is acceptable (cc% of total assets as of 3Q21) relative to the company's size and operations. Hence, we would like to vote FOR because the company gave a detailed explanation and the total guaranteed amount for subsidiaries is acceptable compared to total asset size
			Management	2	Approve Financing Guarantee	For	For	
			Management	3	Approve Performance Guarantee	For	For	
NX Filtration NV	Netherlands	05-avr-22	Management	2(b)	Approve Remuneration Report	For	For	A vote AGAINST is warranted because the award is not accompanied by a compelling rationale and concerns are raised with respect of the design of the award. The proposed sign-on award is financed by majority shareholder Infestos and has the potential to create asymmetric accountability towards shareholders and therefore raises significant governance concerns.
			Management	3	Adopt Financial Statements	For	For	
			Management	4(a)	Approve Discharge of Management Board	For	For	
			Management	4(b)	Approve Discharge of Supervisory Board	For	For	
			Management	5(a)	Elect Marc Luttkhuis to Management Board	For	For	
			Management	5(b)	Approve Sign-on Bonus in Shares for Marc Luttkhuis	For	Against	
			Management	6	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	
			Management	7	Grant Board Authority to Issue Shares Up To 20 Percent of Issued Capital and Exclude Preemptive Rights	For	Against	
ORIOR AG	Switzerland	05-avr-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	We are comfortable with the current composition of the Board. Also we are not concerned, in view of the modest size of the company, to see the compensation and remuneration boards being combined.
			Management	2	Approve Remuneration Report	For	For	
			Management	3	Approve Allocation of Income and Dividends of CHF 2.40 per Share	For	For	
			Management	4	Approve Discharge of Board and Senior Management	For	For	
			Management	5.1.1	Reelect Rolf Sutter as Director and Board Chairman	For	For	
			Management	5.1.2	Reelect Markus Neuhaus as Director	For	For	
			Management	5.1.3	Elect Remo Brunschwiler as Director	For	For	
			Management	5.1.4	Reelect Monika Friedli-Walser as Director	For	For	
Management	5.1.5	Reelect Walter Luethi as Director	For	For				
Management	5.1.6	Reelect Monika Schuepbach as Director	For	For				
Management	5.1.7	Reelect Markus Voegeli as Director	For	For				
Management	5.2.1	Reappoint Monika Friedli-Walser as Member of the Nomination and Compensation Committee	For	For				
Management	5.2.2	Reappoint Rolf Sutter as Member of the Nomination and Compensation Committee	For	For				
Management	5.2.3	Reappoint Walter Luethi as Member of the Nomination and Compensation Committee	For	For				
Management	5.3	Ratify Ernst & Young AG as Auditors	For	For				
Management	5.4	Designate Rene Schwarzenbach as Independent Proxy	For	For				
Management	6	Approve Renewal of EUR 1.9 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	For	For				
Management	7	Amend Articles of Association	For	For				
Management	8.1	Approve Remuneration of Directors in the Amount of CHF 810,000	For	For				
Management	8.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 593,500	For	For				
Management	8.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 1.8 Million	For	For				
Management	9	Transact Other Business (Voting)	For	Against				
Straumann Holding AG	Switzerland	05-avr-22	Management	1.1	Accept Financial Statements and Statutory Reports	For	For	We are comfortable with the current composition of the Board. We do not consider to Mr Gadola to be over boarded, in view of the other activities he carries out and the expertise he can bring to STMN.
			Management	1.2	Approve Remuneration Report	For	For	
			Management	2	Approve Allocation of Income and Dividends of CHF 6.75 per Share	For	For	
			Management	3	Approve 1:10 Stock Split	For	For	
			Management	4	Approve Discharge of Board and Senior Management	For	For	
			Management	5	Approve Fixed Remuneration of Directors in the Amount of CHF 2.7 Million	For	For	
			Management	6.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 9.7 Million	For	For	
			Management	6.2	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 3.8 Million	For	For	
			Management	6.3	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 5.6 Million	For	For	
			Management	7.1	Reelect Gilbert Achermann as Director and Board Chairman	For	For	
			Management	7.2	Reelect Marco Gadola as Director	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	7.3	Reelect Juan Gonzalez as Director	For	For	We are comfortable with the current composition of the Board. We do not consider to Mr Gadola to be over boarded, in view of the other activities he carries out and the expertise he can bring to STMN. We are comfortable with the current composition of the Board. We do not consider to Mr Gadola to be over boarded, in view of the other activities he carries out and the expertise he can bring to STMN. We are comfortable with the current composition of the Board. We do not consider to Mr Gadola to be over boarded, in view of the other activities he carries out and the expertise he can bring to STMN. We are comfortable with the current composition of the Board. We do not consider to Mr Gadola to be over boarded, in view of the other activities he carries out and the expertise he can bring to STMN. We are comfortable with the current composition of the Board. We do not consider to Mr Gadola to be over boarded, in view of the other activities he carries out and the expertise he can bring to STMN. We are comfortable with the current composition of the Board. We do not consider to Mr Gadola to be over boarded, in view of the other activities he carries out and the expertise he can bring to STMN. 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.
			Management	7.4	Reelect Beat Luethi as Director	For	For	
			Management	7.5	Reelect Petra Rumpf as Director	For	For	
			Management	7.6	Reelect Thomas Straumann as Director	For	For	
			Management	7.7	Reelect Regula Wallimann as Director	For	For	
			Management	7.8	Elect Nadia Schmidt as Director	For	For	
			Management	8.1	Reappoint Beat Luethi as Member of the Nomination and Compensation Committee	For	For	
			Management	8.2	Reappoint Regula Wallimann as Member of the Nomination and Compensation Committee	For	For	
			Management	8.3	Reappoint Juan Gonzalez as Member of the Nomination and Compensation Committee	For	For	
			Management	8.4	Appoint Nadia Schmidt as Member of the Nomination and Compensation Committee	For	For	
			Management	9	Designate Neovius AG as Independent Proxy	For	For	
Management	10	Ratify Ernst & Young AG as Auditors	For	For				
Management	11	Transact Other Business (Voting)	For	Against				
EOP-Energias de Portugal SA	Portugal	06-avr-22	Management	1.1	Approve Individual and Consolidated Financial Statements and Statutory Reports	For	For	
			Management	1.2	Approve Sustainability Report	For	For	
			Management	2.1	Approve Allocation of Income	For	For	
			Management	2.2	Approve Dividends	For	For	
			Management	3.1	Appraise Management of Company and Approve Vote of Confidence to Management Board	For	For	
			Management	3.2	Appraise Supervision of Company and Approve Vote of Confidence to Supervisory Board	For	For	
			Management	3.3	Appraise Work Performed by Statutory Auditor and Approve Vote of Confidence to Statutory Auditor	For	For	
Management	4	Authorize Repurchase and Reissuance of Shares	For	For				
Management	5	Authorize Repurchase and Reissuance of Repurchased Debt Instruments	For	For				
Management	6	Elect Vice-Chair of the General Meeting Board	For	For				
Elisa Oyj	Finland	06-avr-22	Management	7	Accept Financial Statements and Statutory Reports	For	For	
			Management	8	Approve Allocation of Income and Dividends of EUR 2.05 Per Share	For	For	
			Management	9	Approve Discharge of Board and President	For	For	
			Management	10	Approve Remuneration Report (Advisory Vote)	For	For	
			Management	11	Approve Remuneration of Directors in the Amount of EUR 130,000 for Chairman, EUR 85,000 for Vice Chairman and the Chairman of the Committees, and EUR 70,000 for Other Directors; Approve Meeting Fees	For	For	
			Management	12	Fix Number of Directors at Nine	For	For	
			Management	13	Reelect Clarisse Berggardh (Vice Chair), Maher Chebbo, Kim Ignatius, Topi Manner, Eva-Lotta Sjostedt, Anssi Vanjoki (Chair) and Antti Vasara as Directors; Elect Katarina Kravi and Pia Kall as New Directors	For	For	
			Management	14	Approve Remuneration of Auditors	For	For	
			Management	15	Ratify KPMG as Auditors	For	For	
			Management	16	Authorize Share Repurchase Program	For	For	
Management	17	Approve Issuance of up to 15 Million Shares without Preemptive Rights	For	For				
Ferrovia SA	Spain	06-avr-22	Management	1.1	Approve Consolidated and Standalone Financial Statements	For	For	A vote AGAINST the reelection of chair/CEO Rafael del Pino y Calvo-Sotelo under Item 4.1 is warranted because he is not proposed for interim term only and the company has failed to disclose any plans to separate CEO and chairman positions in the near term. A vote FOR Items 4.2 and 4.5-4.7 is warranted due to a lack of concerns about the independent director nominees. A vote FOR the reelections of NI-NEDs Maria del Pino and Jose Sanchez-Junco under Items 4.3 and 4.4 is warranted, as the board meets the 50 percent independence guideline for Spain-incorporated, non-controlled companies, and the composition of the board committees does not raise concerns.
			Management	1.2	Approve Non-Financial Information Statement	For	For	
			Management	2	Approve Treatment of Net Loss	For	For	
			Management	3	Approve Discharge of Board	For	For	
			Management	4.1	Reelect Rafael del Pino y Calvo-Sotelo as Director	For	Against	
			Management	4.2	Reelect Oscar Fanjul Martin as Director	For	For	
			Management	4.3	Reelect Maria del Pino y Calvo-Sotelo as Director	For	For	
			Management	4.4	Reelect Jose Fernando Sanchez-Junco Mans as Director	For	For	
			Management	4.5	Reelect Bruno Di Leo as Director	For	For	
			Management	4.6	Ratify Appointment of and Elect Hildegard Wortmann as Director	For	For	
			Management	4.7	Ratify Appointment of and Elect Alicia Reyes Revuelta as Director	For	For	
			Management	5	Approve Scrip Dividends	For	For	
			Management	6	Approve Scrip Dividends	For	For	
			Management	7	Approve Reduction in Share Capital via Amortization of Treasury Shares	For	For	
			Management	8.1	Amend Articles Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	For	For	
			Management	8.2	Amend Articles Re: Changes in the Corporate Enterprises Law	For	For	
			Management	8.3	Amend Articles Re: Technical Improvements	For	For	
			Management	9.1	Amend Articles of General Meeting Regulations Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	For	For	
			Management	9.2	Amend Articles of General Meeting Regulations Re: Changes in the Corporate Enterprises Law	For	For	
			Management	9.3	Amend Articles of General Meeting Regulations Re: Technical Improvements	For	For	
Management	10	Advisory Vote on Company's Greenhouse Gas Emissions Reduction Plan	For	For				

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	11	Approve Remuneration Policy	For	For	
			Management	12	Advisory Vote on Remuneration Report	For	For	
			Management	13	Authorize Share Repurchase Program	For	For	
			Management	14	Authorize Board to Ratify and Execute Approved Resolutions	For	For	
HUBER+SUHNER AG	Switzerland	06-avr-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
			Management	2	Approve Allocation of Income and Dividends of CHF 2.00 per Share	For	For	
			Management	3	Approve Discharge of Board and Senior Management	For	For	
			Management	4.1	Reelect Urs Kaufmann as Director and as Board Chairman	For	For	We are comfortable with the current composition of the Board. We do not consider Urs Kauffmann to be over boarded in view of the size and complexities of companies in which he is involved.
			Management	4.2	Reelect Beat Kaelin as Director	For	For	We are comfortable with the current composition of the Board. We do not consider Urs Kauffmann to be over boarded in view of the size and complexities of companies in which he is involved.
			Management	4.3	Reelect Monika Buetler as Director	For	For	
			Management	4.4	Reelect Rolf Seiffert as Director	For	For	We are comfortable with the current composition of the Board. We do not consider Urs Kauffmann to be over boarded in view of the size and complexities of companies in which he is involved.
			Management	4.5	Reelect Franz Studer as Director	For	For	We are comfortable with the current composition of the Board. We do not consider Urs Kauffmann to be over boarded in view of the size and complexities of companies in which he is involved.
			Management	4.6	Reelect Joerg Walther as Director	For	For	
			Management	5.1	Appoint Monika Buetler as Member of the Nomination and Compensation Committee	For	For	
			Management	5.2	Reappoint Beat Kaelin as Member of the Nomination and Compensation Committee	For	For	We are comfortable with the current composition of the Board. We do not consider Urs Kauffmann to be over boarded in view of the size and complexities of companies in which he is involved.
			Management	6	Approve Remuneration Report (Non-Binding)	For	For	We are comfortable with the current composition of the Board. We do not consider Urs Kauffmann to be over boarded in view of the size and complexities of companies in which he is involved.
			Management	7.1	Approve Remuneration of Directors in the Amount of CHF 740,000 from 2022 AGM until 2023 AGM	For	For	
			Management	7.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.8 Million for the Period July 1, 2022 - June 30, 2023	For	For	
			Management	7.3	Approve Share-Based Remuneration of Directors in the Amount of CHF 600,000 from 2021 AGM until 2022 AGM	For	For	
			Management	7.4	Approve Variable Remuneration of Executive Committee in the Amount of CHF 2.2 Million for Fiscal 2021	For	For	
			Management	8	Ratify Ernst & Young AG as Auditors	For	For	
			Management	9	Designate Bratschi AG as Independent Proxy	For	For	
			Management	10	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.
UBS Group AG	Switzerland	06-avr-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
			Management	2	Approve Remuneration Report	For	For	
			Management	3	Approve Climate Action Plan	For	Against	A vote AGAINST this proposal is warranted given the apparent gaps in the company's climate reporting and lack of science-based target setting. While UBS Group has committed to a net-zero by 2050 ambition, the company has not disclosed a clear, forward-looking climate strategy, only disclosing some of the short, medium, and long-term targets, to substantiate how it will deliver on this ambition.
			Management	4	Approve Allocation of Income and Dividends of USD 0.50 per Share	For	For	
			Management	5	Approve Discharge of Board and Senior Management for Fiscal Year 2021, excluding French Cross-Border Matter	For	For	
			Management	6.1	Reelect Jeremy Anderson as Director	For	For	
			Management	6.2	Reelect Claudia Boeckstiegel as Director	For	For	
			Management	6.3	Reelect William Dudley as Director	For	For	
			Management	6.4	Reelect Patrick Firmenich as Director	For	For	
			Management	6.5	Reelect Fred Hu as Director	For	For	
			Management	6.6	Reelect Mark Hughes as Director	For	For	
			Management	6.7	Reelect Nathalie Rachou as Director	For	For	
			Management	6.8	Reelect Julie Richardson as Director	For	For	
			Management	6.9	Reelect Dieter Wemmer as Director	For	For	
			Management	6.10	Reelect Jeanette Wong as Director	For	For	
			Management	7.1	Elect Lukas Gaehwiler as Director	For	For	
			Management	7.2	Elect Colm Kelleher as Director and Board Chairman	For	For	
			Management	8.1	Reappoint Julie Richardson as Member of the Compensation Committee	For	For	
			Management	8.2	Reappoint Dieter Wemmer as Member of the Compensation Committee	For	For	
			Management	8.3	Reappoint Jeanette Wong as Member of the Compensation Committee	For	For	
			Management	9.1	Approve Remuneration of Directors in the Amount of CHF 13 Million	For	For	
			Management	9.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 79.8 Million	For	For	
			Management	9.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 33 Million	For	For	
			Management	10.1	Designate ADB Altorfer Duss & Beilstein AG as Independent Proxy	For	For	
			Management	10.2	Ratify Ernst & Young AG as Auditors	For	For	
			Management	11	Approve CHF 17.8 Million Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	For	For	
			Management	12	Authorize Repurchase of up to USD 6 Billion in Issued Share Capital	For	For	
			Management	13	Transact Other Business (Voting)	None	Against	
Vontobel Holding AG	Switzerland	06-avr-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
			Management	2	Approve Discharge of Board and Senior Management	For	For	
			Management	3	Approve Allocation of Income and Dividends of CHF 3.00 per Share	For	For	
			Management	4.1	Elect Andreas Utermann as Director and as Board Chairman	For	For	
			Management	4.2	Reelect Bruno Basler as Director and as Member of the Nomination and Compensation Committee	For	For	
			Management	4.3	Reelect Maja Baumann as Director	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	4.4	Reelect Elisabeth Bourqui as Director	For	For	
			Management	4.5	Reelect David Cole as Director	For	For	
			Management	4.6	Reelect Michael Halbherr as Director and as Member of the Nomination and Compensation Committee	For	For	
			Management	4.7	Reelect Stefan Loacker as Director	For	For	
			Management	4.8	Reelect Clara Streit as Director and as Member of the Nomination and Compensation Committee	For	For	
			Management	4.9	Reelect Bjoern Wettergren as Director and as Member of the Nomination and Compensation Committee	For	For	
			Management	5	Designate VISCHER AG as Independent Proxy	For	For	
			Management	6	Ratify Ernst & Young AG as Auditors	For	For	
			Management	7.1	Approve Remuneration Report (Non-Binding)	For	For	We are comfortable with the remuneration scheme.
			Management	7.2	Approve Fixed Remuneration of Directors in the Amount of CHF 4.8 Million	For	For	
			Management	7.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 4 Million for the Period July 1, 2022 - June 30, 2023	For	For	
			Management	7.4	Approve Variable Remuneration of Executive Committee in the Amount of CHF 6.9 Million for Fiscal Year 2021	For	For	
			Management	7.5	Approve Performance Share Awards to the Executive Committee in the Amount of CHF 5.2 Million	For	For	
			Management	7.6	Approve Additional Performance Share Awards to the Executive Committee for Fiscal Year 2018 in the Amount of CHF 2.4 Million	For	For	We are comfortable with the remuneration scheme.
			Management	8	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.
Zurich Insurance Group AG	Switzerland	06-avr-22	Management	1.1	Accept Financial Statements and Statutory Reports	For	For	
			Management	1.2	Approve Remuneration Report (Non-Binding)	For	For	
			Management	2.1	Approve Allocation of Income and Dividends of CHF 20.35 per Share	For	For	
			Management	2.2	Approve Allocation of Dividends of CHF 1.65 per Share from Capital Contribution Reserves	For	For	
			Management	3	Approve Discharge of Board and Senior Management	For	For	
			Management	4.1a	Reelect Michel Lies as Director and Board Chairman	For	For	
			Management	4.1b	Reelect Joan Amble as Director	For	For	
			Management	4.1c	Reelect Catherine Bessant as Director	For	For	
			Management	4.1d	Reelect Dame Carnwath as Director	For	For	
			Management	4.1e	Reelect Christoph Franz as Director	For	For	
			Management	4.1f	Reelect Michael Halbherr as Director	For	For	
			Management	4.1g	Reelect Sabine Keller-Busse as Director	For	For	
			Management	4.1h	Reelect Monica Maechler as Director	For	For	
			Management	4.1i	Reelect Kishore Mahbubani as Director	For	For	
			Management	4.1j	Reelect Jasmin Staiblin as Director	For	For	
			Management	4.1k	Reelect Barry Stowe as Director	For	For	
			Management	4.1l	Elect Peter Maurer as Director	For	For	
			Management	4.2.1	Reappoint Michel Lies as Member of the Compensation Committee	For	For	
			Management	4.2.2	Reappoint Catherine Bessant as Member of the Compensation Committee	For	For	
			Management	4.2.3	Reappoint Christoph Franz as Member of the Compensation Committee	For	For	
			Management	4.2.4	Reappoint Sabine Keller-Busse as Member of the Compensation Committee	For	For	
			Management	4.2.5	Reappoint Kishore Mahbubani as Member of the Compensation Committee	For	For	
			Management	4.2.6	Reappoint Jasmin Staiblin as Member of the Compensation Committee	For	For	
			Management	4.3	Designate Keller KLG as Independent Proxy	For	For	
			Management	4.4	Ratify Ernst & Young AG as Auditors	For	For	
			Management	5.1	Approve Remuneration of Directors in the Amount of CHF 6 Million	For	For	
			Management	5.2	Approve Remuneration of Executive Committee in the Amount of CHF 79 Million	For	For	
			Management	6	Approve Extension of Existing Authorized Capital Pool of CHF 4.5 Million with or without Exclusion of Preemptive Rights and Approve Amendment to Existing Conditional Capital Pool	For	For	
			Management	7	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.
Andritz AG	Austria	07-avr-22	Management	2	Approve Allocation of Income and Dividends of EUR 1.65 per Share	For	For	
			Management	3	Approve Discharge of Management Board for Fiscal Year 2021	For	For	
			Management	4	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	For	
			Management	5	Approve Remuneration of Supervisory Board Members	For	For	
			Management	6	Ratify KPMG Austria GmbH as Auditors for Fiscal Year 2022	For	For	
			Management	7	Elect Wolfgang Leitner as Supervisory Board Member	For	Against	A vote AGAINST the non-independent nominee, Wolfgang Leitner, is warranted as a signal of concern because the board is insufficiently gender diverse. We also note that Leitner is transitioning directly from his role as CEO to member of the supervisory board without a cooling off period, which may be of concern to some shareholders.
			Management	8	Approve Remuneration Report	For	For	
			Management	9	Amend Articles Re: Management Board Composition	For	For	
Banco BPM SpA	Italy	07-avr-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
			Management	2	Approve Allocation of Income	For	For	
			Management	3	Integrate Remuneration of External Auditors	For	For	
			Management	4.1	Approve Remuneration Policy	For	For	
			Management	4.2	Approve Second Section of the Remuneration Report	For	For	
			Management	5	Approve Severance Payments Policy	For	For	
			Management	6.1	Approve 2022 Short-Term Incentive Plan	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	6.2	Approve 2022-2024 Long-Term Incentive Plan	For	For	
			Management	7	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service 2022 Short-Term Incentive Plan and 2022-2024 Long-Term Incentive Plan	For	For	
			Management	1	Amend Company Bylaws	For	For	
			Management	A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	None	Against	
Deutsche Telekom AG	Germany	07-avr-22	Management	2	Approve Allocation of Income and Dividends of EUR 0.64 per Share	For	For	
			Management	3	Approve Discharge of Management Board for Fiscal Year 2021	For	For	
			Management	4	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	For	
			Management	5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2022 and for the Review of the Interim Financial Statements for Fiscal Year 2022 and First Quarter of Fiscal Year 2023	For	For	
			Management	6.1	Elect Frank Appel to the Supervisory Board	For	Against	Votes FOR the proposed nominees Katja Hessel, Dagmar Kollmann, and Stefan Wintels are warranted due to a lack of governance concerns. However, a vote AGAINST the proposed nominee Frank Appel is warranted because: * If elected, he would go on to become the new chairman of the supervisory board. However, Appel also serves as the CEO of Deutsche Post DHL Group currently (and until at least May 2023). As such, he is considered to hold an excessive number of mandates at listed companies.
			Management	6.2	Elect Katja Hessel to the Supervisory Board	For	For	
			Management	6.3	Elect Dagmar Kollmann to the Supervisory Board	For	For	
			Management	6.4	Elect Stefan Wintels to the Supervisory Board	For	For	
			Management	7	Approve Creation of EUR 3.8 Billion Pool of Authorized Capital with or without Exclusion of Preemptive Rights	For	For	
			Management	8	Approve Remuneration Policy	For	For	
			Management	9	Approve Remuneration of Supervisory Board	For	For	
			Management	10	Approve Remuneration Report	For	For	
Emlak Konut Gayrimenkul Yatirim Ortakligi AS	Turkey	07-avr-22	Management	1	Open Meeting and Elect Presiding Council of Meeting; Authorize Presiding Council to Sign Minutes of Meeting	For	For	
			Management	2	Accept Board Report	For	For	
			Management	3	Accept Audit Report	For	For	
			Management	4	Accept Financial Statements	For	For	
			Management	5	Approve Discharge of Board	For	For	
			Management	6	Approve Profit Distribution Policy	For	For	
			Management	7	Approve Allocation of Income	For	For	
			Management	8	Ratify External Auditors	For	For	
			Management	9	Ratify Director Appointment	For	Against	A vote AGAINST this item is warranted because: * The board does not comply with the independence requirement; and * None of the audit committee members is deemed independent, which is not in line with the local provisions.
			Management	10	Elect Directors	For	Against	A vote AGAINST this item is warranted, as the company has not disclosed all the names of the director nominees in a timely manner.
			Management	11	Approve Director Remuneration	For	Against	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision.
			Management	12	Approve Upper Limit of Donations for 2022 and Receive Information on Donations Made in 2021	For	Against	This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
			Management	13	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	For	For	
Emmi AG	Switzerland	07-avr-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
			Management	2	Approve Discharge of Board of Directors	For	For	
			Management	3	Approve Allocation of Income and Dividends of CHF 14.00 per Share	For	For	
			Management	4.1	Approve Fixed Remuneration of Directors in the Amount of CHF 1.2 Million	For	For	
			Management	4.2	Approve Fixed Remuneration of the Agricultural Council in the Amount of CHF 40,000	For	For	
			Management	4.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 5.5 Million	For	For	
			Management	4.4	Approve Variable Remuneration of Executive Committee in the Amount of CHF 1 Million	For	For	
			Management	5.1.1	Reelect Konrad Graber as Director and Board Chairman	For	For	
			Management	5.1.2	Reelect Monique Bourquin as Director	For	For	
			Management	5.1.3	Reelect Dominik Buergy as Director	For	For	
			Management	5.1.4	Reelect Thomas Grueter as Director	For	For	
			Management	5.1.5	Reelect Christina Johansson as Director	For	For	
			Management	5.1.6	Reelect Alexandra Quillet as Director	For	For	
			Management	5.1.7	Reelect Diana Strebel as Director	For	For	
			Management	5.2.1	Elect Hubert Muff as Director	For	For	
			Management	5.2.2	Elect Werner Weiss as Director	For	For	
			Management	5.3.1	Reappoint Konrad Graber as Member of the Personnel and Compensation Committee	For	For	We are comfortable with the current composition of the Board
			Management	5.3.2	Reappoint Monique Bourquin as Member of the Personnel and Compensation Committee	For	For	
			Management	5.3.3	Appoint Thomas Grueter as Member of the Personnel and Compensation Committee	For	For	We are comfortable with the current composition of the Board
			Management	6	Ratify KPMG AG as Auditors	For	For	
			Management	7	Designate Pascal Engelberger as Independent Proxy	For	For	
			Management	8	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.
Nestle SA	Switzerland	07-avr-22	Management	1.1	Accept Financial Statements and Statutory Reports	For	For	
			Management	1.2	Approve Remuneration Report	For	For	
			Management	2	Approve Discharge of Board and Senior Management	For	For	
			Management	3	Approve Allocation of Income and Dividends of CHF 2.80 per Share	For	For	
			Management	4.1.a	Reelect Paul Bulcke as Director and Board Chairman	For	For	
			Management	4.1.b	Reelect Ulf Schneider as Director	For	For	
			Management	4.1.c	Reelect Henri de Castries as Director	For	For	
			Management	4.1.d	Reelect Renato Fassbind as Director	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	4.1.e	Reelect Pablo Isla as Director	For	For	
			Management	4.1.f	Reelect Eva Cheng as Director	For	For	
			Management	4.1.g	Reelect Patrick Aebischer as Director	For	For	
			Management	4.1.h	Reelect Kimberly Ross as Director	For	For	
			Management	4.1.i	Reelect Dick Boer as Director	For	For	
			Management	4.1.j	Reelect Dinesh Paliwal as Director	For	For	
			Management	4.1.k	Reelect Hanne Jimenez de Mora as Director	For	For	
			Management	4.1.l	Reelect Lindive Sibanda as Director	For	For	
			Management	4.2.1	Elect Chris Leong as Director	For	For	
			Management	4.2.2	Elect Luca Maestri as Director	For	For	
			Management	4.3.1	Appoint Pablo Isla as Member of the Compensation Committee	For	For	
			Management	4.3.2	Appoint Patrick Aebischer as Member of the Compensation Committee	For	For	
			Management	4.3.3	Appoint Dick Boer as Member of the Compensation Committee	For	For	
			Management	4.3.4	Appoint Dinesh Paliwal as Member of the Compensation Committee	For	For	
			Management	4.4	Ratify Ernst & Young AG as Auditors	For	For	
			Management	4.5	Designate Hartmann Dreyer as Independent Proxy	For	For	
			Management	5.1	Approve Remuneration of Directors in the Amount of CHF 10 Million	For	For	
			Management	5.2	Approve Remuneration of Executive Committee in the Amount of CHF 68 Million	For	For	
			Management	6	Approve CHF 6.5 Million Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	For	For	
			Management	7	Transact Other Business (Voting)	Against	Against	
Sanoma Oyj	Finland	07-avr-22	Management	7	Accept Financial Statements and Statutory Reports	For	For	
			Management	8	Approve Allocation of Income and Dividends of EUR 0.54 Per Share	For	For	
			Management	9	Approve Discharge of Board and President	For	For	
			Management	10	Approve Remuneration Report (Advisory Vote)	For	Against	A vote AGAINST this item is warranted because the LTI plan is based on a performance period of one year.
			Management	11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	For	Against	A vote AGAINST this item is warranted because the performance period of LTIP is shorter than three years.
			Management	12	Approve Monthly Remuneration of Directors in the Amount of EUR 12,000 for Chairman, EUR 7,000 for Deputy Chair, and EUR 6,000 for Other Directors; Approve Meeting Fees and Remuneration of Committee Work	For	For	
			Management	13	Fix Number of Directors at Nine	For	For	
			Management	14	Reelect Pekka Ala-Pietila (Chair), Julian Drinkall, Rolf Grisebach, Anna Herlin, Mika Ihmuotila, Nils Ittonen (Vice Chair), Denise Koopmans, Sebastian Langenskiold and Rafaela Seppala as Directors	For	For	
			Management	15	Approve Remuneration of Auditors	For	For	
			Management	16	Ratify PricewaterhouseCoopers as Auditors	For	For	
			Management	17	Establish Nominating Committee	For	For	
			Management	18	Authorize Share Repurchase Program	For	For	
			Management	19	Approve Issuance of up to 16 Million New Shares and 5 Million Treasury Shares without Preemptive Rights	For	For	
SIG Combibloc Group AG	Switzerland	07-avr-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
			Management	2	Approve Discharge of Board and Senior Management	For	For	
			Management	3	Approve Allocation of Income and Omission of Dividends	For	For	
			Management	4	Approve Dividends of CHF 0.45 per Share from Capital Contribution Reserves	For	For	
			Management	5.1	Approve Remuneration Report (Non-Binding)	For	For	
			Management	5.2	Approve Remuneration of Directors in the Amount of CHF 2.7 Million	For	For	
			Management	5.3	Approve Remuneration of Executive Committee in the Amount of CHF 18 Million	For	For	
			Management	6.1.1	Reelect Andreas Umbach as Director	For	For	
			Management	6.1.2	Reelect Werner Bauer as Director	For	For	
			Management	6.1.3	Reelect Wah-Hui Chu as Director	For	For	
			Management	6.1.4	Reelect Colleen Goggins as Director	For	For	
			Management	6.1.5	Reelect Mariel Hoch as Director	For	For	
			Management	6.1.6	Reelect Abdallah al Obeikan as Director	For	For	
			Management	6.1.7	Reelect Martine Snels as Director	For	For	
			Management	6.1.8	Reelect Matthias Waehren as Director	For	For	
			Management	6.1.9	Elect Laurens Last as Director	For	For	
			Management	6.2	Reelect Andreas Umbach as Board Chairman	For	For	
			Management	6.3.1	Reappoint Wah-Hui Chu as Member of the Compensation Committee	For	For	
			Management	6.3.2	Reappoint Colleen Goggins as Member of the Compensation Committee	For	For	
			Management	6.3.3	Reappoint Mariel Hoch as Member of the Compensation Committee	For	For	
			Management	7	Change Company Name to SIG Group AG	For	For	
			Management	8	Approve Renewal of Authorized Capital with or without Exclusion of Preemptive Right	For	For	
			Management	9	Designate Keller KLG as Independent Proxy	For	For	
			Management	10	Ratify PricewaterhouseCoopers AG as Auditors	For	For	
			Management	11	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.
Rio Tinto Plc	United Kingdom	08-avr-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
			Management	2	Approve Remuneration Report for UK Law Purposes	For	For	
			Management	3	Approve Remuneration Report for Australian Law Purposes	For	For	
			Management	4	Elect Dominic Barton as Director	For	For	
			Management	5	Elect Peter Cunningham as Director	For	For	
			Management	6	Elect Ben Wyatt as Director	For	For	
			Management	7	Re-elect Megan Clark as Director	For	Against	A vote AGAINST incumbent nomination committee members William (Sam) Laidlaw, Megan Clark, Simon Henry, Simon McKeon, Jennifer Nason, and Ngaire Woods is warranted for lack of diversity on the board. A vote FOR the remaining directors is warranted.

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales			
			Management	8	Re-elect Simon Henry as Director	For	Against	A vote AGAINST incumbent nomination committee members William (Sam) Laidlaw, Megan Clark, Simon Henry, Simon McKeon, Jennifer Nason, and Ngaire Woods is warranted for lack of diversity on the board. A vote FOR the remaining directors is warranted.			
			Management	9	Re-elect Sam Laidlaw as Director	For	Against	A vote AGAINST incumbent nomination committee members William (Sam) Laidlaw, Megan Clark, Simon Henry, Simon McKeon, Jennifer Nason, and Ngaire Woods is warranted for lack of diversity on the board. A vote FOR the remaining directors is warranted.			
			Management	10	Re-elect Simon McKeon as Director	For	Against	A vote AGAINST incumbent nomination committee members William (Sam) Laidlaw, Megan Clark, Simon Henry, Simon McKeon, Jennifer Nason, and Ngaire Woods is warranted for lack of diversity on the board. A vote FOR the remaining directors is warranted.			
			Management	11	Re-elect Jennifer Nason as Director	For	Against	A vote AGAINST incumbent nomination committee members William (Sam) Laidlaw, Megan Clark, Simon Henry, Simon McKeon, Jennifer Nason, and Ngaire Woods is warranted for lack of diversity on the board. A vote FOR the remaining directors is warranted.			
			Management	12	Re-elect Jakob Stausholm as Director	For	For				
			Management	13	Re-elect Ngaire Woods as Director	For	Against	A vote AGAINST incumbent nomination committee members William (Sam) Laidlaw, Megan Clark, Simon Henry, Simon McKeon, Jennifer Nason, and Ngaire Woods is warranted for lack of diversity on the board. A vote FOR the remaining directors is warranted.			
			Management	14	Reappoint KPMG LLP as Auditors	For	For				
			Management	15	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For				
			Management	16	Authorise UK Political Donations and Expenditure	For	For				
			Management	17	Approve Climate Action Plan	For	Against	A vote AGAINST this item is warranted given the apparent gaps in the company's climate reporting and lack of science-based target setting. While Rio Tinto has provided admirable disclosure on its scope 1 and 2 targets, there is an absence of quantifiable Scope 3 targets at this time.			
			Management	18	Authorise Issue of Equity	For	For				
			Management	19	Authorise Issue of Equity without Pre-emptive Rights	For	For				
			Management	20	Authorise Market Purchase of Ordinary Shares	For	For				
			Management	21	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For				
			Management	22	Approve the Spill Resolution	Against	Against				
			Bucher Industries AG	Switzerland	12-avr-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
						Management	2	Approve Discharge of Board and Senior Management	For	For	
						Management	3	Approve Allocation of Income and Dividends of CHF 9.50 per Share	For	For	
						Management	4.1.1	Reelect Anita Hauser as Director	For	For	We are comfortable with the current composition of the Board and the combined nomination and compensation committee for a company of this size.
						Management	4.1.2	Reelect Michael Hauser as Director	For	For	We are comfortable with the current composition of the Board and the combined nomination and compensation committee for a company of this size.
						Management	4.1.3	Reelect Martin Hirzel as Director	For	For	
						Management	4.1.4	Reelect Philip Mosimann as Director and Board Chairman	For	For	We are comfortable with the current composition of the Board and the combined nomination and compensation committee for a company of this size.
Management	4.1.5	Reelect Valentin Vogt as Director				For	For				
Management	4.2	Elect Stefan Scheiber as Director				For	For	We are comfortable with the current composition of the Board and the combined nomination and compensation committee for a company of this size.			
Management	4.3.1	Reappoint Anita Hauser as Member of the Nomination and Compensation Committee				For	For	We are comfortable with the current composition of the Board and the combined nomination and compensation committee for a company of this size.			
Management	4.3.2	Reappoint Valentin Vogt as Member of the Nomination and Compensation Committee				For	For	We are comfortable with the current composition of the Board and the combined nomination and compensation committee for a company of this size.			
Management	4.4	Designate Keller KLG as Independent Proxy				For	For				
Management	4.5	Ratify PricewaterhouseCoopers AG as Auditors				For	For				
Management	5.1	Approve Variable Remuneration of Executive Committee in the Amount of CHF 3.5 Million				For	For				
Management	5.2	Approve Remuneration Report (Non-Binding)				For	For				
Management	5.3	Approve Remuneration of Directors in the Amount of CHF 1.3 Million				For	For				
Management	5.4	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 4.8 Million	For	For							
Management	6	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.						
Chemical Works of Gedeon Richter Plc	Hungary	12-avr-22	Management	1	Approve Use of Electronic Vote Collection Method	For	For				
			Management	2	Authorize Company to Produce Sound Recording of Meeting Proceedings	For	For				
			Management	3	Elect Chairman and Other Meeting Officials	For	For				
			Management	4	Approve Consolidated Financial Statements	For	For				
			Management	5	Approve Management Board Report on Company's Operations, Business Policy, and Financial Standing	For	For				
			Management	6	Approve Financial Statements	For	For				
			Management	7	Approve Allocation of Income and Dividends of HUF 225 per Share	For	For				
			Management	8	Approve Company's Corporate Governance Statement	For	For				
			Management	9	Amend Remuneration Policy	For	Against	A vote AGAINST this item is warranted because: * The upper limit of the variable remuneration is not disclosed for all types of the variable remunerations; * The document may be interpreted as supervisory board members are eligible to receive performance-based variable remuneration. * Variable remuneration does not specify performance criteria; * Management board can decide on derogation of any of the elements of the policy or depart from the document, no events triggering such a derogation are mentioned in the policy.			
			Management	10	Approve Remuneration Report	For	Against	A vote AGAINST this item is warranted because: * The company provides variable, performance-linked remuneration, as well as pension plan to supervisory board members; * The short-term and long-term incentives plan and granted awards lack disclosure on performance indicators, threshold, target and maximum award limits, as well as level of achievement of targets applicable to the STI and LTI grants; * The company has failed to present the CEO pay ratio.			
			Management	11	Amend Bylaws	For	For				
			Management	12	Amend Bylaws Re: General Meeting	For	For				
			Management	13	Amend Bylaws Re: General Meeting	For	For				
			Management	14	Amend Bylaws Re: General Meeting	For	For				

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	15	Amend Bylaws Re: Management Board	For	For	
			Management	16	Amend Bylaws Re: Management and Supervisory Boards	For	For	
			Management	17	Amend Bylaws Re: Supervisory Board	For	For	
			Management	18	Amend Statute Re: Share Capital	For	For	
			Management	19	Approve Report on Share Repurchase Program	For	For	
			Management	20	Authorize Share Repurchase Program	For	For	
			Management	21	Elect Lajos Csaba Lantos as Management Board Member	For	For	
			Management	22	Elect Ilona David as Management Board Member	For	For	
			Management	23	Elect Istvan Hamecz as Management Board Member	For	For	
			Management	24	Approve Remuneration of Management Board Members	For	Against	We prefer to vote AGAINST since the remuneration policy lacks concrete sustainability focused non-financial KPIs
			Management	25	Approve Bonus for Management Board Members	For	Against	We prefer to vote AGAINST since the remuneration policy lacks concrete sustainability focused non-financial KPIs
			Management	26	Approve Remuneration of Supervisory Board Members	For	Against	We prefer to vote AGAINST since the remuneration policy lacks concrete sustainability focused non-financial KPIs
			Management	27	Approve Regulations on Supervisory Board	For	For	
			Management	28	Approve Auditor's Remuneration	For	For	
			Management	29	Transact Other Business	For	Abstain	We prefer to vote ABSTAIN since a minority shareholder could bring an item, which might be a positive move in terms of ESG.
Cicor Technologies Ltd.	Switzerland	12-avr-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
			Management	2	Approve Treatment of Net Loss	For	For	
			Management	3	Approve Discharge of Board and Senior Management	For	For	
			Management	4	Approve Management Incentive Plan	For	For	
			Management	5	Approve Remuneration of Directors in the Amount of CHF 500,000	For	For	
			Management	6	Approve Remuneration of Executive Committee in the Amount of CHF 2.9 Million	For	For	
			Management	7.1	Approve Additional Amount of Fixed Remuneration of Executive Committee in the Amount of CHF 700,000 for Fiscal Year 2022	For	For	
			Management	7.2	Approve Additional Amount of Variable Remuneration of Executive Committee in the Amount of CHF 450,000 for Fiscal Year 2022	For	For	
			Management	8	Approve Remuneration Report	For	For	
			Management	9	Approve Creation of CHF 10 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	For	For	We are comfortable with the current composition of the Board. We do not object to non cash remunerations mentioned. We do not consider that raising conditional capital at this stage of the company strategy execution is detrimental.
			Management	10	Amend Articles Re: Editorial Changes	For	For	
			Management	11.1	Approve Creation of CHF 1.2 Million Pool of Conditional Capital for Stock Option Plans	For	For	
			Management	11.2	Amend Articles Re: Approval of Remuneration for Other Periods Than the Next Term of the Board	For	For	
			Management	11.3	Amend Articles Re: Non-Cash Remuneration of Board Members	For	For	We are comfortable with the current composition of the Board. We do not object to non cash remunerations mentioned. We do not consider that raising conditional capital at this stage of the company strategy execution is detrimental.
			Management	11.4	Amend Articles Re: Increase Additional Amount of the Total Remuneration in Case of a Nomination of Additional Members of Management	For	For	
			Management	11.5	Amend Articles Re: Remuneration of Executive Committee	For	For	
			Management	11.6	Amend Articles Re: Remuneration of Members of Management	For	For	
			Management	12	Amend Articles Re: Entry into the Share Register; AGM Convocation	For	For	
			Management	13.1	Reelect Daniel Frutig as Director and Board Chair	For	For	
			Management	13.2	Reelect Konstantin Ryzhkov as Director	For	For	We are comfortable with the current composition of the Board. We do not object to non cash remunerations mentioned. We do not consider that raising conditional capital at this stage of the company strategy execution is detrimental.
			Management	13.3	Reelect Norma Corio as Director	For	For	We are comfortable with the current composition of the Board. We do not object to non cash remunerations mentioned. We do not consider that raising conditional capital at this stage of the company strategy execution is detrimental.
			Management	13.4	Elect Denise Koopmans as Director	For	For	We are comfortable with the current composition of the Board. We do not object to non cash remunerations mentioned. We do not consider that raising conditional capital at this stage of the company strategy execution is detrimental.
			Management	14.1	Reappoint Daniel Frutig as Member of the Compensation Committee	For	For	
			Management	14.2	Reappoint Konstantin Ryzhkov as Member of the Compensation Committee	For	For	We are comfortable with the current composition of the Board. We do not object to non cash remunerations mentioned. We do not consider that raising conditional capital at this stage of the company strategy execution is detrimental.
			Management	15	Ratify KPMG AG as Auditors	For	For	
			Management	16	Designate Etude Athemis as Independent Proxy	For	For	
			Management	17	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 any 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.
Raisio Oyj	Finland	12-avr-22	Management	7	Accept Financial Statements and Statutory Reports	For	For	
			Management	8	Approve Allocation of Income and Dividends of EUR 0.14 Per Share; Approve Extra Dividend of EUR 0.04 Per Share	For	For	
			Management	9	Approve Discharge of Board and President	For	For	
			Management	10	Approve Remuneration Report (Advisory Vote)	For	Against	We prefer to vote AGAINST since the remuneration policy lacks concrete sustainability focused non-financial KPIs
			Management	11	Approve Remuneration of Supervisory Board Members	For	For	
			Management	12	Fix Number of Supervisory Board Members at 25	For	For	
			Management	13	Reelect John Holmberg, Linda Langh, Jukka Niittyoja, Juha Salonen, Matti Seitsonen, Urban Silen and Mervi Soupas as Members of Supervisory Board	For	For	
			Management	14	Approve Remuneration of Directors in the Amount of EUR 5,000 Per Month for Chair and EUR 2,500 per Month for Other Directors; Approve Remuneration for Committee Work	For	For	
			Management	15	Fix Number of Directors at Five	For	For	
			Management	16	Reelect Erkki Haavisto, Leena Niemisto, Ann-Christine Sundell, Pekka Tennila and Arto Tiitinen as Directors	For	Against	A vote AGAINST this item is warranted because candidate Leena Niemisto is overboarded.
			Management	17	Approve Remuneration of Auditors	For	For	
			Management	18	Fix Number of Auditors (2) and Deputy Auditors (2)	For	For	
			Management	19	Appoint Ernst & Young and Minna Viinikkala as Auditors; Appoint Heikki Ilkka and Fredrik Mattsson as Deputy Auditors	For	For	
			Management	20	Resolution on the Forfeit of the Right to Shares in the Collective Account and the Rights the Shares Carry	For	For	



Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	21	Authorize Share Repurchase Program	For	For	
			Management	22	Approve Issuance of Shares without Preemptive Rights	For	Against	A vote AGAINST this issuance authorization is warranted because the potential share capital increase is excessive.
Sika AG	Switzerland	12-avr-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
			Management	2	Approve Allocation of Income and Dividends of CHF 2.90 per Share	For	For	
			Management	3	Approve Discharge of Board of Directors	For	For	
			Management	4.1.1	Reelect Paul Haelg as Director	For	For	
			Management	4.1.2	Reelect Viktor Balli as Director	For	For	
			Management	4.1.3	Reelect Justin Howell as Director	For	For	
			Management	4.1.4	Reelect Monika Ribar as Director	For	For	
			Management	4.1.5	Reelect Paul Schuler as Director	For	For	
			Management	4.1.6	Reelect Thierry Vanlancker as Director	For	For	
			Management	4.2.1	Elect Lucrece Foufopoulos-De Ridder as Director	For	For	
			Management	4.2.2	Elect Gordana Landen as Director	For	For	
			Management	4.3	Reelect Paul Haelg as Board Chairman	For	For	
			Management	4.4.1	Appoint Justin Howell as Member of the Nomination and Compensation Committee	For	For	
			Management	4.4.2	Appoint Thierry Vanlancker as Member of the Nomination and Compensation Committee	For	For	
			Management	4.4.3	Appoint Gordana Landen as Member of the Nomination and Compensation Committee	For	For	
			Management	4.5	Ratify KPMG AG as Auditors	For	For	
			Management	4.6	Designate Jost Windlin as Independent Proxy	For	For	
			Management	5.1	Approve Remuneration Report (Non-Binding)	For	For	
			Management	5.2	Approve Remuneration of Directors in the Amount of CHF 3.4 Million	For	For	
			Management	5.3	Approve Remuneration of Executive Committee in the Amount of CHF 20.5 Million	For	For	
			Management	6	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.
Synopsy, Inc.	USA	12-avr-22	Management	1a	Elect Director Aart J. de Geus	For	For	
			Management	1b	Elect Director Janice D. Chaffin	For	For	
			Management	1c	Elect Director Bruce R. Chizen	For	For	
			Management	1d	Elect Director Mercedes Johnson	For	For	
			Management	1e	Elect Director Chrysostomos L. "Max" Nikias	For	For	
			Management	1f	Elect Director Jeannine P. Sargent	For	For	
			Management	1g	Elect Director John G. Schwarz	For	For	
			Management	1h	Elect Director Roy Vallee	For	For	
			Management	2	Amend Omnibus Stock Plan	For	For	
			Management	3	Amend Qualified Employee Stock Purchase Plan	For	For	
			Management	4	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Management	5	Ratify KPMG LLP as Auditors	For	For	
			Shareholder	6	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.
Tecan Group AG	Switzerland	12-avr-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
			Management	2.1	Approve Allocation of Income and Dividends of CHF 1.40 per Share	For	For	
			Management	2.2	Approve Transfer of CHF 17.7 Million from Legal Reserves to Free Reserves and Repayment of CHF 1.40 per Share	For	For	
			Management	3	Approve Discharge of Board and Senior Management	For	For	
			Management	4	Elect Myra Eskes as Director	For	For	
			Management	5.1	Reelect Lukas Braunschweiler as Director	For	For	
			Management	5.2	Reelect Oliver Fetzer as Director	For	For	
			Management	5.3	Reelect Heinrich Fischer as Director	For	For	
			Management	5.4	Reelect Karen Huebscher as Director	For	For	
			Management	5.5	Reelect Christa Kreuzburg as Director	For	For	
			Management	5.6	Reelect Daniel Marshak as Director	For	For	
			Management	6	Reelect Lukas Braunschweiler as Board Chair	For	For	
			Management	7.1	Reappoint Oliver Fetzer as Member of the Compensation Committee	For	For	
			Management	7.2	Reappoint Christa Kreuzburg as Member of the Compensation Committee	For	For	
			Management	7.3	Reappoint Daniel Marshak as Member of the Compensation Committee	For	For	
			Management	7.4	Appoint Myra Eskes as Member of the Compensation Committee	For	For	
			Management	8	Ratify Ernst & Young AG as Auditors	For	For	
			Management	9	Designate Proxy Voting Services GmbH as Independent Proxy	For	For	
			Management	10.1	Approve Remuneration Report (Non-Binding)	For	For	
			Management	10.2	Approve Remuneration of Directors in the Amount of CHF 1.5 Million	For	For	
			Management	10.3	Approve Remuneration of Executive Committee in the Amount of CHF 20.5 Million	For	For	
			Management	11	Approve Creation of CHF 225,000 Pool of Authorized Capital with or without Exclusion of Preemptive Rights	For	For	The company is clear on the potential use of conditional capital and at this stage in their development it makes sense to have some.
			Management	12	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.
VINCI SA	France	12-avr-22	Management	1	Approve Consolidated Financial Statements and Statutory Reports	For	For	
			Management	2	Approve Financial Statements and Statutory Reports	For	For	
			Management	3	Approve Allocation of Income and Dividends of EUR 2.90 per Share	For	For	
			Management	4	Reelect Xavier Huillard as Director	For	For	
			Management	5	Reelect Marie-Christine Lombard as Director	For	For	
			Management	6	Reelect Rene Medori as Director	For	For	
			Management	7	Reelect Qatar Holding LLC as Director	For	For	
			Management	8	Elect Claude Laruelle as Director	For	For	
			Management	9	Ratify Change Location of Registered Office to 1973 boulevard de La Defense, Nanterre (92000) and Amend Article of Bylaws Accordingly	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	10	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	
			Management	11	Approve Remuneration Policy of Directors	For	For	
			Management	12	Approve Remuneration Policy of Xavier Huillard, Chairman and CEO	For	For	
			Management	13	Approve Compensation Report	For	For	
			Management	14	Approve Compensation of Xavier Huillard, Chairman and CEO	For	For	
			Management	15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For	
			Management	16	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For	
			Management	17	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	For	For	
			Management	18	Authorize Filing of Required Documents/Other Formalities	For	For	
VZ Holding AG	Switzerland	12-avr-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
			Management	2	Approve Discharge of Board and Senior Management	For	For	
			Management	3	Approve Allocation of Income and Dividends of CHF 1.57 per Share	For	For	
			Management	4.1.1	Reelect Fred Kindle as Director and Board Chairman	For	For	We consider the Board to be sufficiently independent. We are comfortable with the current composition of the Board.
			Management	4.1.2	Reelect Roland Iff as Director	For	For	We consider the Board to be sufficiently independent. We are comfortable with the current composition of the Board.
			Management	4.1.3	Reelect Albrecht Langhart as Director	For	For	We consider the Board to be sufficiently independent. We are comfortable with the current composition of the Board.
			Management	4.1.4	Reelect Roland Ledegerber as Director	For	For	
			Management	4.1.5	Reelect Olivier de Perregaux as Director	For	For	
			Management	4.2.1	Reappoint Fred Kindle as Member of the Compensation Committee	For	For	We consider the Board to be sufficiently independent. We are comfortable with the current composition of the Board.
			Management	4.2.2	Reappoint Roland Ledegerber as Member of the Compensation Committee	For	For	
			Management	5	Designate Keller KLG as Independent Proxy	For	For	
			Management	6	Ratify PricewaterhouseCoopers AG as Auditors	For	For	
			Management	7.1	Approve Remuneration of Directors in the Amount of CHF 470,000	For	For	
			Management	7.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 4.7 Million	For	For	
			Management	7.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 3.4 Million	For	For	
			Management	8	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.
Ascom Holding AG	Switzerland	13-avr-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
			Management	2	Accept Consolidated Financial Statements and Statutory Reports	For	For	
			Management	3	Approve Remuneration Report	For	For	
			Management	4	Approve Allocation of Income and Dividends of CHF 0.20 per Share	For	For	
			Management	5	Approve Discharge of Board of Directors	For	For	
			Management	6.1.1	Reelect Valentin Rueda as Director	For	For	
			Management	6.1.2	Reelect Nicole Tschudi as Director	For	For	
			Management	6.1.3	Reelect Laurent Dubois as Director	For	For	
			Management	6.1.4	Reelect Juerg Fedler as Director	For	For	
			Management	6.1.5	Reelect Michael Reitermann as Director	For	For	
			Management	6.1.6	Reelect Andreas Schoenenberger as Director	For	For	
			Management	6.2	Reelect Valentin Rueda as Board Chair	For	For	
			Management	6.3.1	Reappoint Nicole Tschudi as Member of the Compensation and Nomination Committee	For	For	We are comfortable with the current composition of the Board.
			Management	6.3.2	Reappoint Laurent Dubois as Member of the Compensation and Nomination Committee	For	For	
			Management	6.3.3	Appoint Andreas Schoenenberger as Member of the Compensation and Nomination Committee	For	For	
			Management	6.4	Ratify KPMG as Auditors	For	For	
			Management	6.5	Designate Franz Mueller as Independent Proxy	For	For	
			Management	7	Approve Renewal of CHF 1.8 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	For	For	
			Management	8.1	Approve Remuneration of Directors in the Amount of CHF 700,000	For	For	
			Management	8.2.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 1.2 Million	For	For	
			Management	8.2.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 1.2 Million	For	For	
			Management	8.2.3	Approve Long-Term Incentive Remuneration of Executive Committee in the Amount of CHF 500,000	For	For	
			Management	9	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.
CNH Industrial NV	Netherlands	13-avr-22	Management	2.b	Adopt Financial Statements	For	For	
			Management	2.c	Approve Dividends of EUR 0.28 Per Share	For	For	
			Management	2.d	Approve Discharge of Directors	For	For	
			Management	3	Approve Remuneration Report	For	Against	A vote AGAINST is warranted because: " The company awarded a USD 9.1 million cash welcome bonus (STI and LTI) to incoming CEO Wine without a compelling justification or subject to performance conditions." The total quantum of pay for the CEO is considered excessive; largely driven by the recognition of part of the 'pre-loaded' 2021 LTI grant to 'fill a gap from forfeited awards' whereas the full market value at the day of grant was USD 35.9 million. However, we do acknowledge that the remuneration report is in line with market practice regarding disclosure and the company provided clear disclosure on the applicable targets during the 2021 performance year.
			Management	4.a	Reelect Suzanne Heywood as Executive Director	For	Against	A vote AGAINST nominee Suzanne Heywood is warranted as the nominee is considered to be overboarded. A vote AGAINST nominee John Lanaway is warranted as the nominee is considered to be non-independent and is proposed to be elected as non-independent chair of the audit committee.
			Management	4.b	Reelect Scott W. Wine as Executive Director	For	For	
			Management	4.c	Reelect Catia Bastioli as Non-Executive Director	For	For	
			Management	4.d	Reelect Howard W. Buffett as Non-Executive Director	For	For	
			Management	4.e	Reelect Leo W. Houle as Non-Executive Director	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	4.f	Reelect John B. Lanaway as Non-Executive Director	For	Against	A vote AGAINST nominee Suzanne Heywood is warranted as the nominee is considered to be overboarded. A vote AGAINST nominee John Lanaway is warranted as the nominee is considered to be non-independent and is proposed to be elected as non-independent chair of the audit committee.
			Management	4.g	Reelect Alessandro Nasi as Non-Executive Director	For	For	
			Management	4.h	Reelect Vagn Sorensen as Non-Executive Director	For	For	
			Management	4.i	Reelect Asa Tamsons as Non-Executive Director	For	For	
			Management	4.j	Elect Karen Linehan as Non-Executive Director	For	For	
			Management	5.a	Ratify Ernst & Young Accountants LLP as Auditors for the 2022 Financial Year	For	For	
			Management	5.b	Ratify Deloitte Accountants B.V as Auditors for the 2023 Financial Year	For	For	
			Management	6	Authorize Repurchase of Up to 10 Percent of Issued Common Shares	For	For	
Dometic Group AB	Sweden	13-avr-22	Management	1	Elect Chairman of Meeting	For	For	A vote FOR the candidates Cappelen, Vibbleus, Hoogerbrugge, Yngen, Du, Sjolander and Schmuckle is warranted due to a lack of concern regarding the suitability of these individuals. A vote AGAINST the candidate Olsson (Item 11.2) is warranted because he is considered overboarded.
			Management	3	Approve Agenda of Meeting	For	For	
			Management	5	Acknowledge Proper Convening of Meeting	For	For	
			Management	8.a	Accept Financial Statements and Statutory Reports	For	For	
			Management	8.b	Approve Allocation of Income and Dividends of SEK 2.45 Per Share	For	For	
			Management	8.c.1	Approve Discharge of Fredrik Cappelen	For	For	
			Management	8.c.2	Approve Discharge of Erik Olsson	For	For	
			Management	8.c.3	Approve Discharge of Helene Vibbleus	For	For	
			Management	8.c.4	Approve Discharge of Jacqueline Hoogerbrugge	For	For	
			Management	8.c.5	Approve Discharge of Magnus Yngen	For	For	
			Management	8.c.6	Approve Discharge of Mengmeng Du	For	For	
			Management	8.c.7	Approve Discharge of Peter Sjolander	For	For	
			Management	8.c.8	Approve Discharge of Rainer E. Schmuckle	For	For	
			Management	8.c.9	Approve Discharge of Juan Vargues	For	For	
			Management	9	Determine Number of Members (8) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors (0)	For	For	
			Management	10.1	Approve Remuneration of Directors in the Amount of SEK 1.2 Million for Chairman and SEK 460,000 for Other Directors; Approve Remuneration for Committee Work	For	For	
			Management	10.2	Approve Remuneration of Auditors	For	For	
			Management	11.1	Reelect Fredrik Cappelen as Director	For	For	
			Management	11.2	Reelect Erik Olsson as Director	For	Against	
			Management	11.3	Reelect Helene Vibbleus as Director	For	For	
			Management	11.4	Reelect Jacqueline Hoogerbrugge as Director	For	For	
			Management	11.5	Reelect Magnus Yngen as Director	For	For	
			Management	11.6	Reelect Mengmeng Du as Director	For	For	
			Management	11.7	Reelect Peter Sjolander as Director	For	For	
			Management	11.8	Reelect Rainer E. Schmuckle as Director	For	For	
			Management	11.9	Reelect Fredrik Cappelen as Board Chair	For	For	
			Management	12	Ratify PricewaterhouseCoopers as Auditors	For	For	
			Management	13	Approve Remuneration Report	For	Against	
			Management	14	Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	For	For	A vote AGAINST this item is warranted because: * the LTI awards seem to be of discretionary nature, while three-year performance periods have not been respected; and * the CEO's salary also increased by 10 percent and the company has not provided any rationale.
Gerberit AG	Switzerland	13-avr-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	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.
			Management	2	Approve Allocation of Income and Dividends of CHF 12.50 per Share	For	For	
			Management	3	Approve Discharge of Board of Directors	For	For	
			Management	4.1.1	Reelect Albert Baehny as Director and Board Chairman	For	For	
			Management	4.1.2	Reelect Thomas Bachmann as Director	For	For	
			Management	4.1.3	Reelect Felix Ehrat as Director	For	For	
			Management	4.1.4	Reelect Werner Karlen as Director	For	For	
			Management	4.1.5	Reelect Bernadette Koch as Director	For	For	
			Management	4.1.6	Reelect Eunice Zehnder-Lai as Director	For	For	
			Management	4.2.1	Reappoint Eunice Zehnder-Lai as Member of the Nomination and Compensation Committee	For	For	
			Management	4.2.2	Reappoint Thomas Bachmann as Member of the Nomination and Compensation Committee	For	For	
			Management	4.2.3	Reappoint Werner Karlen as Member of the Nomination and Compensation Committee	For	For	
			Management	5	Designate Roger Mueller as Independent Proxy	For	For	
			Management	6	Ratify PricewaterhouseCoopers AG as Auditors	For	For	
			Management	7.1	Approve Remuneration Report	For	For	
			Management	7.2	Approve Remuneration of Directors in the Amount of CHF 2.4 Million	For	For	
			Management	7.3	Approve Remuneration of Executive Committee in the Amount of CHF 11.5 Million	For	For	
			Management	8	Transact Other Business (Voting)	For	Against	
Genera SAB de CV	Mexico	13-avr-22	Management	1	Approve Report of Board of Directors	For	For	We prefer to vote AGAINST since the remuneration policy lacks concrete sustainability focused non-financial KPIs that are properly communicated with the minority shareholders and many amendments are bundled under a single item which prevents us from voting individually.
			Management	2	Approve Allocation of Income and Dividends of MXN 469.4 Million	For	For	
			Management	3	Approve Report on Share Repurchase Reserve; Authorize Share Repurchase Reserve	For	For	
			Management	4	Approve Report on Adherence to Fiscal Obligations	For	For	
			Management	5	Elect or Ratify Directors, Chairmen of Audit and Corporate Practices Committees; Approve their Remuneration; Verify Independence Classification	For	Against	
			Management	6	Elect or Ratify Chairman, Secretary and Deputy Secretary of Board	For	For	
			Management	7	Authorize Board to Ratify and Execute Approved Resolutions	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales			
Koninklijke Ahold Delhaize NV	Netherlands	13-avr-22	Management	4	Adopt Financial Statements and Statutory Reports	For	For				
			Management	5	Approve Dividends	For	For				
			Management	6	Approve Remuneration Report	For	For				
			Management	7	Approve Discharge of Management Board	For	For				
			Management	8	Approve Discharge of Supervisory Board	For	For				
			Management	9	Reelect Bill McEwan to Supervisory Board	For	For				
			Management	10	Reelect Rene Hooft Graafland to Supervisory Board	For	For				
			Management	11	Reelect Pauline Van der Meer Mohr to Supervisory Board	For	For				
			Management	12	Reelect Wouter Kolk to Management Board	For	For				
			Management	13	Adopt Amended Remuneration Policy for Management Board	For	For				
			Management	14	Adopt Amended Remuneration Policy for Supervisory Board	For	For				
			Management	15	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors for Financial Year 2022	For	For				
			Management	16	Ratify KPMG Accountants N.V. as Auditors for Financial Year 2023	For	For				
			Management	17	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	For				
			Management	18	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	For				
			Management	19	Authorize Board to Acquire Common Shares	For	For				
			Management	20	Approve Cancellation of Repurchased Shares	For	For				
			Molecular Partners AG	Switzerland	13-avr-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
						Management	2	Approve Remuneration Report	For	For	
						Management	3	Approve Treatment of Net Loss	For	For	
Management	4	Approve Discharge of Board and Senior Management				For	For				
Management	5	Approve Renewal of CHF 807,316 Pool of Authorized Capital with or without Exclusion of Preemptive Rights				For	For	We are comfortable with the current composition of the Board. We consider the authorised capital a prudent move for a company at this stage of its development.			
Management	6.1.1	Reelect William Burns as Director				For	For				
Management	6.1.2	Reelect Agnete Fredriksen as Director				For	For				
Management	6.1.3	Reelect Dominik Hoehli as Director				For	For				
Management	6.1.4	Reelect Steven Holtzman as Director				For	For				
Management	6.1.5	Reelect Sandip Kapadia as Director				For	For	We are comfortable with the current composition of the Board. We consider the authorised capital a prudent move for a company at this stage of its development.			
Management	6.1.6	Reelect Vito Palombella as Director				For	For				
Management	6.1.7	Reelect Michael Vasconcelles as Director				For	For				
Management	6.1.8	Reelect Patrick Amstutz as Director				For	For				
Management	6.2	Reelect William Burns as Board Chairman				For	For				
Management	6.3.1	Reappoint William Burns as Member of the Nomination and Compensation Committee				For	For	We are comfortable with the current composition of the Board. We consider the authorised capital a prudent move for a company at this stage of its development.			
Management	6.3.2	Reappoint Steven Holtzman as Member of the Nomination and Compensation Committee				For	For				
Management	6.3.3	Reappoint Michael Vasconcelles as Member of the Nomination and Compensation Committee				For	For				
Management	7	Ratify KPMG AG as Auditors				For	For				
Management	8	Designate Keller KLG as Independent Proxy				For	For				
Management	9.1	Approve Remuneration of Directors in the Amount of CHF 1.1 Million				For	For				
Management	9.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.6 Million for the Period July 1, 2022 - June 30, 2023	For	For							
Management	9.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 3.9 Million	For	For							
Management	10	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.						
Stellantis NV	Netherlands	13-avr-22	Management	2.c	Approve Remuneration Report	For	Against	A vote AGAINST is warranted because: " Introduction of a 5-year additional LTI plan valued at grant at approximately USD 45 million, bearing the risk of excessive pay outcomes. Additionally, concerns are raised with regard to the process followed to implement the plan, not demonstrating good governance." While former FCA CEO Mike Manley decided to step down, the remuneration report does not provide adequate disclosure on his termination package* Current CEO Tavares received a EUR 1.7 million cash retention bonus related to the merger* Continued concerns regarding the design of the LTI plan (i.e. partially not subject to performance and TSR measure allows for vesting for below median performance).However, this is not without noting the improved disclosure on ex-post targets under the STI. The company has demonstrated responsiveness to shareholder raised concerns from last year's AGM.			
			Management	2.d	Adopt Financial Statements and Statutory Reports	For	For				
			Management	2.e	Approve Dividends of EUR 1.04 Per Share	For	For				
			Management	2.f	Approve Discharge of Directors	For	For				
			Management	3	Ratify Ernst & Young Accountants LLP as Auditors	For	For				
			Management	4	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For				
Swiss Re AG	Switzerland	13-avr-22	Management	1.1	Approve Remuneration Report	For	For				
			Management	1.2	Accept Financial Statements and Statutory Reports	For	For				
			Management	2	Approve Allocation of Income and Dividends of CHF 5.90 per Share	For	For				
			Management	3	Approve Variable Short-Term Remuneration of Executive Committee in the Amount of CHF 16 Million	For	For				
			Management	4	Approve Discharge of Board of Directors	For	For				
			Management	5.1.a	Reelect Sergio Emmotti as Director and Board Chair	For	For	There is an engagement to increase gender diversity and actually Swiss Re has a history of good diversity (including gender diversity) at BoD and executive committee.			
			Management	5.1.b	Reelect Renato Fassbind as Director	For	For				
			Management	5.1.c	Reelect Karen Gavan as Director	For	For				
			Management	5.1.d	Reelect Joachim Oechslin as Director	For	For				
			Management	5.1.e	Reelect Deanna Ong as Director	For	For				
			Management	5.1.f	Reelect Jay Ralph as Director	For	For				
Management	5.1.g	Reelect Joerg Reinhardt as Director	For	For							

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	5.1.h	Reelect Philip Ryan as Director	For	For	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.
			Management	5.1.i	Reelect Paul Tucker as Director	For	For	
			Management	5.1.j	Reelect Jacques de Vauleroy as Director	For	For	
			Management	5.1.k	Reelect Susan Wagner as Director	For	For	
			Management	5.1.l	Reelect Larry Zimbleman as Director	For	For	
			Management	5.2.1	Reappoint Renato Fassbind as Member of the Compensation Committee	For	For	
			Management	5.2.2	Reappoint Karen Gavan as Member of the Compensation Committee	For	For	
			Management	5.2.3	Reappoint Joerg Reinhardt as Member of the Compensation Committee	For	For	
			Management	5.2.4	Reappoint Jacques de Vauleroy as Member of the Compensation Committee	For	For	
			Management	5.2.5	Appoint Deanna Ong as Member of the Compensation Committee	For	For	
			Management	5.3	Designate Proxy Voting Services GmbH as Independent Proxy	For	For	
			Management	5.4	Ratify KPMG as Auditors	For	For	
			Management	6.1	Approve Remuneration of Directors in the Amount of CHF 9.9 Million	For	For	
			Management	6.2	Approve Fixed and Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 36.5 Million	For	For	
Management	7.1	Amend Articles Re: Board of Directors Tenure	For	For				
Management	7.2	Amend Articles Re: Delegation to Grant Signature Power	For	For				
Management	8	Transact Other Business (Voting)	For	Against				
Tornos Holding AG	Switzerland	13-avr-22	Management	2	Accept Financial Statements and Statutory Reports	For	For	Tornos is a highly cyclical company, which explains the short vesting period of equity awards. We approve of attribution of stock options. We are comfortable with the level of independence of the BoD , which is linked to the company shareholding structure and restructuring orientation. We are comfortable with the current composition of the Board.
			Management	3	Approve Treatment of Net Loss	For	For	
			Management	4.1	Approve CHF 49.7 Million Reduction in Share Capital via Reduction of Nominal Value	For	For	
			Management	4.2	Amend Articles to Reflect Changes in Capital	For	For	
			Management	4.3	Approve Repayment of CHF 0.25 per Share from Capital Contribution Reserves	For	For	
			Management	5.1	Approve Discharge of Board of Directors	For	For	
			Management	5.2	Approve Discharge of Senior Management	For	For	
			Management	6.1	Reelect Francois Frote as Director	For	For	
			Management	6.2	Reelect Michel Rollier as Director	For	For	
			Management	6.3	Reelect Walter Fust as Director	For	For	
			Management	6.4	Reelect Till Fust as Director	For	For	
			Management	7	Reelect Francois Frote as Board Chairman	For	For	
			Management	8.1	Reappoint Francois Frote as Member of the Compensation Committee	For	For	
			Management	8.2	Reappoint Michel Rollier as Member of the Compensation Committee	For	For	
Management	8.3	Reappoint Walter Fust as Member of the Compensation Committee	For	For				
Management	8.4	Reappoint Till Fust as Member of the Compensation Committee	For	For				
Management	9	Designate Roland Schweizer as Independent Proxy	For	For				
Management	10	Ratify PricewaterhouseCoopers SA as Auditors	For	For				
Management	11.1	Approve Remuneration of Directors in the Amount of CHF 500,000 and 40,000 Stock Options	For	For				
Management	11.2	Approve Remuneration of Executive Committee in the Amount of CHF 1.5 Million in Fixed Remuneration, CHF 800,000 in Variable Remuneration, and 150,000 Stock Options	For	For				
Management	12	Transact Other Business (Voting)	For	Against				
Adobe Inc.	USA	14-avr-22	Management	1a	Elect Director Amy Banse	For	For	
			Management	1b	Elect Director Brett Biggs	For	For	
			Management	1c	Elect Director Melanie Boulden	For	For	
			Management	1d	Elect Director Frank Calderoni	For	For	
			Management	1e	Elect Director Laura Desmond	For	For	
			Management	1f	Elect Director Shantanu Narayen	For	For	
			Management	1g	Elect Director Spencer Neumann	For	For	
			Management	1h	Elect Director Kathleen Oberg	For	For	
			Management	1i	Elect Director Dheeraj Pandey	For	For	
			Management	1j	Elect Director David Ricks	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	1k	Elect Director Daniel Rosensweig	For	For	
			Management	1	Elect Director John Wamock	For	For	
			Management	2	Ratify KPMG LLP as Auditors	For	For	
			Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
Beiersdorf AG	Germany	14-avr-22	Management	2	Approve Allocation of Income and Dividends of EUR 0.70 per Share	For	For	
			Management	3	Approve Discharge of Management Board for Fiscal Year 2021	For	For	
			Management	4	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	For	
			Management	5	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2022	For	For	
			Management	6	Approve Remuneration Report	For	Against	A vote AGAINST the remuneration report is warranted because: * A range of discretionary payments were granted to executives during the year under review, which represents a serious breach of good remuneration practices and the company has failed to provide a compelling rationale. * Only limited disclosure is provided surrounding variable performance targets and corresponding payouts. * No meaningful information is provided regarding the average remuneration of employees of the company in a manner which permits comparison with directors' remuneration. * The compensation committee of the supervisory board is completely non-independent and has been so long-term.
CALIDA Holding AG	Switzerland	14-avr-22	Management	3.1	Accept Annual Report 2021	For	For	
			Management	3.2	Accept Financial Statements and Statutory Reports	For	For	
			Management	3.3	Approve Remuneration Report (Non-Binding)	For	For	
			Management	3.4	Approve Allocation of Income and Dividends of CHF 1.00 per Share	For	For	
			Management	4	Approve Corporate Social Responsibility Report (Non-Binding)	For	For	
			Management	5	Approve Discharge of Board and Senior Management	For	For	
			Management	6.1	Reelect Hans-Kristian Hoesgaard as Director and Board Chair	For	For	
			Management	6.2.1	Reelect Gregor Greber as Director	For	For	
			Management	6.2.2	Reelect Erich Kellenberger as Director	For	For	
			Management	6.2.3	Reelect Lukas Morscher as Director	For	For	
			Management	6.2.4	Reelect Stefan Portmann as Director	For	For	
			Management	6.3.1	Elect Patricia Gandji as Director	For	For	
			Management	6.3.2	Elect Laurence Bourdon-Tracol as Director	For	For	
			Management	6.4.1	Reappoint Hans-Kristian Hoesgaard as Member of the Nomination and Compensation Committee	For	For	We are comfortable with the joint nomination and compensation committee
			Management	6.4.2	Appoint Lukas Morscher as Member of the Nomination and Compensation Committee	For	For	
			Management	7	Ratify KPMG AG as Auditors	For	For	
			Management	8	Designate Grossenbacher Rechtsanwaelte AG as Independent Proxy	For	For	
			Management	9.1	Approve Remuneration of Directors in the Amount of CHF 900,000	For	For	
			Management	9.2	Approve Fixed and Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 4.5 Million	For	For	The rationale for increased remuneration is linked to the change in focus and management of the company and the execution of the strategic plan is ample justification for the remuneration suggested
			Management	9.3	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 1 Million	For	For	
			Management	10.1	Amend Corporate Purpose	For	For	
			Management	10.2	Amend Articles Re: Remuneration of the Board of Directors	For	For	
			Management	10.3	Amend Articles Re: Equity Compensation for the Board of Directors	For	For	
			Management	11	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.
COMET Holding AG	Switzerland	14-avr-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
			Management	2	Approve Allocation of Income and Dividends of CHF 3.50 per Share	For	For	
			Management	3	Approve Discharge of Board and Senior Management	For	For	
			Management	4.1	Reelect Heinz Kundert as Director	For	For	
			Management	4.2	Reelect Gian-Luca Bona as Director	For	For	
			Management	4.3	Reelect Mariel Hoch as Director	For	For	
			Management	4.4	Reelect Patrick Jany as Director	For	For	
			Management	4.5	Reelect Tosja Zywielt as Director	For	For	
			Management	4.6	Reelect Heinz Kundert as Board Chair	For	For	
			Management	5	Elect Edeltraud Leibrock as Director	For	For	
			Management	6.1	Reappoint Mariel Hoch as Member of the Nomination and Compensation Committee	For	For	
			Management	6.2	Reappoint Gian-Luca Bona as Member of the Nomination and Compensation Committee	For	For	
			Management	7	Designate Patrick Glauser as Independent Proxy	For	For	
			Management	8	Ratify Ernst & Young AG as Auditors	For	For	
			Management	9.1	Approve Remuneration of Directors in the Amount of CHF 970,000	For	For	
			Management	9.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 3.5 Million	For	For	
			Management	9.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 3 Million	For	For	
			Management	9.4	Approve Remuneration Report	For	For	
			Management	10.1	Approve Renewal of CHF 770,000 Pool of Authorized Capital with or without Exclusion of Preemptive Rights	For	For	We do not consider this rise of authorized capital as an anti-takeover mechanism here
			Management	10.2	Amend Articles Re: Proportion of Non-Cash Remuneration of Board Members	For	For	
			Management	11	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.
Teleperformance SE	France	14-avr-22	Management	1	Approve Financial Statements and Statutory Reports	For	For	
			Management	2	Approve Consolidated Financial Statements and Statutory Reports	For	For	
			Management	3	Approve Allocation of Income and Dividends of EUR 3.30 per Share	For	For	
			Management	4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	For	
			Management	5	Approve Compensation Report of Corporate Officers	For	For	
			Management	6	Approve Compensation of Daniel Julien, Chairman and CEO	For	For	
			Management	7	Approve Compensation of Olivier Rigaudy, Vice-CEO	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	8	Approve Remuneration Policy of Directors	For	For	
			Management	9	Approve Remuneration Policy of Chairman and CEO	For	For	
			Management	10	Approve Remuneration Policy of Vice-CEO	For	For	
			Management	11	Elect Shelly Gupta as Director	For	For	
			Management	12	Elect Carole Toniutti as Director	For	For	
			Management	13	Reelect Pauline Giestie as Director	For	For	
			Management	14	Reelect Wai Ping Leung as Director	For	For	
			Management	15	Reelect Patrick Thomas as Director	For	For	
			Management	16	Reelect Bernard Canetti as Director	For	For	
			Management	17	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.2 Million	For	For	
			Management	18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	
			Management	19	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 50 Million	For	For	
			Management	20	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights, with a Binding Priority Right up to Aggregate Nominal Amount of EUR 14.5 Million	For	For	
			Management	21	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 7.2 Million	For	For	
			Management	22	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 19-21	For	For	
			Management	23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For	
			Management	24	Authorize up to 3 Percent of Issued Capital for Use in Restricted Stock Plans	For	For	
			Management	25	Authorize Filing of Required Documents/Other Formalities	For	For	
Biotals NV	Belgium	15-avr-22	Management	3	Approve Financial Statements and Allocation of Income	For	For	
			Management	4	Approve Remuneration Report	For	Against	A vote AGAINST is warranted because: * The company granted a one-off IPO related bonus whereas a successful IPO was already a performance metric under the STI; * There is no disclosure on the performance assessment on the various STI performance metrics; * Granted options vest before the third anniversary.
			Management	5	Approve Remuneration Policy	For	Against	A vote AGAINST is warranted because: * Absence of a clawback clause under the STI * No clear disclosure on the applicable performance framework and KPIs under the STI * Absence of clearly disclosed award levels. * Vesting period of options is partly shorter than three years.
			Management	6	Approve Remuneration of Johan Cardoen as Independent Director	For	For	
			Management	7	Approve Share-Based Remuneration for Independent Directors	For	For	
			Management	8.1	Approve Discharge of Inno Tune BV, Permanently Represented by Lieven De Smedt, as Director	For	For	
			Management	8.2	Approve Discharge of Quaghebeur Koen as Director	For	For	
			Management	8.3	Approve Discharge of Sofinnova Partners SAS, Permanently Represented by Denis Lucquin, as Director	For	For	
			Management	8.4	Approve Discharge of Nomad Technology Consulting LLC, Permanently Represented by Adrian Percy, as Director	For	For	
			Management	8.5	Approve Discharge of Luc Bastanie as Director	For	For	
			Management	8.6	Approve Discharge of Simon Moroney as Director	For	For	
			Management	8.7	Approve Discharge of Johan Cardoen as Director	For	For	
			Management	8.8	Approve Discharge of Markus Heldt as Director	For	For	
			Management	8.9	Approve Discharge of Catherine Moukheibir as Director	For	For	
			Management	8.10	Approve Discharge of Patrice Selles as Director	For	For	
			Management	8.11	Approve Discharge of Patrick Van Beneden as Director	For	For	
			Management	8.12	Approve Discharge of Pieter Bevernage as Director	For	For	
			Management	9	Approve Discharge of Auditors	For	For	
			Management	10	Approve Replacement of Gert Vanhees by Pieter-Jan Van Durme as Representative of the Statutory Auditor	For	For	
			Management	11	Approve Auditors' Remuneration for the Financial Year Ended 2021	For	For	
			Management	12	Ratify Deloitte as Auditors and Approve Auditors' Remuneration for Financial Years 2022, 2023 and 2024	For	For	
			Management	13	Elect Michiel M. van Lookeren Campagne as Independent Director	For	For	
			Management	14.1	Approve Change-of-Control Clause Re: The Share-Based Remuneration	For	Against	A vote AGAINST is warranted because immediate vesting of stock options in case of a change-of-control holds the risk of rewarding for underperformance.
			Management	14.2	Approve Change-of-Control Clause Re: The ESOP Warrant Plans	For	Against	A vote AGAINST is warranted because immediate vesting of stock options in case of a change-of-control holds the risk of rewarding for underperformance.
			Management	1	Amend Article 15 2 Re: Replace Reference to "this article 20, 2, 1"	For	For	
			Management	2	Amend Article 17 Re: Replace Reference to "required by article 20"	For	For	
			Management	3	Amend Article 28	For	For	
Logo Yazilim Sanayi ve Ticaret AS	Turkey	15-avr-22	Management	1	Open Meeting and Elect Presiding Council of Meeting and Authorize Presiding Council to Sign Minutes of Meeting	For	For	
			Management	2	Accept Board Report	For	For	
			Management	3	Accept Audit Report	For	For	
			Management	4	Accept Financial Statements	For	For	
			Management	5	Approve Discharge of Board	For	For	
			Management	6	Approve Allocation of Income	For	For	
			Management	8	Approve Director Remuneration	For	For	
			Management	9	Elect Directors	For	For	
			Management	10	Ratify External Auditors	For	For	
			Management	12	Approve Upper Limit of Donations for 2022	For	For	
			Management	14	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	For	For	
Coca-Cola Icecek AS	Turkey	18-avr-22	Management	1	Open Meeting and Elect Presiding Council of Meeting	For	For	
			Management	2	Accept Board Report	For	For	
			Management	3	Accept Audit Report	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	4	Accept Financial Statements	For	For	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision.
			Management	5	Approve Discharge of Board	For	For	
			Management	6	Approve Allocation of Income	For	For	
			Management	7	Elect Directors and Approve Their Remuneration	For	Against	
			Management	8	Ratify External Auditors	For	For	
			Management	12	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	For	For	
Ming Yang Smart Energy Group Co., Ltd.	China	19-avr-22	Management	1	Approve Issuance of GDRs and Listing on London Stock Exchange and Conversion to an Overseas Company	For	For	A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.
			Management	2.1	Approve Issue Type and Par Value	For	For	
			Management	2.2	Approve Issue Period	For	For	
			Management	2.3	Approve Issue Manner	For	For	
			Management	2.4	Approve Issue Scale	For	For	
			Management	2.5	Approve Size of GDR	For	For	
			Management	2.6	Approve Conversion Rate of GDR to Underlying A Share Securities	For	For	
			Management	2.7	Approve Pricing Manner	For	For	
			Management	2.8	Approve Target Parties	For	For	
			Management	2.9	Approve Conversion Restriction Period for GDR and Underlying A Share Securities	For	For	
			Management	2.10	Approve Underwriting Method	For	For	
			Management	3	Approve Report on the Usage of Previously Raised Funds	For	For	
			Management	4	Approve Usage Raised Funds from GDR Issuance	For	For	
			Management	5	Approve Resolution Validity Period	For	For	
			Management	6	Approve Authorization of Board to Handle All Related Matters	For	For	
			Management	7	Approve Distribution Arrangement of Cumulative Earnings	For	For	
			Management	8	Approve Prospectus Liability Insurance Proposal and Responsibilities of Insured Directors, Supervisors and Senior Management	For	For	
			Management	9	Approve Amend Articles of Association	For	Against	
			Management	10	Amend Rules and Procedures Regarding General Meetings of Shareholders	For	Against	
			Management	11	Amend Rules and Procedures Regarding Meetings of Board of Directors	For	Against	
			Management	12	Amend Rules and Procedures Regarding Meetings of Board of Supervisors	For	Against	
Aker BioMarine AS	Norway	20-avr-22	Management	1	Elect Chairman of Meeting; Designate Inspector(s) of Minutes of Meeting	For	For	A vote AGAINST this item is warranted, as the policy allows for substantial discretionary assessments under variable pay outcomes and further lacks critical information on potential future LTI arrangements. A vote AGAINST this item is warranted because the company has established a guaranteed discretionary bonus to the new EVP which is deemed excessive in size, without attaching a compelling rationale to justify such a bonus. A vote AGAINST is warranted as the overall level of board independence lies below one-third.
			Management	2	Approve Notice of Meeting and Agenda	For	For	
			Management	3	Accept Financial Statements and Statutory Reports	For	For	
			Management	5	Approve Remuneration Policy And Other Terms of Employment For Executive Management	For	Against	
			Management	6	Approve Remuneration Statement	For	Against	
			Management	7	Elect Kimberly Mathisen as Director; Elect Oyvind Eriksen as Deputy Director	For	Against	
			Management	8	Approve Remuneration of Auditors	For	For	
			Management	9	Ratify PricewaterhouseCoopers AS as Auditors	For	For	
			Management	10	Approve Remuneration of Directors in the Amount of NOK 600,000 for Chairman, and NOK 300,000 for Other Directors; Approve Committee Fees	For	For	
			Management	11	Approve Remuneration for Members of Nomination Committee	For	For	
			Management	12	Approve Issuance of Shares without Preemptive Rights	For	For	
			Management	13	Approve Equity Plan Financing	For	Against	
			Management	14	Authorize Share Repurchase Program and Reissuance and/or Cancellation of Repurchased Shares	For	For	
Anadolu Efes Biraçılık ve Malt Sanayii A.S.	Turkey	20-avr-22	Management	1	Open Meeting and Elect Presiding Council of Meeting	For	For	
			Management	2	Accept Board Report	For	For	
			Management	3	Accept Audit Report	For	For	
			Management	4	Accept Financial Statements	For	For	
			Management	5	Approve Discharge of Board	For	For	
			Management	6	Approve Allocation of Income	For	For	
			Management	7	Elect Directors and Approve Their Remuneration	For	Against	
			Management	8	Ratify External Auditors	For	For	
			Management	12	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	For	For	
Bunzl Plc	United Kingdom	20-avr-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	Votes AGAINST incumbent Nominating Committee chair Peter Ventress are warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
			Management	2	Approve Final Dividend	For	For	
			Management	3	Re-elect Peter Ventress as Director	For	Against	
			Management	4	Re-elect Frank van Zanten as Director	For	For	
			Management	5	Re-elect Richard Howes as Director	For	For	
			Management	6	Re-elect Vanda Murray as Director	For	For	
			Management	7	Re-elect Lloyd Pitchford as Director	For	For	
			Management	8	Re-elect Stephan Nanninga as Director	For	For	
			Management	9	Re-elect Vin Murria as Director	For	For	
			Management	10	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For	



Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	11	Authorise Board to Fix Remuneration of Auditors	For	For	
			Management	12	Approve Remuneration Report	For	For	
			Management	13	Authorise Issue of Equity	For	For	
			Management	14	Authorise Issue of Equity without Pre-emptive Rights	For	For	
			Management	15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	
			Management	16	Authorise Market Purchase of Ordinary Shares	For	For	
			Management	17	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	
Georg Fischer AG	Switzerland	20-avr-22	Management	1.1	Accept Financial Statements and Statutory Reports	For	For	
			Management	1.2	Approve Remuneration Report	For	For	
			Management	2	Approve Allocation of Income and Dividends of CHF 20 per Share	For	For	
			Management	3	Approve Discharge of Board and Senior Management	For	For	
			Management	4.1	Approve 1:20 Stock Split	For	For	
			Management	4.2	Approve Renewal of CHF 400,000 Pool of Authorized Capital with or without Exclusion of Preemptive Rights	For	For	
			Management	5.1	Reelect Hubert Achermann as Director	For	For	
			Management	5.2	Reelect Riet Cadonau as Director	For	For	
			Management	5.3	Reelect Peter Hackel as Director	For	For	
			Management	5.4	Reelect Roger Michaelis as Director	For	For	
			Management	5.5	Reelect Eveline Saupper as Director	For	For	
			Management	5.6	Reelect Yves Serra as Director	For	For	
			Management	5.7	Reelect Jasmin Staiblin as Director	For	For	
			Management	5.8	Elect Ayano Senaha as Director	For	For	
			Management	6.1	Reelect Yves Serra as Board Chair	For	For	
			Management	6.2.1	Reappoint Riet Cadonau as Member of the Compensation Committee	For	For	
			Management	6.2.2	Appoint Roger Michaelis as Member of the Compensation Committee	For	For	
			Management	6.2.3	Reappoint Eveline Saupper as Member of the Compensation Committee	For	For	
			Management	7	Approve Remuneration of Directors in the Amount of CHF 3.6 Million	For	For	
			Management	8	Approve Remuneration of Executive Committee in the Amount of CHF 11.4 Million	For	For	
			Management	9	Ratify PricewaterhouseCoopers AG as Auditors	For	For	
			Management	10	Designate Christoph Vaucher as Independent Proxy	For	For	
			Management	11	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.
Hermes International SCA	France	20-avr-22	Management	1	Approve Financial Statements and Statutory Reports	For	For	
			Management	2	Approve Consolidated Financial Statements and Statutory Reports	For	For	
			Management	3	Approve Discharge of General Managers	For	For	
			Management	4	Approve Allocation of Income and Dividends of EUR 8 per Share	For	For	
			Management	5	Approve Auditors' Special Report on Related-Party Transactions	For	Against	A vote AGAINST this proposal is warranted because: * The company failed to provide sufficient information concerning a consulting agreement entered into with Studio des Fleurs. It is therefore impossible to ascertain that the continuation of this agreement is in shareholders' interests; and * The company fails to provide comprehensive information regarding the transactions with RDAI. In this context, it is impossible to ascertain that the continuation of transactions with RDAI is in the interest of all shareholders.
			Management	6	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	Against	This resolution warrants a vote AGAINST as the share repurchase program can be continued during a takeover period.
			Management	7	Approve Compensation Report of Corporate Officers	For	Against	A vote AGAINST this remuneration report is warranted as: * the discretionary power to set executives' remunerations lies in the hands of the General Partner, which is the same legal entity as one of the General Managers and is controlled by the family of the other General Manager, leading to an important conflict of interest; * The pay equity ratio's perimeter is not relevant to all the company's employees; and * The company remains unresponsive about last AGM's significant dissent on compensation-related items.
			Management	8	Approve Compensation of Axel Dumas, General Manager	For	Against	A vote AGAINST this remuneration report is warranted because the discretionary power to set executives' remunerations lies in the hands of the General Partner, which is the same legal entity as one of the General Managers and is controlled by the family of the other General Manager, leading to an important conflict of interest. The structure of the statutory remuneration seems biased as the methodology used to fix the base salary is inherently inflationist (indexed upward only on previous year results) and as the variable remuneration is nearly uncapped.
			Management	9	Approve Compensation of Emile Hermes SAS, General Manager	For	Against	A vote AGAINST this remuneration report is warranted because the discretionary power to set executives' remunerations lies in the hands of the general partner, which is the same legal entity as one of the general managers and is controlled by the family of the other general manager, leading to an important conflict of interest. The structure of the statutory remuneration seems biased as the methodology used to fix the base salary is inherently inflationist (indexed upward only on previous year results) and as the variable remuneration is nearly uncapped.
			Management	10	Approve Compensation of Eric de Seynes, Chairman of the Supervisory Board	For	For	
			Management	11	Approve Remuneration Policy of General Managers	For	Against	A vote AGAINST this remuneration policy is warranted because the discretionary power to set executives' remunerations lies in the hands of the General Partner, which is the same legal entity as one of the General Managers and is controlled by the family of the other General Manager, leading to an important conflict of interest. The structure of the statutory remuneration seems biased as the methodology used to fix the base salary is inherently inflationist (indexed upward only on previous year results) and as the variable remuneration is nearly uncapped.
			Management	12	Approve Remuneration Policy of Supervisory Board Members	For	For	
			Management	13	Reelect Charles-Eric Bauer as Supervisory Board Member	For	Against	A vote FOR the (re)election of Dominique Senequier as independent nominee is warranted in the absence of specific concerns (Item 16). A vote FOR the (re)election of Estelle Brachlianoff as independent nominee is warranted but not without concerns due to attendance issues (Item 14). Votes AGAINST the (re)elections of Charles-Eric Bauer and Julie Guerrand as non-independent nominees are warranted given the lack of independence at the board level (28.6 percent vs 33.3 percent recommended) (Items 13 and 15).
			Management	14	Reelect Estelle Brachlianoff as Supervisory Board Member	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	15	Reelect Julie Guerrand as Supervisory Board Member	For	Against	A vote FOR the (re)election of Dominique Senequier as independent nominee is warranted in the absence of specific concerns (Item 16). A vote FOR the (re)election of Estelle Brachlianoff as independent nominee is warranted but not without concerns due to attendance issues (Item 14). Votes AGAINST the (re)elections of Charles-Eric Bauer and Julie Guerrand as non-independent nominees are warranted given the lack of independence at the board level (28.6 percent vs 33.3 percent recommended) (Items 13 and 15).
			Management	16	Reelect Dominique Senequier as Supervisory Board Member	For	For	
			Management	17	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For	
			Management	18	Authorize up to 2 Percent of Issued Capital for Use in Stock Option Plans	For	Against	
			Management	19	Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	For	Against	
			Management	20	Authorize Filing of Required Documents/Other Formalities	For	For	A vote AGAINST this resolution is warranted because: * No information is available on the existence of performance conditions; * The exercise price could show a discount to the average price market; * The vesting period is not disclosed; and * The performance period is not disclosed. A vote AGAINST this resolution is warranted because: * No information is available on the existence of performance conditions. * The vesting period is not sufficiently long-term oriented. * The performance period is not disclosed.
Mediaset Espana Comunicacion SA	Spain	20-avr-22	Management	1	Approve Consolidated and Standalone Financial Statements	For	For	A vote AGAINST the reelection of non-independent nominees Fedele Gaetano, Marco Angelo Ettore, Massimo Musolino, Gira Nieri, Borja Padro, Niccolo Querci, and Mario Rodriguez under Items 5.1.4-5.1.8 is warranted because the board does not meet one third independence guideline applicable to Spain-incorporated, controlled companies. A vote FOR Items 5.1.1 and 5.1.3 is warranted due to a lack of concerns about the independent director nominees Consuelo Crespo Bofill and Javier Diez de Polanco. A vote AGAINST the reelection of Cristina Garmendia under Item 5.1.2 is warranted because she chairs the remuneration and nomination committee and (i) the board composition does not comply with the minimum requirements on gender diversity, and (ii) the board has not been responsive to shareholder concerns over the company's pay practices. A vote FOR Item 5.1.9 is warranted due to a lack of concerns about the CEO nominee.
			Management	2	Approve Non-Financial Information Statement	For	For	
			Management	3	Approve Allocation of Income	For	For	
			Management	4	Approve Discharge of Board	For	For	
			Management	5.1.1	Reelect Consuelo Crespo Bofill as Director	For	For	
			Management	5.1.2	Reelect Cristina Garmendia Mendizabal as Director	For	Against	
			Management	5.1.3	Reelect Javier Diez de Polanco as Director	For	For	
			Management	5.1.4	Reelect Fedele Confalonieri as Director	For	Against	
			Management	5.1.5	Reelect Marco Giordani as Director	For	Against	
			Management	5.1.6	Reelect Gina Nieri as Director	For	Against	
			Management	5.1.7	Reelect Niccolo Querci as Director	For	Against	
			Management	5.1.8	Reelect Borja Prado Eulate as Director	For	Against	
			Management	5.1.9	Reelect Paolo Vasile as Director	For	For	
			Management	5.1.10	Reelect Massimo Musolino as Director	For	Against	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	5.111	Reelect Mario Rodriguez Valderas as Director	For	Against	A vote AGAINST the reelection of non-independent nominees Fedele Gaetano, Marco Angelo Ettore, Massimo Musolino, Gira Nieri, Borja Padro, Niccolo Querci, and Mario Rodriguez under Items 5.1.4-5.1.8 is warranted because the board does not meet one third independence guideline applicable to Spain-incorporated, controlled companies. A vote FOR Items 5.1.1 and 5.1.3 is warranted due to a lack of concerns about the independent director nominees Consuelo Crespo Boffil and Javier Diez de Polanco. A vote AGAINST the reelection of Cristina Garmendia under Item 5.1.2 is warranted because she chairs the remuneration and nomination committee and (i) the board composition does not comply with the minimum requirements on gender diversity, and (ii) the board has not been responsive to shareholder concerns over the company's pay practices. A vote FOR Item 5.1.9 is warranted due to a lack of concerns about the CEO nominee.  A vote AGAINST this item is warranted because: * Performance under net profit and FCF metrics is assessed on annual basis such that poor performance in any given year may be offset by outperformance achieved in another year; * The relative TSR peer group is not disclosed; and * The overall disclosure of the plan's terms and conditions is deemed insufficient.  A vote AGAINST this item is warranted because: * the former non-executive chair has an executive compensation package, and he received an extraordinary termination payment following resignation of EUR 2 million; * there is no disclosure about the STI performance outcome; and * the board is not responsive to shareholder concerns over the company's remuneration practices.  A vote AGAINST this item is warranted because * There are no malus and clawback provisions; and * The information provided under the LTI plans is considered insufficient.
			Management	5.2	Fix Number of Directors at 11	For	For	
			Management	6	Approve Stock-for-Salary Plan	For	For	
			Management	7	Approve Co-Investment Plan	For	Against	
			Management	8	Advisory Vote on Remuneration Report	For	Against	
			Management	9	Approve Remuneration Policy	For	Against	
			Management	10.1	Amend Article 4 Re: Registered Office	For	For	
			Management	10.2	Amend Articles Re: Share Capital and Shares	For	For	
			Management	10.3	Amend Articles Re: Bonds and Other Securities	For	For	
			Management	10.4	Amend Articles Re: General Meetings	For	For	
			Management	10.5	Amend Articles Re: Board of Directors	For	For	
			Management	10.6	Amend Articles Re: Annual Corporate Governance Report and Corporate Website	For	For	
			Management	10.7	Amend Articles Re: Fiscal Year and Annual Accounts	For	For	
			Management	10.8	Approve Restated Articles of Association	For	For	
Management	11.1	Amend Article 7 of General Meeting Regulations Re: Competences	For	For				
Management	11.2	Amend Articles of General Meeting Regulations Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	For	For				
Management	11.3	Amend Articles of General Meeting Regulations Re: Holding of the General Meeting	For	For				
Management	11.4	Approve Restated General Meeting Regulations	For	For				
Management	12	Authorize Board to Ratify and Execute Approved Resolutions	For	For				
West Fraser Timber Co. Ltd.	Canada	20-avr-22	Management	1	Fix Number of Directors at Eleven	For	For	Vote AGAINST due to lack of sustainability factors to determine executive remuneration
			Management	2.1	Elect Director Henry H. (Hank) Ketcham	For	For	
			Management	2.2	Elect Director Reid E. Carter	For	For	
			Management	2.3	Elect Director Raymond Ferris	For	For	
			Management	2.4	Elect Director John N. Floren	For	For	
			Management	2.5	Elect Director Ellis Ketcham Johnson	For	For	
			Management	2.6	Elect Director Brian G. Kenning	For	For	
			Management	2.7	Elect Director Marian Lawson	For	For	
			Management	2.8	Elect Director Colleen M. McMorrow	For	For	
			Management	2.9	Elect Director Robert L. Phillips	For	For	
			Management	2.10	Elect Director Janice G. Rennie	For	For	
			Management	2.11	Elect Director Gillian D. Winckler	For	For	
			Management	3	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For	
			Management	4	Amend Articles Re: Increase in Quorum Requirements and Additional Delivery Methods for Notices	For	For	
Management	5	Approve U.S. Employee Stock Purchase Plan	For	For				
Management	6	Advisory Vote on Executive Compensation Approach	For	Against				
Allfunds Group Plc	United Kingdom	21-avr-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	A vote AGAINST is warranted because the proposed remuneration is below par in relation to market standards, particularly with regard to disclosure of short term bonus non-financial performance metrics' assessment, the grant of an exceptional bonus award without providing a clear performance assessment, the shortening of LTI vesting periods within three years and the grant of several discretionary bonus awards to the resigning CFO.  A vote AGAINST is warranted because: * The severance agreements are in deviation of Dutch and UK market practice and may be up to 2.2x annual pay (base salary, benefits, and bonus); * CEO Alcaraz is eligible to receive GBP 425,000 in benefits, largely consisting of a 'housing allowance', without compelling background and is considered in deviation of best market practice.
			Management	2	Approve Final Dividend of EUR 0.05 Per Share	For	For	
			Management	3	Approve Remuneration Report	For	Against	
			Management	4	Approve Remuneration Policy	For	Against	
			Management	5	Elect David Jonathan Bennett as Director	For	For	
			Management	6	Reappoint Deloitte LLP as Auditors	For	For	
			Management	7	Authorize Board to Determine Remuneration of Auditors	For	For	
			Management	8	Grant Board Authority to Issue Shares	For	For	
			Management	9	Authorise Issue of Equity without Pre-emptive Rights	For	For	
			Management	10	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	
			Management	11	Authorize Repurchase of Shares	For	For	
			Management	12	Authorize the Company to Call General Meeting with Two Weeks' Notice	For	For	
Basic-Fit NV	Netherlands	21-avr-22	Management	3(b)	Approve Remuneration Report	For	Against	A vote AGAINST is warranted because: * The company applies a derogation clause to the LTIP program and basically takes out 2020 and 2021 performance years to measure performance, resulting in short-term oriented LTIP; * Although we recognize Covid19 has significant impact on the company and its results, adjusting the LTI performance periods by shortening these and be selective in measuring 2018 and 2019 performance is not aligned with shareholders' exposure to the company; * The company did not provide feedback on last year's vote dissent and how it took into account provided feedback.

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	3(c)	Adopt Financial Statements and Statutory Reports	For	For	
			Management	3(d)	Approve Discharge of Management Board	For	For	
			Management	3(e)	Approve Discharge of Supervisory Board	For	For	
			Management	5(a)	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	For	For	
			Management	5(b)	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	For	
			Management	5(c)	Grant Board Authority to Issue Shares Up To 1 Percent of Issued Capital and Exclude Preemptive Rights in Relation to the Performance Share Plan or Any Other Employee Share Plan	For	For	
			Management	6	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	
			Management	7	Ratify Ernst & Young Accountants LLP as Auditors	For	For	
CTT - Correios de Portugal SA	Portugal	21-avr-22	Management	1	Approve Individual and Consolidated Financial Statements and Statutory Reports	For	For	
			Management	2	Approve Allocation of Income	For	For	
			Management	3	Appraise Management and Supervision of Company and Approve Vote of Confidence to Corporate Bodies	For	For	
			Management	4	Authorize Repurchase and Reissuance of Shares	For	For	
			Management	5	Approve Reduction in Share Capital and Amend Article 4 Accordingly	For	For	
Gecina SA	France	21-avr-22	Management	1	Approve Financial Statements and Statutory Reports	For	For	
			Management	2	Approve Consolidated Financial Statements and Statutory Reports	For	For	
			Management	3	Approve Transfer of Revaluation Gains to Corresponding Reserves Account	For	For	
			Management	4	Approve Allocation of Income and Dividends of EUR 5.30 per Share	For	For	
			Management	5	Approve Stock Dividend Program	For	For	
			Management	6	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	For	
			Management	7	Approve Compensation Report of Corporate Officers	For	For	
			Management	8	Approve Compensation of Jerome Brunel, Chairman of the Board	For	For	
			Management	9	Approve Compensation of Meka Brunel, CEO	For	For	
			Management	10	Approve Remuneration Policy of Directors	For	For	
			Management	11	Approve Remuneration Policy of Chairman of the Board	For	For	
			Management	12	Approve Remuneration Policy of Meka Brunel, CEO Until 21 April 2022	For	For	
			Management	13	Approve Remuneration Policy of Benat Ortega, CEO From 21 April 2022	For	For	
			Management	14	Ratify Appointment of Jacques Stern as Censor	For	For	
			Management	15	Reelect Gabrielle Gauthey as Director	For	For	
			Management	16	Elect Carole Le Gall as Director	For	For	
			Management	17	Elect Jacques Stern as Director	For	For	
			Management	18	Renew Appointment of PricewaterhouseCoopers Audit SAS as Auditor	For	For	
			Management	19	Appoint KPMG as Auditor	For	For	
			Management	20	Appoint Emmanuel Benoist as Alternate Auditor	For	For	
			Management	21	Appoint KPMG AUDIT FS 1 as Alternate Auditor	For	For	
			Management	22	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	
			Management	23	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 100 Million	For	For	
			Management	24	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 50 Million	For	For	
			Management	25	Authorize Capital Increase of Up to EUR 50 Million for Future Exchange Offers	For	For	
			Management	26	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 50 Million	For	For	
			Management	27	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	For	For	
			Management	28	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	For	
			Management	29	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	For	For	
			Management	30	Authorize Capitalization of Reserves of Up to EUR 100 Million for Bonus Issue or Increase in Par Value	For	For	
			Management	31	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For	
			Management	32	Authorize up to 0.5 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees and Executive Corporate Officers	For	For	
			Management	33	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For	
			Management	34	Authorize Filing of Required Documents/Other Formalities	For	For	
H2O Global Strategies ICAV - H2O Multi Aggregate Fund	Ireland	21-avr-22	Management	1	Approve Payment by the Sub-Funds of the Management Fee and Expenses of the UCITS Management Company	For	For	
HCA Healthcare, Inc.	USA	21-avr-22	Management	1a	Elect Director Thomas F. Frist, III	For	For	
			Management	1b	Elect Director Samuel N. Hazen	For	For	
			Management	1c	Elect Director Meg G. Crofton	For	For	
			Management	1d	Elect Director Robert J. Dennis	For	For	
			Management	1e	Elect Director Nancy-Ann DePatie	For	For	
			Management	1f	Elect Director William R. Frist	For	For	
			Management	1g	Elect Director Charles O. Holliday, Jr.	For	For	
			Management	1h	Elect Director Hugh F. Johnston	For	For	
			Management	1i	Elect Director Michael W. Michelson	For	For	
			Management	1j	Elect Director Wayne J. Riley	For	For	
			Management	1k	Elect Director Andrea B. Smith	For	For	
			Management	2	Ratify Ernst & Young LLP as Auditors	For	For	
			Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Shareholder	4	Report on Political Contributions	Against	For	A vote FOR this resolution is warranted, as increased disclosure of the company's direct political contributions and indirect political contributions through all trade associations and other tax-exempt organizations, as well as its management- and board-level oversight of political spending, could help shareholders more comprehensively evaluate the company's management of related risks and benefits.

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Shareholder	5	Report on Lobbying Payments and Policy	Against	For	A vote FOR this resolution is warranted, as additional information on the company's lobbying expenses and trade association memberships, payments, and oversight mechanisms would give shareholders a better understanding of the company's management of its lobbying activities and any related risks and benefits.
Kardex Holding AG	Switzerland	21-avr-22	Management	1.1	Accept Financial Statements and Statutory Reports	For	For	We do not object for a company of this size to have a combined nomination and compensation committee.
			Management	1.2	Approve Remuneration Report (Non-Binding)	For	For	
			Management	2	Approve Allocation of Income and Dividends of CHF 4.30 per Share	For	For	
			Management	3	Approve Discharge of Board and Senior Management	For	For	
			Management	4.1.1	Reelect Jakob Bleiker as Director	For	For	
			Management	4.1.2	Reelect Philipp Buhofer as Director	For	For	
			Management	4.1.3	Reelect Eugen Elmiger as Director	For	For	
			Management	4.1.4	Reelect Andreas Haeberli as Director	For	For	
			Management	4.1.5	Reelect Ulrich Looser as Director	For	For	
			Management	4.1.6	Elect Jennifer Maag as Director	For	For	
			Management	4.1.7	Reelect Felix Thoeni as Director	For	For	
			Management	4.2	Reelect Felix Thoeni as Board Chairman	For	For	
			Management	4.3.1	Reappoint Philipp Buhofer as Member of the Compensation and Nomination Committee	For	For	
			Management	4.3.2	Reappoint Eugen Elmiger as Member of the Compensation and Nomination Committee	For	For	
			Management	4.3.3	Reappoint Ulrich Looser as Member of the Compensation and Nomination Committee	For	For	
			Management	4.4	Designate Wenger & Vieli AG as Independent Proxy	For	For	
			Management	4.5	Ratify PricewaterhouseCoopers AG as Auditors	For	For	
			Management	5.1	Approve Remuneration of Directors in the Amount of CHF 1.3 Million	For	For	
			Management	5.2	Approve Remuneration of Executive Committee in the Amount of CHF 4.8 Million	For	For	
			Management	6	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.
L'Oreal SA	France	21-avr-22	Management	1	Approve Financial Statements and Statutory Reports	For	For	A vote AGAINST this remuneration report is warranted as: * Two remaining long term compensation plans remain due after the CEO's departure without being prorated * A retirement indemnity was granted to the former CEO despite him remaining in the company as chairman.
			Management	2	Approve Consolidated Financial Statements and Statutory Reports	For	For	
			Management	3	Approve Allocation of Income and Dividends of EUR 4.80 per Share and an Extra of EUR 0.48 per Share to Long Term Registered Shares	For	For	
			Management	4	Reelect Jean-Paul Agon as Director	For	For	
			Management	5	Reelect Patrice Caine as Director	For	For	
			Management	6	Reelect Belen Garjo as Director	For	For	
			Management	7	Renew Appointment of Deloitte & Associates as Auditor	For	For	
			Management	8	Appoint Ernst & Young as Auditor	For	For	
			Management	9	Approve Compensation Report of Corporate Officers	For	For	
			Management	10	Approve Compensation of Jean-Paul Agon, Chairman and CEO from 1 January 2021 to 30 April 2021	For	Against	
			Management	11	Approve Compensation of Jean-Paul Agon, Chairman of the Board from 1 May 2021 to 31 December 2021	For	For	
			Management	12	Approve Compensation of Nicolas Hieronimus, CEO from 1 May 2021 to 31 December 2021	For	For	
			Management	13	Approve Remuneration Policy of Directors	For	For	
			Management	14	Approve Remuneration Policy of Chairman of the Board	For	For	
			Management	15	Approve Remuneration Policy of CEO	For	For	
			Management	16	Approve Transaction with Nestle Re: Redemption Contract	For	For	
			Management	17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	
			Management	18	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For	
			Management	19	Authorize up to 0.6 Percent of Issued Capital for Use in Restricted Stock Plans	For	For	
			Management	20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For	
			Management	21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	For	For	
			Management	22	Amend Article 9 of Bylaws Re: Age Limit of Chairman of the Board	For	For	
			Management	23	Amend Article 11 of Bylaws Re: Age Limit of CEO	For	For	
			Management	24	Amend Article 2 and 7 of Bylaws to Comply with Legal Changes	For	For	
			Management	25	Amend Article 8 of Bylaws Re: Shares Held by Directors	For	For	
			Management	26	Authorize Filing of Required Documents/Other Formalities	For	For	
LVMH Moët Hennessy Louis Vuitton SE	France	21-avr-22	Management	1	Approve Financial Statements and Statutory Reports	For	For	A vote AGAINST is warranted but is not without concerns as the Company failed to provide enough information with respect to the transaction with Agache, important shareholder, making it therefore impossible to ascertain that the continuation of this agreement is in shareholders' interests. * As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Bernard Arnault (Item 5) is warranted. * Votes FOR the (re)elections of these independent nominees are warranted (Items 6 and 7) but are not without concerns considering the recurring high dissents (>50% of the free float votes) on both the related party transactions for the member of audit committee to be reelected (Item 7) and the executive remunerations for the member of the remuneration committee to be reelected (Item 6). * A Vote AGAINST the (re)elections of this non-independent nominees is warranted given the lack of independence at the board level (including all board members: 31.3 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 35.7 percent vs 50 percent recommended) (Item 8).
			Management	2	Approve Consolidated Financial Statements and Statutory Reports	For	For	
			Management	3	Approve Allocation of Income and Dividends of EUR 10 per Share	For	For	
			Management	4	Approve Auditors' Special Report on Related-Party Transactions	For	Against	
			Management	5	Reelect Bernard Arnault as Director	For	Against	
			Management	6	Reelect Sophie Chassat as Director	For	For	
			Management	7	Reelect Clara Gaymard as Director	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales	
			Management	8	Reelect Hubert Vedrine as Director	For	Against	<p>* As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Bernard Arnault (Item 5) is warranted. * Votes FOR the (re)elections of these independent nominees are warranted (Items 6 and 7) but are not without concerns considering the recurring high dissents (&gt;50% of the free float votes) on both the related party transactions for the member of audit committee to be reelected (item 7) and the executive remunerations for the member of the remuneration committee to be reelected (item 6). * A Vote AGAINST the (re)elections of this non-independent nominees is warranted given the lack of independence at the board level (including all board members: 31.3 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 35.7 percent vs 50 percent recommended) (Item 8).</p> <p>Vote AGAINST this item is warranted because: * the company has failed to provide an adequate rationale on the proposed nomination * the censor would not be appointed on a short-term basis.</p> <p>A vote AGAINST this remuneration report is warranted in regard of * the high level of dissent recorded at several previous AGMs and the lack of response from the company. * the limited perimeter used for the pay ratio.</p> <p>A vote AGAINST this remuneration report is warranted because of the lack of disclosure on the level of achievement of the performance conditions of both the STI and the LTIP that vested this year. Furthermore, the performance criteria of the LTI granted do not seem particularly challenging.</p> <p>A vote AGAINST this remuneration report is warranted because of the lack of disclosure on the level of achievement of the performance conditions of both the STI and the LTIP that vested this year. Furthermore, the performance criteria of the LTI granted do not seem particularly challenging.</p> <p>Votes AGAINST these remuneration policies are warranted because: • The Company does not disclose targets or payout scales for the annual bonus; • The nature of the LTIP criteria, the vesting scales and the performance period are not disclosed; • Post-mandate vesting of LTI grant is not explicitly excluded; • The derogation policy of the board is deemed too broad; and • The cap on the exceptional remuneration is not disclosed.</p> <p>Votes AGAINST these remuneration policies are warranted because: • The Company does not disclose targets or payout scales for the annual bonus; • The nature of the LTIP criteria, the vesting scales and the performance period are not disclosed; • Post-mandate vesting of LTI grant is not explicitly excluded; • The derogation policy of the board is deemed too broad; and • The cap on the exceptional remuneration is not disclosed.</p> <p>A vote AGAINST this resolution is warranted because: * No information is available on the existence of performance conditions. * The vesting period is not sufficiently long-term oriented. * The performance period is not disclosed.</p> <p>This item merits a vote AGAINST as negative provisions in these new articles outweigh any positive ones. In addition, the adoption of the new articles does not allow piecemeal voting by shareholders, who are presented with an all-or-nothing choice.</p>	
			Management	9	Renew Appointment of Yann Arthus-Bertrand as Censor	For	Against		
			Management	10	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.45 Million	For	For		
			Management	11	Renew Appointment of Mazars as Auditor	For	For		
			Management	12	Appoint Deloitte as Auditor	For	For		
			Management	13	Acknowledge End of Mandate of Auditex and Olivier Lenel as Alternate Auditors and Decision Not to Renew	For	For		
			Management	14	Approve Compensation Report of Corporate Officers	For	Against		
			Management	15	Approve Compensation of Bernard Arnault, Chairman and CEO	For	Against		
			Management	16	Approve Compensation of Antonio Belloni, Vice-CEO	For	Against		
			Management	17	Approve Remuneration Policy of Directors	For	For		
			Management	18	Approve Remuneration Policy of Chairman and CEO	For	Against		
			Management	19	Approve Remuneration Policy of Vice-CEO	For	Against		
			Management	20	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For		
			Management	21	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For		
			Management	22	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	For	Against		
			Management	23	Amend Article 16 and 24 of Bylaws Re: Age Limit of CEO and Shareholding Disclosure Thresholds	For	Against		
Migros Ticaret AS	Turkey	21-avr-22	Management	1	Open Meeting and Elect Presiding Council of Meeting	For	For		<p>A vote AGAINST this proposal is warranted because the board would be able to issue shares up to 176.2 percent of the issued share capital without pre-emptive rights.</p>
			Management	2	Accept Board Report	For	For		
			Management	3	Accept Audit Report	For	For		
			Management	4	Accept Financial Statements	For	For		
			Management	5	Approve Discharge of Board	For	For		
			Management	6	Approve Allocation of Income	For	For		
			Management	7	Elect Directors	For	For		
			Management	8	Approve Director Remuneration	For	For		
			Management	9	Amend Company Articles 3 and 7	For	Against		
			Management	10	Ratify External Auditors	For	For		
			Management	11	Receive Information on Donations Made in 2021 and Approve Upper Limit of Donations for 2022	For	For		
			Management	14	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	For	For		
Moncler SpA	Italy	21-avr-22	Management	1.1	Accept Financial Statements and Statutory Reports	For	For	<p>Vote AGAINST this item because: * The company failed to respond to significant dissent to last year vote on the remuneration report. * The company provides insufficient ex-post information on the performance targets attached to long-term variable remuneration.</p> <p>A vote FOR this item is warranted because the proposed board size has been disclosed, and no concerns have been noticed.</p> <p>This item warrants a vote FOR as it is routine and non-contentious.</p> <p>This resolution warrants a vote FOR because: * Shareholders can support only one slate. * With only two slates presented, Slate 1 will appoint 11 members while Slate 2 will appoint the remaining member. * All proposed candidates under both slates possess the professional experience to fulfill their role of directors. * Supporting this slate would ensure that all the directors are elected through the slate election mechanism, with no uncertainty on the vote outcome. This is not without concern as the roles of board Chair and CEO are combined and the current Chair/CEO Ruffini is candidate for reelection.</p> <p>This item warrants a vote AGAINST because: * Shareholders can support only one slate. * Supporting Slate 1 would ensure that all directors are elected through the slate election mechanism, with no uncertainty on the vote outcome. Institutional investors who have contributed to present this slate through Assogestioni may want to make sure that they support the slate proposed under this item in order to prevent possible allegation of links with the slate submitted by the board.</p>	
			Management	1.2	Approve Allocation of Income	For	For		
			Management	2.1	Approve Remuneration Policy	For	For		
			Management	2.2	Approve Second Section of the Remuneration Report	For	Against		
			Management	3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	For		
			Shareholder	4.1	Fix Number of Directors	None	For		
			Shareholder	4.2	Fix Board Terms for Directors	None	For		
			Shareholder	4.3.1	Slate 1 Submitted by Double R Srl	None	For		
			Shareholder	4.3.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	None	Against		
			Management	4.4	Elect Board Chair	None	Against		

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	4.5	Elect Board Vice-Chairman	None	Against	
			Shareholder	4.6	Approve Remuneration of Directors	None	Against	This item warrants a vote AGAINST because the proponent has not provided a rationale in support of this proposal. Vote AGAINST this item due to the lack of disclosure of performance targets attached to the plan. The absence of disclosed performance targets does not allow shareholders to assess ex-ante the stringency of the metrics used.
			Management	5	Approve Performance Shares Plan 2022	For	Against	
			Management	A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	None	Against	
NEL ASA	Norway	21-avr-22	Management	2	Elect Chairman of Meeting; Designate Inspector(s) of Minutes of Meeting	For	For	A vote AGAINST this item is warranted because: * The company does not provide sufficient level of detail regarding its annual incentive program. * 40 percent of the stock options granted have a vesting period less than three years.
			Management	3	Approve Notice of Meeting and Agenda	For	For	
			Management	4	Accept Financial Statements and Statutory Reports	For	For	
			Management	6	Approve Remuneration of Directors in the Amount of NOK 625,000 for Chairman and NOK 350,000 for Other Directors	For	For	
			Management	7	Approve Remuneration of Nominating Committee; Approve Remuneration of Members of the Audit Committee	For	For	
			Management	8	Approve Remuneration of Auditors	For	For	
			Management	9	Approve Remuneration Statement	For	Against	
			Management	10.1	Approve Creation of NOK 29.2 Million Pool of Capital without Preemptive Rights	For	For	
			Management	10.2	Approve Issuance of Shares in Connection with Incentive Plans	For	Against	
			Management	11.1	Authorize Share Repurchase Program in Connection with Incentive Plans	For	Against	
			Management	11.2	Authorize Share Repurchase Program	For	For	
			Management	12.1	Elect Ole Enger as Director (Chair)	For	For	
			Management	12.2	Elect Hanne Blume as Director	For	For	
			Management	12.3	Elect Charlotta Falvin as Director	For	Against	
			Management	12.4	Elect Finn Jebsen as Director	For	For	
			Management	12.5	Elect Beatriz Malo de Molina as Director	For	For	
			Management	12.6	Elect Tom Rotjer as Director	For	For	
			Management	12.7	Elect Jon Andre Lokke as Director	For	For	
			Management	13.1	Elect Eivind Sars Veddeng (Chair) as Member of Nominating Committee	For	For	
			Management	13.2	Elect Andreas Poole as Member of Nominating Committee	For	For	
			Management	13.3	Elect Leif Eriksrod as Member of Nominating Committee	For	For	
Wolters Kluwer NV	Netherlands	21-avr-22	Management	2.c	Approve Remuneration Report	For	For	
			Management	3.a	Adopt Financial Statements and Statutory Reports	For	For	
			Management	3.c	Approve Dividends of EUR 1.57 Per Share	For	For	
			Management	4.a	Approve Discharge of Management Board	For	For	
			Management	4.b	Approve Discharge of Supervisory Board	For	For	
			Management	5	Elect Heleen Kersten to Supervisory Board	For	For	
			Management	6	Amend Remuneration Policy of Supervisory Board	For	For	
			Management	7.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	For	
			Management	7.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	For	
			Management	8	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	
			Management	9	Approve Cancellation of Shares	For	For	
			Management	10	Reappoint Auditors	For	For	
Akzo Nobel NV	Netherlands	22-avr-22	Management	3.a	Adopt Financial Statements	For	For	A vote AGAINST is warranted because: * The board used discretionary power to evaluate performance against the ROI target (>20%) communicated in February 2020, whereas the ROI target communicated at the start of the performance period was 25%, without this changed consideration for the in-flight 2019-2021 plan being accompanied by a compelling rationale; and * A one-off grant is offered to the CEO for the end of his appointment aiming at compensating for lost awards, whereas this would undermine the principle of pro-rata vesting upon termination. Moreover, there is no clear disclosure on how the board arrived at the EUR 1.7 million value and concerns are raised with the fact the company is using the derogation provision for this one-time grant.
			Management	3.c	Approve Allocation of Income and Dividends	For	For	
			Management	3.d	Approve Remuneration Report	For	Against	
			Management	4.a	Approve Discharge of Management Board	For	For	
			Management	4.b	Approve Discharge of Supervisory Board	For	For	
			Management	5.a	Amend Remuneration Policy for Management Board	For	For	
			Management	6.a	Reelect M.J. de Vries to Management Board	For	For	
			Management	7.a	Elect E. Baiget to Supervisory Board	For	For	
			Management	7.b	Elect H. van Bylen to Supervisory Board	For	For	
			Management	7.c	Reelect N.S. Andersen to Supervisory Board	For	For	
			Management	7.d	Reelect B.E. Grote to Supervisory Board	For	For	
			Management	8.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	For	
			Management	8.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	For	
			Management	9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	
			Management	10	Authorize Cancellation of Repurchased Shares	For	For	
CNP Assurances SA	France	22-avr-22	Management	1	Approve Financial Statements and Statutory Reports	For	For	
			Management	2	Approve Consolidated Financial Statements and Statutory Reports	For	For	
			Management	3	Approve Allocation of Income and Dividends of EUR 1.00 per Share	For	For	
			Management	4	Approve Transaction with Directors of Brazilian Subsidiaries Re: Indemnification Agreement	For	For	
			Management	5	Approve Transaction with La Poste Silver Re: Divestiture of L'Age d'Or Expansion	For	For	
			Management	6	Approve Transaction with Caisse des Depots Re: Investment in the New Suez	For	For	
			Management	7	Approve Transaction with Allianz Vie and Generation Vie Re: Insurance Contract Portfolios	For	For	
			Management	8	Approve Transaction with La Banque Postale Re: Contract Portfolios	For	For	
			Management	9	Approve Transaction with La Banque Postale and BPE Re: Borrower's Insurance	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales				
			Management	10	Approve Transaction with La Banque Postale Prevoyance Re: Borrower's Insurance	For	For	* A vote FOR the (re)election of Amelie Breitburd as an independent nominee is warranted in the absence of specific concerns (Items 25 and 26). * Votes AGAINST the (re)elections of Jean-Francois Lequoy, Bertrand Cousin, Francois Geronde, Philippe Heim, Laurent Mignon and Philippe Wahl as non-independent nominees are warranted given the lack of independence at the board level (29 percent vs 33.3 percent recommended) (Items 24 and 27 to 32).				
			Management	11	Approve Transaction with Caisse des Depots Re: Shareholders Agreement	For	For					
			Management	12	Approve Transaction with CDC Habitat Re: Acquisition of a Set of Buildings	For	For					
			Management	13	Approve Transaction with ACA Re: Reinsurance Treaty	For	For					
			Management	14	Approve Transaction with Ostrum AM Re: Management Mandate	For	For					
			Management	15	Approve Auditors' Special Report on Related-Party Transactions	For	For					
			Management	16	Approve Remuneration Policy of Chairman of the Board	For	For					
			Management	17	Approve Remuneration Policy of CEO	For	For					
			Management	18	Approve Remuneration Policy of Directors	For	For					
			Management	19	Approve Compensation Report of Corporate Officers	For	For					
			Management	20	Approve Compensation of Veronique Weill, Chairman of the Board	For	For					
			Management	21	Approve Compensation of Antoine Lissowski, CEO Until 16 April 2021	For	For					
			Management	22	Approve Compensation of Stephane Dedeyan, CEO Since 16 April 2021	For	For					
			Management	23	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.5 Million	For	For					
			Management	24	Ratify Appointment of Jean-Francois Lequoy as Director	For	Against					
			Management	25	Ratify Appointment of Amelie Breitburd as Director	For	For					
			Management	26	Reelect Amelie Breitburd as Director	For	For					
			Management	27	Ratify Appointment of Bertrand Cousin as Director	For	Against					
			Management	28	Reelect Bertrand Cousin as Director	For	Against					
			Management	29	Reelect Francois Geronde as Director	For	Against					
			Management	30	Reelect Philippe Heim as Director	For	Against					
			Management	31	Reelect Laurent Mignon as Director	For	Against					
			Management	32	Reelect Philippe Wahl as Director	For	Against					
			Management	33	Renew Appointment of Mazars as Auditor	For	For					
			Management	34	Appoint KPMG SA as Auditor	For	For					
			Management	35	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For					
			Management	36	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 137,324,000	For	For					
			Management	37	Approve Issuance of Super-Subordinated Contingent Convertible Bonds without Preemptive Rights for Private Placements, up to 10 Percent of Issued Capital	For	For					
			Management	38	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For					
			Management	39	Authorize Filing of Required Documents/Other Formalities	For	For					
			Energy Absolute Public Co. Ltd.	Thailand	22-avr-22	Management	1		Approve Minutes of Previous Meeting	For	For	We prefer to vote AGAINST since the remuneration policy lacks concrete sustainability focused non-financial KPIs that are properly communicated with the minority shareholders.
						Management	3		Approve Financial Statements	For	For	
						Management	4		Approve Cancellation of Issuance of Debentures	For	For	
						Management	5		Approve New Issuance and Offering of Debentures	For	For	
						Management	6		Approve Allocation of Income and Dividend Payment	For	For	
						Management	7		Approve Remuneration of Directors	For	Against	
						Management	8.1		Elect Somphote Ahunai as Director	For	For	
						Management	8.2		Elect Chainan Thumasujarit as Director	For	For	
						Management	8.3		Elect Bravochat Chatchai as Director	For	Against	
Management	8.4	Elect Wuthilard Chianilkulchai as Director	For	For								
Management	9	Approve PricewaterhouseCoopers ABAS Ltd. as Auditors and Authorize Board to Fix Their Remuneration	For	For								
Glarner Kantonbank AG	Switzerland	22-avr-22	Management	1	Accept Financial Statements and Statutory Reports	For	For					
			Management	2	Approve Remuneration of Directors in the Amount of CHF 417,108	For	For					
			Management	3.1	Approve Allocation of Income and Dividends of CHF 1.10 per Share	For	For					
			Management	3.2	Approve Charitable Donation in the Amount of CHF 250,000 to Stiftung der Glarner Kantonbank fuer ein starkes Glarnerland	For	For					
			Management	4	Approve Discharge of Board of Directors, Senior Management and Statutory Auditor	For	For					
			Management	5.1	Reelect Martin Leutenegger as Director and Board Chair	For	For					
			Management	5.2	Reelect Benjamin Muehleemann as Director and Representative of the Governing Council	For	For					
			Management	5.3	Reelect Urs Gnos as Director	For	For					



Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	5.4	Reelect Rudolf Staeger as Director	For	For	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 any 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.
			Management	5.5	Reelect Sonja Stimmann as Director	For	For	
			Management	5.6	Reelect Dominic Rau as Director	For	For	
			Management	5.7	Reelect Konrad Marti as Director	For	For	
			Management	6	Ratify PricewaterhouseCoopers AG as Auditors	For	For	
			Management	7	Transact Other Business (Voting)	For	Against	
			Management	7	Transact Other Business (Voting)	For	Against	
Merck KGaA	Germany	22-avr-22	Management	2	Accept Financial Statements and Statutory Reports for Fiscal Year 2021	For	For	
			Management	3	Approve Allocation of Income and Dividends of EUR 1.85 per Share	For	For	
			Management	4	Approve Discharge of Management Board for Fiscal Year 2021	For	For	
			Management	5	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	For	
			Management	6	Ratify KPMG AG as Auditors for Fiscal Year 2022 and for the Review of Interim Financial Reports for Fiscal Year 2022	For	For	
			Management	7	Ratify Deloitte GmbH as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Reports for Fiscal Year 2023	For	For	
			Management	8	Approve Remuneration Report	For	For	
			Management	9	Approve Creation of EUR 56.5 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	For	For	
			Management	9	Approve Creation of EUR 56.5 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	For	For	
Swiss Life Holding AG	Switzerland	22-avr-22	Management	1.1	Accept Financial Statements and Statutory Reports	For	For	We are comfortable with the joint nomination and compensation committee
			Management	1.2	Approve Remuneration Report	For	For	
			Management	2	Approve Allocation of Income and Dividends of CHF 25.00 per Share	For	For	
			Management	3	Approve Discharge of Board of Directors	For	For	
			Management	4.1	Approve Fixed Remuneration of Directors in the Amount of CHF 3.2 Million	For	For	
			Management	4.2	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 4.4 Million	For	For	
			Management	4.3	Approve Fixed and Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 13.8 Million	For	For	
			Management	5.1	Reelect Rolf Doerig as Director and Board Chair	For	For	
			Management	5.2	Reelect Thomas Buess as Director	For	For	
			Management	5.3	Reelect Adrienne Fumagalli as Director	For	For	
			Management	5.4	Reelect Ueli Dietiker as Director	For	For	
			Management	5.5	Reelect Damir Filipovic as Director	For	For	
			Management	5.6	Reelect Frank Keuper as Director	For	For	
			Management	5.7	Reelect Stefan Loacker as Director	For	For	
			Management	5.8	Reelect Henry Peter as Director	For	For	
			Management	5.9	Reelect Martin Schmid as Director	For	For	
			Management	5.10	Reelect Franziska Sauber as Director	For	For	
			Management	5.11	Reelect Klaus Tschuetscher as Director	For	For	
			Management	5.12	Elect Monika Buetler as Director	For	For	
			Management	5.13	Reappoint Martin Schmid as Member of the Compensation Committee	For	For	
			Management	5.14	Reappoint Franziska Sauber as Member of the Compensation Committee	For	For	
			Management	5.15	Reappoint Klaus Tschuetscher as Member of the Compensation Committee	For	For	
			Management	6	Designate Andreas Zuercher as Independent Proxy	For	For	
			Management	7	Ratify PricewaterhouseCoopers AG as Auditors	For	For	
			Management	8	Approve CHF 70,268 Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	For	For	
			Management	9	Transact Other Business (Voting)	For	Against	
			Management	9	Transact Other Business (Voting)	For	Against	
			Management	9	Transact Other Business (Voting)	For	Against	
Epiroc AB	Sweden	25-avr-22	Management	1	Elect Chairman of Meeting	For	For	
			Management	2	Designate Inspector(s) of Minutes of Meeting	For	For	
			Management	4	Approve Agenda of Meeting	For	For	
			Management	5	Acknowledge Proper Convening of Meeting	For	For	
			Management	8.a	Accept Financial Statements and Statutory Reports	For	For	
			Management	8.b1	Approve Discharge of Lennart Evrell	For	For	
			Management	8.b2	Approve Discharge of Johan Forssell	For	For	
			Management	8.b3	Approve Discharge of Helena Hedblom (as Board Member)	For	For	
			Management	8.b4	Approve Discharge of Jeane Hull	For	For	
			Management	8.b5	Approve Discharge of Ronnie Leten	For	For	
			Management	8.b6	Approve Discharge of Ulla Litzen	For	For	
			Management	8.b7	Approve Discharge of Sigurd Mareels	For	For	
			Management	8.b8	Approve Discharge of Astrid Skarheim Onsum	For	For	
			Management	8.b9	Approve Discharge of Anders Ullberg	For	For	
			Management	8.b10	Approve Discharge of Niclas Bergstrom	For	For	
			Management	8.b11	Approve Discharge of Gustav El Rachidi	For	For	
			Management	8.b12	Approve Discharge of Kristina Kanestad	For	For	
			Management	8.b13	Approve Discharge of Daniel Rundgren	For	For	
			Management	8.b14	Approve Discharge of CEO Helena Hedblom	For	For	
			Management	8.c	Approve Allocation of Income and Dividends of SEK 3 Per Share	For	For	
			Management	8.d	Approve Remuneration Report	For	For	
			Management	9.a	Determine Number of Members (10) and Deputy Members of Board	For	For	
			Management	9.b	Determine Number of Auditors (1) and Deputy Auditors	For	For	
			Management	10.a1	Elect Anthea Bath as New Director	For	For	
			Management	10.a2	Reelect Lennart Evrell as Director	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	10.a3	Reelect Johan Forssell as Director	For	For	
			Management	10.a4	Reelect Helena Hedblom as Director	For	For	
			Management	10.a5	Reelect Jeane Hull as Director	For	For	
			Management	10.a6	Reelect Ronnie Leten as Director	For	For	
			Management	10.a7	Reelect Ulla Litzen as Director	For	For	
			Management	10.a8	Reelect Sigurd Mareels as Director	For	For	
			Management	10.a9	Reelect Astrid Skarheim Onsum as Director	For	For	
			Management	10a10	Reelect Anders Ulberg as Director	For	For	
			Management	10.b	Reelect Ronnie Leten as Board Chair	For	For	
			Management	10.c	Ratify Ernst & Young as Auditors	For	For	
			Management	11.a	Approve Remuneration of Directors in the Amount of SEK 2.47 Million for Chair and SEK 775,000 for Other Directors; Approve Partly Remuneration in Synthetic Shares; Approve Remuneration for Committee Work	For	For	
			Management	11.b	Approve Remuneration of Auditors	For	For	
			Management	12	Approve Stock Option Plan 2022 for Key Employees	For	For	
			Management	13.a	Approve Equity Plan Financing Through Repurchase of Class A Shares	For	For	
			Management	13.b	Approve Repurchase of Shares to Pay 50 Percent of Director's Remuneration in Synthetic Shares	For	For	
			Management	13.c	Approve Equity Plan Financing Through Transfer of Class A Shares to Participants	For	For	
			Management	13.d	Approve Sale of Class A Shares to Finance Director Remuneration in Synthetic Shares	For	For	
			Management	13.e	Approve Sale of Class A Shares to Finance Stock Option Plan 2016, 2017, 2018 and 2019	For	For	
			Management	14	Approve Nominating Committee Procedures	For	For	
Honeywell International Inc.	USA	25-avr-22	Management	1A	Elect Director Darius Adamczyk	For	For	
			Management	1B	Elect Director Duncan B. Angove	For	For	
			Management	1C	Elect Director William S. Ayer	For	For	
			Management	1D	Elect Director Kevin Burke	For	For	
			Management	1E	Elect Director D. Scott Davis	For	For	
			Management	1F	Elect Director Deborah Flint	For	For	
			Management	1G	Elect Director Rose Lee	For	For	
			Management	1H	Elect Director Grace D. Lieblein	For	For	
			Management	1I	Elect Director George Paz	For	For	
			Management	1J	Elect Director Robin L. Washington	For	For	
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	A vote AGAINST this proposal is warranted. While pay and performance were reasonably aligned for the year in review, significant concerns are raised by adjustments made to long-term incentive awards in two consecutive years. Following adjustments to the FY20 equity grants which reduced the performance period and were described as "one-time" actions taken in response to COVID-19, the committee used discretion to also adjust FY19-21 grants to increase closing-cycle equity vesting. Investors may question the decision to make consecutive adjustments to long-term incentive awards.
			Management	3	Ratify Deloitte & Touche LLP as Auditor	For	For	
			Shareholder	4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For	A vote FOR this proposal is warranted as it would further enhance shareholders' existing right to call special meetings.
			Shareholder	5	Report on Climate Lobbying	Against	For	A vote FOR this proposal is warranted at this time. While the company has recently published a climate lobbying report, shareholders may benefit from a more complete evaluation of climate lobbying being conducted on the company's behalf.
			Shareholder	6	Report on Environmental and Social Due Diligence	Against	For	A vote FOR this proposal is warranted at this time because the company is engaged in substantial remediation activities and shareholders may benefit from knowing more about due diligence procedures that track their effectiveness.
ING Groep NV	Netherlands	25-avr-22	Management	2D	Approve Remuneration Report	For	For	
			Management	2E	Adopt Financial Statements and Statutory Reports	For	For	
			Management	3B	Approve Dividends of EUR 0.62 Per Share	For	For	
			Management	4A	Approve Discharge of Management Board	For	For	
			Management	4B	Approve Discharge of Supervisory Board	For	For	
			Management	6A	Grant Board Authority to Issue Shares	For	For	
			Management	6B	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital and Restrict/Exclude Preemptive Rights	For	For	
			Management	7	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	
			Management	8A	Approve Reduction in Share Capital through Cancellation of Shares	For	For	
			Management	8B	Amend Articles to Reflect Changes in Capital	For	For	
			Management	9	Approve Cancellation of Repurchased Shares Pursuant to the Authority under item 7	For	For	
SM Prime Holdings, Inc.	Philippines	25-avr-22	Management	1	Approve Minutes of Previous Meeting Held on April 20, 2021	For	For	
			Management	2	Approve 2021 Annual Report	For	For	
			Management	3	Ratify Acts of the Board of Directors and the Management from the Date of the Last Annual Stockholders' Meeting up to the Date of this Meeting	For	For	
			Management	4.1	Elect Henry T. Sy, Jr. as Director	For	For	
			Management	4.2	Elect Hans T. Sy as Director	For	For	
			Management	4.3	Elect Herbert T. Sy as Director	For	For	
			Management	4.4	Elect Jeffrey C. Lim as Director	For	For	
			Management	4.5	Elect Jorge T. Mendiola as Director	For	For	
			Management	4.6	Elect Amando M. Tetangco, Jr. as Director	For	For	
			Management	4.7	Elect J. Carlitos G. Cruz as Director	For	For	
			Management	4.8	Elect Darlene Marie B. Berberabe as Director	For	For	
			Management	5	Appoint Sycip Gorres Velayo & Co. as External Auditor	For	For	
			Management	6	Approve Other Matters	For	Against	A vote AGAINST this resolution is warranted because the company did not disclose the other matters that will be taken up under this resolution.
VERBUND AG	Austria	25-avr-22	Management	2	Approve Allocation of Income and Dividends of EUR 1.05 per Share	For	For	
			Management	3	Approve Discharge of Management Board for Fiscal Year 2021	For	For	
			Management	4	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	For	
			Management	5	Ratify Deloitte as Auditors for Fiscal Year 2022	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	6	Approve Remuneration Report	For	Against	A vote AGAINST the remuneration report is warranted because: * Only limited disclosure is provided surrounding variable performance targets and corresponding payouts for both the annual bonus as well as the LTIP. * 30 percent of the company's LTIP is based on TSR ranking versus peer group, yet the company fails to disclose this peer group. * Discretionary awards were paid in the year under review (accelerated vesting of former CEO's LTIP). * No meaningful information is provided regarding the average remuneration of employees of the company in a manner which permits comparison with directors' remuneration.
			Management	7.1	Elect Edith Hlawati Supervisory Board Member	For	For	
			Management	7.2	Elect Barbara Praetorius Supervisory Board Member	For	For	
			Management	7.3	Elect Robert Stajic Supervisory Board Member	For	For	
			Management	8.1	New/Amended Proposals from Shareholders	None	Against	
			Management	8.2	New/Amended Proposals from Management and Supervisory Board	None	Against	
Bystronic AG	Switzerland	26-avr-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	We are comfortable with the joint nomination and compensation committee. We are comfortable with the current composition of the Board.
			Management	2	Approve Allocation of Income and Dividends of CHF 60 per Class A Share and CHF 12 per Class B Share	For	For	
			Management	3	Approve Discharge of Board of Directors	For	For	
			Management	4.1	Reelect Roland Abt as Director	For	For	
			Management	4.2	Reelect Matthias Auer as Director	For	For	
			Management	4.3	Reelect Heinz Baumgartner as Director	For	For	
			Management	4.4	Reelect Urs Riedener as Director	For	For	
			Management	4.5	Reelect Jacob Schmidheiny as Director	For	For	
			Management	4.6	Reelect Robert Spoerry as Director	For	For	
			Management	4.7	Elect Inge Delobelle as Director	For	For	
			Management	5	Elect Heinz Baumgartner as Board Chair	For	For	
			Management	6.1	Reappoint Urs Riedener as Member of the Nomination and Compensation Committee	For	For	
			Management	6.2	Reappoint Heinz Baumgartner as Member of the Nomination and Compensation Committee	For	For	
			Management	6.3	Reappoint Robert Spoerry as Member of the Nomination and Compensation Committee	For	For	
Management	7.1	Approve Remuneration Report (Non-Binding)	For	Against	A vote AGAINST the remuneration report is warranted because: * Equity awards under the LTI are based upon EPS performance over a single year and are not subject to any performance conditions after grant. * For executives other than the CEO, the board has introduced minimum, guaranteed vesting for LTI awards, as well as a reduced blocking period. * Only limited ex-post disclosure is provided to explain the evolution of variable payouts versus company performance. * The board has not directly addressed low support on the prior vote.			
			Management	7.2	Approve Remuneration of Directors in the Amount of CHF 1.3 Million	For	For	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.
			Management	7.3	Approve Remuneration of Executive Committee in the Amount of CHF 7 Million	For	For	
			Management	8	Ratify KPMG AG as Auditors	For	For	
			Management	9	Designate Marianne Sieger as Independent Proxy	For	For	
			Management	10	Transact Other Business (Voting)	For	Against	
CTP NV	Netherlands	26-avr-22	Management	2(b)	Approve Remuneration Report	For	For	A vote AGAINST this proposal is warranted because it is not in line with commonly used safeguards regarding volume (i.e. the management board would be able to issue share up to 15.00 percent of the issued share capital).
			Management	2(d)	Adopt Financial Statements and Statutory Reports	For	For	
			Management	2(e)	Approve Final Dividend	For	For	
			Management	3(a)	Approve Discharge of Executive Directors	For	For	
			Management	3(b)	Approve Discharge of Non-Executive Directors	For	For	
			Management	4(a)	Grant Board Authority to Issue Shares Up to 15 Percent of Issued Capital	For	Against	
			Management	4(b)	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	Against	
Management	4(c)	Grant Board Authority to Issue Shares or Grant Rights to Subscribe for Shares Pursuant to an Interim Scrip Dividend	For	For				
Management	4(d)	Authorize Board to Exclude Preemptive Rights from Share Issuances in Relation to an Interim Scrip Dividend	For	For				
Management	4(e)	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For				
Management	5	Amend Articles Re: Change of Corporate Seat from Utrecht to Amsterdam	For	For				
Danone SA	France	26-avr-22	Management	1	Approve Financial Statements and Statutory Reports	For	For	
			Management	2	Approve Consolidated Financial Statements and Statutory Reports	For	For	
			Management	3	Approve Allocation of Income and Dividends of EUR 1.94 per Share	For	For	
			Management	4	Ratify Appointment of Valerie Chapoulaud-Floquet as Director	For	For	
			Management	5	Elect Antoine de Saint-Afrigue as Director	For	For	
			Management	6	Elect Patrice Louvet as Director	For	For	
			Management	7	Elect Geraldine Picaud as Director	For	For	
			Management	8	Elect Susan Roberts as Director	For	For	
			Management	9	Renew Appointment of Ernst & Young Audit as Auditor	For	For	
			Management	10	Appoint Mazars & Associates as Auditor	For	For	
			Management	11	Approve Transaction with Veronique Penchienati-Bosetta	For	For	
			Management	12	Approve Compensation Report of Corporate Officers	For	For	
			Management	13	Approve Compensation of Veronique Penchienati-Bosetta, CEO From March 14 to September 14, 2021	For	For	
			Management	14	Approve Compensation of Shane Grant, Vice-CEO From March 14 to September 14, 2021	For	For	
			Management	15	Approve Compensation of Antoine de Saint-Afrigue, CEO Since 15 September 2021	For	For	
			Management	16	Approve Compensation of Gilles Schnepf, Chairman of the Board Since 14 March 2021	For	For	
			Management	17	Approve Remuneration Policy of Executive Corporate Officers	For	For	
			Management	18	Approve Remuneration Policy of Chairman of the Board	For	For	
			Management	19	Approve Remuneration Policy of Directors	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	20	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	
			Management	21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	For	For	
			Management	22	Authorize up to 0.5 Percent of Issued Capital for Use in Restricted Stock Plans with Performance Conditions Attached	For	For	
			Management	23	Authorize up to 0.2 Percent of Issued Capital for Use in Restricted Stock Plans	For	For	
			Management	24	Amend Article 19.2 of Bylaws Re: Age Limit of CEO and Vice-CEO	For	For	
			Management	25	Amend Article 18.1 of Bylaws Re: Age Limit of Chairman of the Board	For	For	
			Management	26	Amend Article 17 of Bylaws Re: Shares Held by Directors	For	For	
			Management	27	Authorize Filing of Required Documents/Other Formalities	For	For	
			Shareholder	A	Amend Article 18 of Bylaws: Role of Honorary Chairman	Against	For	A vote FOR Item A is warranted as the amendment, subject to shareholders' approval, would specify the role and the powers of the honorary chairman. They have to be mentioned as different from the directors, who have specific duties towards the company and the shareholders.
Eurofins Scientific SE	Luxembourg	26-avr-22	Management	1	Receive and Approve Board's Reports	For	For	
			Management	2	Receive and Approve Director's Special Report Re: Operations Carried Out Under the Authorized Capital Established	For	For	
			Management	3	Receive and Approve Auditor's Reports	For	For	
			Management	4	Approve Consolidated Financial Statements and Statutory Reports	For	For	
			Management	5	Approve Financial Statements	For	For	
			Management	6	Approve Allocation of Income	For	For	
			Management	7	Approve Discharge of Directors	For	For	
			Management	8	Approve Discharge of Auditors	For	For	
			Management	9	Approve Remuneration Report	For	Against	A vote AGAINST is warranted. Although we recognize the improved disclosure on certain elements, overall the level of disclosure remains insufficient, particularly with regard to: * there is a clear lack of general disclosure to understand the pay for performance alignments as the company has not disclosed the target levels of performance metrics nor the level of achievement relative to set targets for STI and LTI; * The report does not provide disclosure on the individual LTI awards.
			Management	10	Reelect Patrizia Luchetta as Director	For	For	
			Management	11	Reelect Fereshteh Pouchantchi as Director	For	For	
			Management	12	Reelect Evie Roos as Director	For	For	
			Management	13	Renew Appointment of Deloitte Audit as Auditor	For	For	
			Management	14	Approve Remuneration of Directors	For	For	
			Management	15	Acknowledge Information on Repurchase Program	For	For	
			Management	16	Authorize Board to Ratify and Execute Approved Resolutions	For	For	
			Management	1	Amend Article 1 Re: Deletion of Last Paragraph	For	For	
			Management	2	Amend Article Re: Creation of New Article 6 Called "Applicable Law"	For	For	
			Management	3	Amend Article 9 Re: Delete Parenthesis	For	For	
			Management	4	Amend Article 10.3 Re: Amendment of Third Paragraph	For	For	
			Management	5	Amend Article 12bis.2 Re: Amendment of Last Paragraph	For	For	
			Management	6	Amend Article 12bis.3 Re: Amendment of Second Paragraph	For	For	
			Management	7	Amend Article 12bis.3 Re: Amendment of Fourth Paragraph	For	For	
			Management	8	Amend Article 12bis.4 Re: Amendment of Fourth Paragraph	For	For	
			Management	9	Amend Article 12bis.5 Re: Amendment of First Paragraph	For	For	
			Management	10	Amend Article 12bis.5 Re: Amendment of Second Paragraph	For	For	
			Management	11	Amend Article 13 Re: Amendment of First Paragraph	For	For	
			Management	12	Amend Article 15.2 Re: Update Names of the Committees Created by Board of Directors	For	For	
			Management	13	Amend Article 16.2 Re: Amendment of First Paragraph	For	For	
			Management	14	Amend Article 16.3 Re: Amendment of First Paragraph	For	For	
			Management	15	Approve Creation of an English Version of the Articles	For	For	
			Management	16	Authorize Board to Ratify and Execute Approved Resolutions	For	For	
Moody's Corporation	USA	26-avr-22	Management	1a	Elect Director Jorge A. Bermudez	For	For	
			Management	1b	Elect Director Therese Esperdy	For	For	
			Management	1c	Elect Director Robert Fauber	For	For	
			Management	1d	Elect Director Vincent A. Forlenza	For	For	
			Management	1e	Elect Director Kathryn M. Hill	For	For	
			Management	1f	Elect Director Lloyd W. Howell, Jr.	For	For	
			Management	1g	Elect Director Raymond W. McDaniel, Jr.	For	For	
			Management	1h	Elect Director Leslie F. Seidman	For	For	
			Management	1i	Elect Director Zig Serafin	For	For	
			Management	1j	Elect Director Bruce Van Saun	For	For	
			Management	2	Ratify KPMG LLP as Auditors	For	For	
			Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
MSCI Inc.	USA	26-avr-22	Management	1a	Elect Director Henry A. Fernandez	For	For	
			Management	1b	Elect Director Robert G. Ashe	For	For	
			Management	1c	Elect Director Wayne Edmunds	For	For	
			Management	1d	Elect Director Catherine R. Kinney	For	For	
			Management	1e	Elect Director Jacques P. Perold	For	For	
			Management	1f	Elect Director Sandy C. Rattray	For	For	
			Management	1g	Elect Director Linda H. Riefler	For	For	
			Management	1h	Elect Director Marcus L. Smith	For	For	
			Management	1i	Elect Director Rajat Taneja	For	For	
			Management	1j	Elect Director Paula Volent	For	For	
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Management	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	
PolyPeptide Group AG	Switzerland	26-avr-22	Management	1	Change Location of Registered Office/Headquarters to Baar, Switzerland	For	For	
			Management	2.1	Accept Financial Statements and Statutory Reports	For	For	
			Management	2.2	Approve Remuneration Report	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	3	Approve Discharge of Board and Senior Management	For	For	
			Management	4.1	Approve Treatment of Net Loss	For	For	
			Management	4.2	Approve Dividends of CHF 0.30 per Share from Foreign Capital Contribution Reserves	For	For	
			Management	5.1.1	Reelect Peter Wilden as Director	For	For	
			Management	5.1.2	Reelect Patrick Aebischer as Director	For	For	
			Management	5.1.3	Reelect Beat In-Albon as Director	For	For	
			Management	5.1.4	Reelect Jane Salk as Director	For	For	
			Management	5.1.5	Reelect Erik Schropp as Director	For	For	
			Management	5.1.6	Reelect Philippe Weber as Director	For	For	
			Management	5.2	Reelect Peter Wilden as Board Chair	For	For	
			Management	5.3.1	Reappoint Philippe Weber as Member of the Compensation and Nomination Committee	For	For	We are comfortable with the joint nomination and compensation committee, as well as the level of independence.
			Management	5.3.2	Reappoint Peter Wilden as Member of the Compensation and Nomination Committee	For	For	We are comfortable with the joint nomination and compensation committee, as well as the level of independence.
			Management	5.4	Ratify BDO AG as Auditors	For	For	
			Management	5.5	Designate ADROIT Attorneys as Independent Proxy	For	For	
			Management	6.1	Approve Remuneration of Directors in the Amount of CHF 1.6 Million	For	For	
			Management	6.2	Approve Remuneration of Directors in the Amount of CHF 200,000 for Consulting Services to the Company	For	For	We agree that consultancy from Directors should be remunerated in line with usual practices.
			Management	6.3	Approve Remuneration of Executive Committee in the Amount of CHF 7 Million	For	For	
			Management	7	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.
Thule Group AB	Sweden	26-avr-22	Management	1	Elect Chairman of Meeting	For	For	
			Management	2.a	Designate Hans Christian Bratterud as Inspector of Minutes of Meeting	For	For	
			Management	2.b	Designate Carolin Forsberg as Inspector of Minutes of Meeting	For	For	
			Management	3	Prepare and Approve List of Shareholders	For	For	
			Management	4	Approve Agenda of Meeting	For	For	
			Management	5	Acknowledge Proper Convening of Meeting	For	For	
			Management	7.a	Accept Financial Statements and Statutory Reports	For	For	
			Management	7.b	Approve Allocation of Income and Dividends of SEK 13.00 Per Share	For	For	
			Management	7.c1	Approve Discharge of Bengt Baron	For	For	
			Management	7.c2	Approve Discharge of Mattias Ankarberg	For	For	
			Management	7.c3	Approve Discharge of Hans Eckerstrom	For	For	
			Management	7.c4	Approve Discharge of Helene Mellquist	For	For	
			Management	7.c5	Approve Discharge of Therese Reutersward	For	For	
			Management	7.c6	Approve Discharge of Helene Willberg	For	For	
			Management	7.c7	Approve Discharge of CEO Magnus Welander	For	For	
			Management	7.d	Approve Remuneration Report	For	For	
			Management	8	Determine Number of Members (7) and Deputy Members (0) of Board	For	For	
			Management	9	Approve Remuneration of Directors in the Amount of SEK 1.15 Million for Chairman and SEK 400,000 for Other Directors; Approve Remuneration for Committee Work	For	For	
			Management	10.1	Reelect Hans Eckerstrom as Director	For	For	
			Management	10.2	Reelect Mattias Ankarberg as Director	For	For	
			Management	10.3	Reelect Helene Mellquist as Director	For	For	
			Management	10.4	Reelect Therese Reutersward as Director	For	For	
			Management	10.5	Reelect Helene Willberg as Director	For	Against	A vote AGAINST Item 10.5. and 10.7. is warranted because candidate Helene Willberg, and Johan Westman is overboarded. A vote FOR Hans Eckerstrom, Mattias Ankarberg, Helene Mellquist, Therese Reutersward, and Sarah McPhee candidates is warranted due to a lack of concern regarding the suitability of these individuals in particular.
			Management	10.6	Elect Sarah McPhee as New Director	For	For	
			Management	10.7	Elect Johan Westman as New Director	For	Against	A vote AGAINST Item 10.5. and 10.7. is warranted because candidate Helene Willberg, and Johan Westman is overboarded. A vote FOR Hans Eckerstrom, Mattias Ankarberg, Helene Mellquist, Therese Reutersward, and Sarah McPhee candidates is warranted due to a lack of concern regarding the suitability of these individuals in particular.
			Management	10.8	Elect Hans Eckerstrom as Board Chair	For	Against	A vote AGAINST the election of Eckerstrom as new chair is warranted because he will be considered overboarded.
			Management	11	Approve Remuneration of Auditors	For	For	
			Management	12	Ratify PricewaterhouseCoopers as Auditors	For	For	
			Management	13	Approve Remuneration Policy And Other Terms of Employment For Executive Management	For	For	
TOKYO BASE Co., Ltd.	Japan	26-avr-22	Management	1	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	
			Management	2.1	Elect Director Tani, Masato	For	For	
			Management	2.2	Elect Director Nakamizu, Hideki	For	For	
			Management	2.3	Elect Director Takagi, Katsu	For	For	
			Management	2.4	Elect Director Nakaqaki, Tetsujiro	For	For	
			Management	3	Elect Alternate Director and Audit Committee Member Matsumoto, Koichi	For	Against	A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.
United Plantations Berhad	Malaysia	26-avr-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
			Management	2	Approve Final Dividend and Special Dividend	For	For	
			Management	3	Approve Directors' Fees (Inclusive of Board Committees' Fees)	For	For	
			Management	4	Approve Directors' Benefits (Other than Directors' Fees)	For	For	
			Management	5	Elect Carl Bek-Nielsen as Director	For	For	
			Management	6	Elect R. Nadarajan as Director	For	For	
			Management	7	Elect Jorgen Balle as Director	For	For	
			Management	8	Elect Belvinder Kaur a/p C. Nasib Singh as Director	For	For	
			Management	9	Approve Ernst & Young PLT as Auditors and Authorize Board to Fix Their Remuneration	For	For	
			Management	10	Approve Y. Hormat Dato' Jeremy Derek Campbell Diamond to Continue Office as Independent Non-Executive Director	For	For	
			Management	11	Authorize Share Repurchase Program	For	For	
			Management	12	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
Yulong Bus Co., Ltd.	China	26-avr-22	Management	1	Approve Report of the Board of Directors	For	For	ISS proposes to vote "AGAINST" on these three items because the proposed related-party transactions include a financial service agreement with the group finance company, which may expose the company to unnecessary risks. We contacted the company and have a teleconference with them. We learned that the group finance company is not involved in business outside of the group's business, and has never participated in risky areas like real estate financing. Hence, we would like to vote FOR on these three items because we think that the relationship with the Group Finance Company is a day-to-day business operations.
			Management	2	Approve Report of the Board of Supervisors	For	For	
			Management	3	Approve Financial Statements	For	For	
			Management	4	Approve Profit Distribution	For	For	
			Management	5	Approve Related Party Transaction	For	For	
			Management	6	Approve Annual Report and Summary	For	For	
			Management	7	Approve to Appoint Auditors and to Fix Their Remuneration	For	For	
			Management	8	Amend Articles of Association	For	Against	
			Management	9	Amend Management System of Raised Funds	For	For	
			Management	10	Approve Formulation of Allowance Management System of Directors and Supervisors	For	For	
			Management	11	Approve Related Party Transaction Framework Agreement	For	For	
			Management	12	Approve Financial Services Framework Agreement	For	For	
Alcon Inc.	Switzerland	27-avr-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	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.
			Management	2	Approve Discharge of Board and Senior Management	For	For	
			Management	3	Approve Allocation of Income and Dividends of CHF 0.20 per Share	For	For	
			Management	4.1	Approve Remuneration Report (Non-Binding)	For	For	
			Management	4.2	Approve Remuneration of Directors in the Amount of CHF 3.6 Million	For	For	
			Management	4.3	Approve Remuneration of Executive Committee in the Amount of CHF 38.4 Million	For	For	
			Management	5.1	Reelect Michael Ball as Director and Board Chair	For	For	
			Management	5.2	Reelect Lynn Bleil as Director	For	For	
			Management	5.3	Reelect Arthur Cummings as Director	For	For	
			Management	5.4	Reelect David Endicott as Director	For	For	
			Management	5.5	Reelect Thomas Glanzmann as Director	For	For	
			Management	5.6	Reelect Keith Grossman as Director	For	For	
			Management	5.7	Reelect Scott Maw as Director	For	For	
			Management	5.8	Reelect Karen May as Director	For	For	
			Management	5.9	Reelect Ines Poeschel as Director	For	For	
			Management	5.10	Reelect Dieter Spaelti as Director	For	For	
			Management	5.11	Elect Raquel Bono as Director	For	For	
			Management	6.1	Reappoint Thomas Glanzmann as Member of the Compensation Committee	For	For	
			Management	6.2	Reappoint Karen May as Member of the Compensation Committee	For	For	
Management	6.3	Reappoint Ines Poeschel as Member of the Compensation Committee	For	For				
Management	6.4	Appoint Scott Maw as Member of the Compensation Committee	For	For				
Management	7	Designate Hartmann Dreyer Attorneys-at-Law as Independent Proxy	For	For				
Management	8	Ratify PricewaterhouseCoopers SA as Auditors	For	For				
Management	9	Transact Other Business (Voting)	For	Against				
Anheuser-Busch InBev SA/NV	Belgium	27-avr-22	Management	A.1.b	Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	For	For	A vote AGAINST the reelection of Martin Barrington, William (Billy) Gifford Jr. and Alejandro Santo Domingo Davila and the election of Nitin Nohria (items B8.a To B8.d) is warranted because the nominees are non-independent while the board is only 20 percent independent.
			Management	B.5	Approve Financial Statements, Allocation of Income, and Dividends of EUR 0.50 per Share	For	For	
			Management	B.6	Approve Discharge of Directors	For	For	
			Management	B.7	Approve Discharge of Auditors	For	For	
			Management	B.8.a	Reelect Martin J. Barrington as Director	For	Against	
Management	B.8.b	Reelect William F. Gifford, Jr. as Director	For	Against				

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	B.8.c	Reelect Alejandro Santo Domingo Davila as Director	For	Against	A vote AGAINST the reelection of Martin Barrington, William (Billy) Gifford Jr. and Alejandro Santo Domingo Davila and the election of Nitin Nohria (Items B8.a To B8.d) is warranted because the nominees are non-independent while the board is only 20 percent independent. A vote AGAINST the reelection of Martin Barrington, William (Billy) Gifford Jr. and Alejandro Santo Domingo Davila and the election of Nitin Nohria (Items B8.a To B8.d) is warranted because the nominees are non-independent while the board is only 20 percent independent. A vote AGAINST is warranted as the majority of the LTI plans contain no (clear) performance objectives or disclosure thereof and; * The LTI plans do not have a clearly defined maximum award limit contrary to best practice * The remuneration policy can lead to pay for failure and an excessive pay package compared to that of peer group median. * The multitude of LTI plans increase the overall complexity of the remuneration policy not supporting a good understanding of the company's remuneration policy. A vote AGAINST is warranted * Due to a lack of disclosure of the performance metrics and the subsequent targets and level of achievement, especially as part of the various LTI plans; * Exceptional stock option and RSU grants to executives without a compelling rationale ('retention') whereas the pay package should already aim to attract, reward and retain executives; * in 2021 the non-executive directors real pay is substantially higher than that of peers.
			Management	B.8.d	Elect Nitin Nohria as Director	For	Against	
			Management	B.9	Ratify PwC as Auditors and Approve Auditors' Remuneration	For	For	
			Management	B.10	Approve Remuneration Policy	For	Against	
			Management	B.11	Approve Remuneration Report	For	Against	
			Management	C.12	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	For	For	
Bachem Holding AG	Switzerland	27-avr-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	A vote AGAINST this proposal is warranted because * There are concerns regarding the company's remuneration practices for executive management. * Long-term incentive equity awards are not subject to performance conditions. We are comfortable with the current composition of the Board We are comfortable with the current composition of the Board We are comfortable with the current composition of the Board We are comfortable with the current composition of the Board We are comfortable with the current composition of the Board We are comfortable with the current composition of the Board We are comfortable with the current composition of the Board We are comfortable with the current composition of the Board We are comfortable with the current composition of the Board We are comfortable with the current composition of the Board 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.
			Management	2	Approve Discharge of Board and Senior Management	For	For	
			Management	3	Approve Allocation of Income and Dividends of CHF 1.75 per Share and CHF 1.75 per Share from Capital Contribution Reserves	For	For	
			Management	4.1	Approve Remuneration of Directors in the Amount of CHF 650,000	For	For	
			Management	4.2	Approve Remuneration of Executive Committee in the Amount of CHF 2.8 Million	For	Against	
			Management	5.1	Reelect Kuno Sommer as Director and Board Chair	For	For	
			Management	5.2	Reelect Nicole Hoetzer as Director	For	For	
			Management	5.3	Reelect Helma Wennemers as Director	For	For	
			Management	5.4	Reelect Steffen Lang as Director	For	For	
			Management	5.5	Reelect Alex Faessler as Director	For	For	
			Management	6.1	Reappoint Kuno Sommer as Member of the Compensation Committee	For	For	
			Management	6.2	Reappoint Nicole Hoetzer as Member of the Compensation Committee	For	For	
			Management	6.3	Reappoint Alex Faessler as Member of the Compensation Committee	For	For	
Management	7	Ratify MAZARS SA as Auditors	For	For				
Management	8	Designate Paul Wiesli as Independent Proxy	For	For				
Management	9.1	Approve 1:5 Stock Split; Cancellation of Shares Categories A and B	For	For				
Management	9.2	Amend Articles Re: AGM Convocation; Remuneration of Directors; Notifications to Shareholders	For	For				
Management	10	Transact Other Business (Voting)	For	Against				
Hong Kong Exchanges and Clearing Limited	Hong Kong	27-avr-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
			Management	2	Elect Apurv Bagri as Director	For	For	
			Management	3	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	For	For	
			Management	4	Authorize Repurchase of Issued Share Capital	For	For	
			Management	5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	For	
			Management	6a	Approve Remuneration Payable to the Chairman and Each of the Other Members of the Listing Operation Governance Committee of HKEX	For	For	
			Management	6b	Approve Remuneration Payable to the Chairman and Each of the Other Non-Executive Directors of HKEX	For	For	
Management	6c	Approve Remuneration Payable to the Chairman and Each of the Other Members in Respect of Each Committee	For	For				
Huhtamaki Oyj	Finland	27-avr-22	Management	7	Accept Financial Statements and Statutory Reports	For	For	
			Management	8	Approve Allocation of Income and Dividends of EUR 0.94 Per Share	For	For	
			Management	9	Approve Discharge of Board and President	For	For	
			Management	10	Approve Remuneration Report (Advisory Vote)	For	For	
			Management	11	Approve Remuneration of Directors in the Amount of EUR 160,000 for Chairman, EUR 75,000 for Vice Chairman, and EUR 62,000 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	For	For	
			Management	12	Fix Number of Directors at Nine	For	For	
			Management	13	Reelect Pekka Ala-Pietila (Chair), Doug Baillie, William R. Barker, Anja Korhonen, Kerttu Tuomas (Vice Chair), Sandra Turner and Ralf K. Wunderlich as Directors; Elect Mercedes Alonso and Heikki Takala as New Directors	For	For	
			Management	14	Approve Remuneration of Auditors	For	For	
			Management	15	Ratify KPMG as Auditors	For	For	
			Management	16	Authorize Share Repurchase Program	For	For	
Management	17	Approve Issuance of up to 10 Million New Shares and Conveyance of up to 4 Million Shares without Preemptive Rights	For	For				
Mavi Giyim Sanayi ve Ticaret AS	Turkey	27-avr-22	Management	1	Open Meeting and Elect Presiding Council of Meeting	For	For	
			Management	2	Accept Board Report	For	For	
			Management	3	Accept Audit Report	For	For	
			Management	4	Accept Financial Statements	For	For	
			Management	5	Approve Discharge of Board	For	For	
			Management	6	Approve Allocation of Income	For	For	
			Management	7	Approve Director Remuneration	For	For	
			Management	8	Approve Director Remuneration	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	9	Ratify External Auditors	For	For	A vote AGAINST the prolongation of the authorized capital is warranted because the proposed ceiling allows the company to increase the share capital without preemptive rights by more than 20 percent.
			Management	10	Amend Regulations on Audit Commission	For	For	
			Management	11	Authorize Share Capital Increase without Preemptive Rights	For	Against	
			Management	12	Approve Upper Limit of Donations for 2022 and Receive Information on Donations Made in 2021	For	For	
			Management	14	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	For	For	
MFE-MEDIAFOREUROPE NV	Netherlands	27-avr-22	Management	3	Amend Articles of Association	For	For	
			Management	4	Grant Board Authority to Issue Shares and Exclude Pre-emptive Rights	For	For	
MLP Saglik Hizmetleri AS	Turkey	27-avr-22	Management	1	Open Meeting and Elect Presiding Council of Meeting	For	For	
			Management	2	Authorize Presiding Council to Sign Minutes of Meeting	For	For	
			Management	3	Accept Board Report	For	For	
			Management	4	Accept Audit Report	For	For	
			Management	5	Accept Financial Statements	For	For	
			Management	6	Approve Discharge of Board	For	For	
			Management	7	Approve Allocation of Income	For	For	
			Management	8	Ratify External Auditors	For	For	
			Management	9	Approve Upper Limit of Donations for 2022 and Receive Information on Donations Made in 2021	For	For	
			Management	12	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	For	For	
Persimmon Plc	United Kingdom	27-avr-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
			Management	2	Approve Remuneration Report	For	For	
			Management	3	Re-elect Roger Devlin as Director	For	For	
			Management	4	Re-elect Dean Finch as Director	For	For	
			Management	5	Re-elect Nigel Mills as Director	For	For	
			Management	6	Re-elect Simon Litherland as Director	For	For	
			Management	7	Re-elect Joanna Place as Director	For	For	
			Management	8	Re-elect Annemarie Durbin as Director	For	For	
			Management	9	Re-elect Andrew Wylie as Director	For	For	
			Management	10	Elect Shirine Khoury-Haq as Director	For	For	
			Management	11	Reappoint Ernst & Young LLP as Auditors	For	For	
			Management	12	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	
			Management	13	Authorise Issue of Equity	For	For	
			Management	14	Authorise Issue of Equity without Pre-emptive Rights	For	For	
			Management	15	Authorise Market Purchase of Ordinary Shares	For	For	
			Management	16	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	
Ritchie Bros. Auctioneers Incorporated	Canada	27-avr-22	Management	1a	Elect Director Erik Olsson	For	For	
			Management	1b	Elect Director Ann Fandozzi	For	For	
			Management	1c	Elect Director Robert George Elton	For	For	
			Management	1d	Elect Director Sarah Raiss	For	For	
			Management	1e	Elect Director Christopher Zimmerman	For	For	
			Management	1f	Elect Director Adam DeWitt	For	For	
			Management	1g	Elect Director Lisa Hook	For	For	
			Management	1h	Elect Director Mahesh Shah	For	For	
			Management	1i	Elect Director Carol M. Stephenson	For	For	
			Management	2	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For	
			Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Management	4	Amend Shareholder Rights Plan	For	For	
			Management	5	Approve Increase in Size of Board from Ten to Twelve	For	For	
			Management	6	Advisory Vote on Say on Pay Frequency	One Year	One Year	
SFS Group AG	Switzerland	27-avr-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
			Management	2.1	Approve Remuneration of Directors in the Amount of CHF 1.6 Million for the Term of Office 2022/23	For	For	
			Management	2.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 5 Million for the Period Jan. 1, 2023 - Dec. 31, 2023	For	For	
			Management	2.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 3.7 Million for Fiscal Year 2021	For	For	
			Management	2.4	Approve Remuneration Report (Non-Binding)	For	Against	A vote AGAINST the remuneration report is warranted because: * Only limited ex-post disclosure is provided to explain the evolution of variable payouts versus company performance. * The long-term incentive is defined in vague terms and it is not clear that the plan provides sufficient alignment with long-term shareholder interests. * Both the short- and long-term incentive plans are subject to a significant degree of discretion, which has not been well explained.
			Management	3	Approve Discharge of Board and Senior Management	For	For	
			Management	4	Approve Allocation of Income and Dividends of CHF 2.20 per Share	For	For	
			Management	5.1	Reelect Nick Huber as Director	For	For	
			Management	5.2	Reelect Urs Kaufmann as Director	For	For	We are comfortable with the compensation committee and the apparent overboardig of Urs Kaufman.
			Management	5.3	Reelect Thomas Oetterli as Director and Elect as Board Chair	For	For	
			Management	5.4	Reelect Bettina Stadler as Director	For	For	
			Management	5.5	Reelect Manuela Suter as Director	For	For	
			Management	5.6	Reelect Joerg Walther as Director	For	For	
			Management	5.7	Elect Peter Bauschatz as Director	For	For	
			Management	6.1	Reappoint Nick Huber as Member of the Nomination and Compensation Committee	For	For	
			Management	6.2	Reappoint Urs Kaufmann as Chairman of the Nomination and Compensation Committee	For	For	We are comfortable with the compensation committee and the apparent overboardig of Urs Kaufman.
			Management	6.3	Appoint Thomas Oetterli as Member of the Nomination and Compensation Committee	For	For	



Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	7	Designate Buerki Bolt Rechtsanwaelte as Independent Proxy	For	For	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.
			Management	8	Ratify PricewaterhouseCoopers AG as Auditors	For	For	
			Management	9	Transact Other Business (Voting)	For	Against	
Tri Chemical Laboratories Inc.	Japan	27-avr-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 20	For	For	A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board. A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.
			Management	2	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	
			Management	3.1	Elect Director Takenaka, Jumpei	For	Against	
			Management	3.2	Elect Director Tazuke, Kiyoshi	For	Against	
			Management	3.3	Elect Director Jin, Takeshi	For	For	
			Management	3.4	Elect Director Ota, Shuji	For	For	
			Management	4	Appoint Statutory Auditor Takamatsu, Motoharu	For	For	
			Management	5.1	Appoint Alternate Statutory Auditor Nakagawa, Masakazu	For	For	
			Management	5.2	Appoint Alternate Statutory Auditor Sakakura, Koji	For	For	
AGCO Corporation	USA	28-avr-22	Management	1.1	Elect Director Michael C. Arnold	For	For	
			Management	1.2	Elect Director Sondra L. Barbour	For	For	
			Management	1.3	Elect Director Suzanne P. Clark	For	For	
			Management	1.4	Elect Director Bob De Lange	For	For	
			Management	1.5	Elect Director Eric P. Hansotia	For	For	
			Management	1.6	Elect Director George E. Minnich	For	For	
			Management	1.7	Elect Director Niels Porksen	For	For	
			Management	1.8	Elect Director David Sagehorn	For	For	
			Management	1.9	Elect Director Malika Srinivasan	For	For	
			Management	1.10	Elect Director Matthew Tsien	For	For	
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Management	3	Ratify KPMG LLP as Auditors	For	For	
Barco NV	Belgium	28-avr-22	Management	2	Approve Financial Statements, Allocation of Income, and Dividends of EUR 0.40 per Share	For	For	A vote AGAINST is warranted because: * Option plan does not have clearly disclosed caps. Although the company does not consider option grants to fall under variable remuneration, it is unclear what the annual grant of option entails and whether a clear cap is applicable. Although we recognize the company is annually requesting shareholder approval for the specific allocation of a number of options, concerns are raised over the absence of clear disclosure of a cap. * Unclear performance metrics. The policy does not clearly define financial and non-financial (including sustainability) metrics for both the STI and cash LTIP, which does not allow shareholders to assess the stringency of the performance metrics. * Discretion. In deviation of market practices the proposed policy gives discretion to the board to grant exceptional bonuses or equity grants in a recruiting or acquisition context. We do note that the company updated its derogation clause defining which situations may be considered exceptional and to which extent performance criteria and variable remuneration may be modified. Shareholders generally believe that remuneration policies should avoid too much discretion to the board in determining exceptional awards or deviations with further assurance.
			Management	4.1	Approve Remuneration Policy	For	Against	
			Management	4.2	Approve Remuneration Report	For	For	
			Management	5	Approve Discharge of Directors	For	For	
			Management	6	Approve Discharge of Auditors	For	For	
			Management	7	Indicate Adisys Corporation, Permanently Represented by Ashok K. Jain, as Independent Director	For	For	
			Management	8	Approve Remuneration of Directors	For	For	
			Management	9	Approve Stock Option Plan	For	For	
			Management	1a	Elect Director Bradlen S. Cashaw	For	For	
			Management	1b	Elect Director James R. Craigie	For	For	
			Management	1c	Elect Director Matthew T. Farrell	For	For	
			Management	1d	Elect Director Bradley C. Irwin	For	For	
			Management	1e	Elect Director Penny W. Price	For	For	
			Management	1f	Elect Director Susan G. Saideman	For	For	
			Management	1g	Elect Director Ravichandra K. Saligram	For	For	
			Management	1h	Elect Director Robert K. Shearer	For	For	
			Management	1i	Elect Director Janet S. Vergis	For	For	
			Management	1j	Elect Director Arthur B. Winkleblack	For	For	
			Management	1k	Elect Director Laurie J. Yoler	For	For	
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Management	3	Ratify Deloitte & Touche LLP as Auditors	For	For	
			Management	4	Amend Omnibus Stock Plan	For	For	
			Shareholder	5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For	
								A vote FOR this proposal is warranted as the proposed 10 percent ownership threshold for shareholders to call a special meeting would enhance shareholders' ability to make use of the right, and the likelihood of abuse of the right would remain small.
Corticeira Amorim SGPS SA	Portugal	28-avr-22	Management	1	Approve Individual Financial Statements and Statutory Reports	For	For	
			Management	2	Approve Consolidated Financial Statements and Statutory Reports	For	For	
			Management	3	Approve Company's Corporate Governance Report	For	For	
			Management	4	Approve Sustainability Report	For	For	
			Management	5	Approve Allocation of Income	For	For	
			Management	6	Appraise Management and Supervision of Company and Approve Vote of Confidence to Corporate Bodies	For	For	
			Management	7	Authorize Repurchase of Shares	For	For	
			Management	8	Authorize Reissuance of Repurchased Shares	For	For	
			Management	9	Approve General Meeting Regulations	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales	
			Management	10	Approve Remuneration Policy	For	Against	Vote AGAINST due to lack of sustainability factors to determine executive remuneration and little transparency around remuneration in general.	
Dalata Hotel Group Plc	Ireland	28-avr-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	Votes AGAINST incumbent Nominating Committee chair John Hennessy are warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.	
			Management	2	Approve Remuneration Report	For	For		
			Management	3a	Re-elect John Hennessy as Director	For	Against		
			Management	3b	Re-elect Dermot Crowley as Director	For	For		
			Management	3c	Re-elect Margaret Sweeney as Director	For	For		
			Management	3d	Re-elect Elizabeth McMeikan as Director	For	For		
			Management	3e	Elect Cathriona Hallahan as Director	For	For		
			Management	3f	Elect Gervaise Slowey as Director	For	For		
			Management	3g	Re-elect Shane Casserly as Director	For	For		
			Management	3h	Elect Carol Phelan as Director	For	For		
			Management	4	Authorise Board to Fix Remuneration of Auditors	For	For		
			Management	5	Authorise Issue of Equity	For	For		
			Management	6	Authorise Issue of Equity without Pre-emptive Rights	For	For		
			Management	7	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For		
			Management	8	Authorise Market Purchase of Ordinary Shares	For	For		
			Management	9	Authorise Re-allotment of Treasury Shares	For	For		
			Management	10	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For		
ENIGMO, Inc.	Japan	28-avr-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 10	For	For	A vote AGAINST this proposal is warranted because: * The passage of this proposal will authorize the company to hold virtual only meetings permanently, without further need to consult shareholders, even after the current health crisis is resolved, and the proposed language fails to specify situations under which virtual meetings will be held. A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.	
			Management	2	Amend Articles to Adopt Board Structure with Audit Committee - Disclose Shareholder Meeting Materials on Internet - Allow Virtual Only Shareholder Meetings - Amend Provisions on Number of Directors - Indemnify Directors	For	Against		
			Management	3.1	Elect Director Suda, Shoikei	For	Against		
			Management	3.2	Elect Director Ando, Hideo	For	For		
			Management	3.3	Elect Director Kaneda, Yoichi	For	For		
			Management	3.4	Elect Director Odashima, Shinji	For	For		
			Management	4.1	Elect Director and Audit Committee Member Amemiya, Tetsuji	For	For		
			Management	4.2	Elect Director and Audit Committee Member Nishimoto, Tsuyoshi	For	For		
			Management	4.3	Elect Director and Audit Committee Member Edogawa, Taji	For	Against		
			Management	5	Elect Alternate Director and Audit Committee Member Otani, Akinori	For	For		
			Management	6	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	For	For		
			Management	7	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	For	For		
			Management	8	Approve Stock Option Plan	For	Against		
								A vote AGAINST this stock option plan is warranted because: * Total dilution from this plan and the company's other equity compensation plans reaches 13.4 percent, which appears excessive.	
FincoBank SpA	Italy	28-avr-22	Management	1	Accept Financial Statements and Statutory Reports	For	For		
			Management	2	Approve Allocation of Income	For	For		
			Management	3	Approve Remuneration Policy	For	For		
			Management	4	Approve Second Section of the Remuneration Report	For	For		
			Management	5	Approve 2022 Incentive System for Employees	For	For		
			Management	6	Approve 2022 Incentive System for Personal Financial Advisors	For	For		
			Management	7	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service the 2022 PFA System	For	For		
			Management	1	Authorize Board to Increase Capital to Service 2022 Incentive System	For	For		
			Management	2	Authorize Board to Increase Capital to Service 2021 Incentive System	For	For		
GEA Group AG	Germany	28-avr-22	Management	2	Approve Allocation of Income and Dividends of EUR 0.90 per Share	For	For		Vote AGAINST due to lack of sustainability factors to determine executive remuneration
			Management	3	Approve Remuneration Report	For	Against		
			Management	4	Approve Discharge of Management Board for Fiscal Year 2021	For	For		
			Management	5	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	For		
			Management	6	Ratify KPMG AG as Auditors for Fiscal Year 2022	For	For		
			Management	7.1	Elect Joerg Kampmeyer to the Supervisory Board	For	For		
			Management	7.2	Elect Jens Riedl to the Supervisory Board	For	For		
Global Payments Inc.	USA	28-avr-22	Management	1a	Elect Director F. Thaddeus Arroyo	For	For	CEO pay was outsized following a simultaneous increase to his annual cycle equity award and a special equity grant in FY21. Further, concerns regarding the limited disclosure of performance equity targets and results have not been resolved.	
			Management	1b	Elect Director Robert H.B. Baldwin, Jr.	For	For		
			Management	1c	Elect Director John G. Bruno	For	For		
			Management	1d	Elect Director Kriss Cloninger, III	For	For		
			Management	1e	Elect Director Joia M. Johnson	For	For		
			Management	1f	Elect Director Ruth Ann Marshall	For	For		
			Management	1g	Elect Director Connie D. McDaniel	For	For		
			Management	1h	Elect Director William B. Plummer	For	For		
			Management	1i	Elect Director Jeffrey S. Sloan	For	For		
			Management	1j	Elect Director John T. Turner	For	For		
			Management	1k	Elect Director M. Troy Woods	For	For		
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against		
			Management	3	Ratify Deloitte & Touche LLP as Auditors	For	For		
			Shareholder	4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For		
									A vote FOR this proposal is warranted as the proposed 10 percent ownership threshold for shareholders to call a special meeting would enhance shareholders' ability to make use of the right, and the likelihood of abuse of the right would remain small.
Hexagon Composites ASA	Norway	28-avr-22	Management	2	Elect Chairman of Meeting; Designate Inspector(s) of Minutes of Meeting	For	For		
			Management	3	Approve Notice of Meeting and Agenda	For	For		
			Management	4	Accept Financial Statements and Statutory Reports	For	For		

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales	
			Management	6	Approve Remuneration Statement	For	Against	A vote AGAINST this item is warranted because company operates an LTIP with two-year performance period.	
			Management	7	Approve Remuneration of Directors in the Amount of NOK 621,000 for Chair, NOK 362,500 for Vice Chair and NOK 310,500 for Other Directors; Approve Remuneration for Committee Work	For	For		
			Management	8	Approve Remuneration of Nominating Committee	For	For		
			Management	9	Approve Remuneration of Auditors	For	For		
			Management	10	Amend Articles Re: Board-Related	For	For		
			Management	11.1	Reelect Katsunori Mori (Chair) as Director	For	For		
			Management	11.2	Reelect Hans Peter Hvaldal as Director	For	For		
			Management	11.3	Reelect Liv Astri Hovem as Director	For	For		
			Management	11.4	Elect Sam Gabbita as New Director	For	For		
			Management	11.5	Elect Liv Dingsor as New Director	For	For		
			Management	12	Elect Leif Arne Langoy as Member of Nominating Committee	For	For		
			Management	13.1	Approve Issuance of Shares in Connection with Incentive Plans	For	Against		A vote AGAINST is warranted as the requested funding would be used to fund a performance share plan with an insufficiently long performance period.
			Management	13.2	Approve Creation of Pool of Capital without Preemptive Rights	For	Against		A vote AGAINST this issuance authorization is warranted because the authorization may be used to thwart takeovers.
			Management	14.1	Authorize Share Repurchase Program in Connection with Incentive Plans	For	Against		A vote AGAINST is warranted as the requested funding would be used to fund a performance share plan with an insufficiently long performance period.
Management	14.2	Authorize Share Repurchase Program and Cancellation of Repurchased Shares	For	For					
Management	14.3	Authorize Share Repurchase Program	For	For					
Intuitive Surgical, Inc.	USA	28-avr-22	Management	1a	Elect Director Craig H. Barratt	For	For	Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: * The plan cost is excessive; * The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary); and * The plan allows broad discretion to accelerate vesting.	
			Management	1b	Elect Director Joseph C. Beery	For	For		
			Management	1c	Elect Director Gary S. Guthart	For	For		
			Management	1d	Elect Director Amal M. Johnson	For	For		
			Management	1e	Elect Director Don R. Kania	For	For		
			Management	1f	Elect Director Amy L. Ladd	For	For		
			Management	1g	Elect Director Keith R. Leonard, Jr.	For	For		
			Management	1h	Elect Director Alan J. Levy	For	For		
			Management	1i	Elect Director Jami Dover Nachtsheim	For	For		
			Management	1j	Elect Director Monica P. Reed	For	For		
			Management	1k	Elect Director Mark J. Rubash	For	For		
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For		
			Management	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For		
			Management	4	Amend Omnibus Stock Plan	For	Against		
Johnson & Johnson	USA	28-avr-22	Management	1a	Elect Director Darius Adamczyk	For	For	A vote AGAINST this proposal is warranted since the company has sufficient information regarding its Diversity, Equity, and Inclusion programs for shareholders to assess any reverse discrimination effect the company's employee programs and training materials may be having.	
			Management	1b	Elect Director Mary C. Beckerle	For	For		
			Management	1c	Elect Director D. Scott Davis	For	For		
			Management	1d	Elect Director Ian E. L. Davis	For	For		
			Management	1e	Elect Director Jennifer A. Doudna	For	For		
			Management	1f	Elect Director Joaquin Duato	For	For		
			Management	1g	Elect Director Alex Gorsky	For	For		
			Management	1h	Elect Director Marillyn A. Hewson	For	For		
			Management	1i	Elect Director Hubert Joly	For	For		
			Management	1j	Elect Director Mark B. McClellan	For	For		
			Management	1k	Elect Director Anne M. Mulcahy	For	For		
			Management	1l	Elect Director A. Eugene Washington	For	For		
			Management	1m	Elect Director Mark A. Weinberger	For	For		
			Management	1n	Elect Director Nadja Y. West	For	For		
Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For					
Management	3	Approve Omnibus Stock Plan	For	For					
Management	4	Ratify PricewaterhouseCoopers LLP as Auditors	For	For					
Shareholder	6	Report on a Civil Rights, Equity, Diversity and Inclusion Audit	Against	Against	A vote AGAINST this proposal is warranted since the company has sufficient information regarding its Diversity, Equity, and Inclusion programs for shareholders to assess any reverse discrimination effect the company's employee programs and training materials may be having.				
Shareholder	7	Oversee and Report a Racial Equity Audit	Against	For	A vote FOR this resolution is warranted, as an independent racial equity audit would help shareholders better assess the effectiveness of Johnson & Johnson's efforts to address the issue of racial inequality for its stakeholders and its management of related risks.				
Shareholder	8	Report on Government Financial Support and Access to COVID-19 Vaccines and Therapeutics	Against	For	A vote FOR this proposal is warranted, as reporting on the impact of public funding on the company's pricing and access plans would allow shareholders to better assess the company's management of related risks throughout the expected lifetime of the vaccine.				
Shareholder	9	Report on Public Health Costs of Limited Sharing of Vaccine Technology	Against	Against	A vote AGAINST this proposal is warranted, as the company provides sufficient disclosure on its COVID-19 business strategy and how it assesses global vaccine production and limitations on vaccine technologies, and shareholders may be better served by relying on analysis from others, such as the scientific and economic community, to evaluate the relationship between intellectual property rights, the economy, and portfolio returns.				
Shareholder	10	Discontinue Global Sales of Baby Powder Containing Talc	Against	Against	A vote AGAINST this proposal is warranted as the company discloses a variety of information surrounding talc in its products and cites multiple studies proving the safety of its talc.				
Shareholder	11	Report on Charitable Contributions	Against	Against	A vote AGAINST this proposal is warranted because the company provides sufficient information regarding its charitable contributions, and absent self-dealing or gross negligence, management should be afforded discretion in determining the company's charitable giving strategy.				
Shareholder	12	Publish Third-Party Review of Alignment of Company's Lobbying Activities with its Public Statements	Against	For	A vote FOR this resolution is warranted, as more comprehensive information comparing Johnson & Johnson's public policy statement on Universal Health Coverage and its political contributions and lobbying efforts would benefit shareholders in assessing its management of related risks.				

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Shareholder	13	Adopt Policy to Include Legal and Compliance Costs in Incentive Compensation Metrics	Against	For	A vote FOR this proposal is warranted in light of the significant shareholder concerns recently raised regarding the company's exclusion of certain litigation-related costs from the executive compensation program, along with the magnitude of recent litigation expenses and the continued exclusion of a similar expense from the 2021 incentive program. Given that the proposal would provide the board with flexibility to adjust the application of the policy in individual circumstances, with an explanation to shareholders, the request is not viewed as overly prescriptive.
			Shareholder	14	Consider Pay Disparity Between Executives and Other Employees	Against	Against	A vote AGAINST this proposal is warranted. It is unclear whether the request for the board to consider and to disclose how it considered the pay grades and/or salary ranges of all classifications of company employees when setting target amounts for CEO compensation would produce meaningful information on compensation policies and practices beyond what the company already discloses in its proxy. Also, there are no significant concerns identified with respect to the company's executive pay disclosure or pay targeting process.
Kerry Group Plc	Ireland	28-avr-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
			Management	2	Approve Final Dividend	For	For	
			Management	3a	Elect Fiona Dawson as Director	For	For	
			Management	3b	Elect Michael Kerr as Director	For	For	
			Management	4a	Re-elect Gerry Behan as Director	For	For	
			Management	4b	Re-elect Dr Hugh Brady as Director	For	For	
			Management	4c	Re-elect Dr Karin Dorrepaal as Director	For	For	
			Management	4d	Re-elect Emer Gilvarry as Director	For	For	
			Management	4e	Re-elect Marguerite Larkin as Director	For	For	
			Management	4f	Re-elect Tom Moran as Director	For	For	
			Management	4g	Re-elect Christopher Rogers as Director	For	For	
			Management	4h	Re-elect Edmond Scanlon as Director	For	For	
			Management	4i	Re-elect Jinlong Wang as Director	For	For	
			Management	5	Authorise Board to Fix Remuneration of Auditors	For	For	
			Management	6	Approve Increase in the Limit for Non-executive Directors' Fees	For	For	
			Management	7	Approve Remuneration Report	For	For	
			Management	8	Authorise Issue of Equity	For	For	
			Management	9	Authorise Issue of Equity without Pre-emptive Rights	For	For	
			Management	10	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Specified Capital Investment	For	For	
			Management	11	Authorise Market Purchase of A Ordinary Shares	For	For	
			Management	12	Adopt New Memorandum of Association	For	For	
Muenchener Rueckversicherungs-Gesellschaft AG	Germany	28-avr-22	Management	2	Approve Allocation of Income and Dividends of EUR 11.00 per Share	For	For	
			Management	3	Approve Discharge of Management Board for Fiscal Year 2021	For	For	
			Management	4	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	For	
			Management	5	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2022 and for the Review of the Interim Financial Statements for Fiscal Year 2022 and First Quarter of Fiscal Year 2023	For	For	
			Management	6	Approve Remuneration Report	For	For	
			Management	7	Amend Articles re: Changing Name of Supervisory Board Committee	For	For	
			Management	8	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	For	
NatWest Group Plc	United Kingdom	28-avr-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
			Management	2	Approve Remuneration Policy	For	For	
			Management	3	Approve Remuneration Report	For	For	
			Management	4	Approve Final Dividend	For	For	
			Management	5	Re-elect Howard Davies as Director	For	For	
			Management	6	Re-elect Alison Rose-Slade as Director	For	For	
			Management	7	Re-elect Katie Murray as Director	For	For	
			Management	8	Re-elect Frank Dangeard as Director	For	Against	Items 5-7 & 9-15 A vote FOR these candidates is considered warranted as no significant concerns have been identified. Item 8 A vote AGAINST the re-election of Frank Dangeard is considered warranted: " In addition to his role as NED of the Company, Frank Dangeard serves on boards of three other publicly listed companies, in particular, as Board Chair in two of those. This could potentially compromise his ability to commit sufficient time to his role at NatWest Group Plc.
			Management	9	Re-elect Patrick Flynn as Director	For	For	
			Management	10	Re-elect Morten Friis as Director	For	For	
			Management	11	Re-elect Robert Gillespie as Director	For	For	
			Management	12	Re-elect Yasmin Jetha as Director	For	For	
			Management	13	Re-elect Mike Rogers as Director	For	For	
			Management	14	Re-elect Mark Seligman as Director	For	For	
			Management	15	Re-elect Lena Wilson as Director	For	For	
			Management	16	Reappoint Ernst & Young LLP as Auditors	For	For	
			Management	17	Authorise the Group Audit Committee to Fix Remuneration of Auditors	For	For	
			Management	18	Authorise Issue of Equity	For	For	
			Management	19	Authorise Issue of Equity without Pre-emptive Rights	For	For	
			Management	20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	
			Management	21	Authorise Issue of Equity in Connection with Equity Convertible Notes	For	For	
			Management	22	Authorise Issue of Equity without Pre-emptive Rights in Connection with Equity Convertible Notes	For	For	
			Management	23	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	
			Management	24	Authorise UK Political Donations and Expenditure	For	For	
			Management	25	Authorise Market Purchase of Ordinary Shares	For	For	
			Management	26	Authorise Off-Market Purchase of Ordinary Shares	For	For	
			Management	27	Authorise Off-Market Purchase of Preference Shares	For	For	
			Management	28	Approve Climate Strategy	For	For	Vote FOR Item 28 "Approve Climate Strategy" as we consider the company to be leading its peers on the sustainability topic. Key commitments like SBTi and Net Zero Banking Alliance are in place which will lead to tangible and observable targets/road maps.
RWE AG	Germany	28-avr-22	Management	2	Approve Allocation of Income and Dividends of EUR 0.90 per Share	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	3.1	Approve Discharge of Management Board Member Markus Krebber for Fiscal Year 2021	For	For	
			Management	3.2	Approve Discharge of Management Board Member Michael Mueller for Fiscal Year 2021	For	For	
			Management	3.3	Approve Discharge of Management Board Member Rolf Schmitz (until April 30, 2021) for Fiscal Year 2021	For	For	
			Management	3.4	Approve Discharge of Management Board Member Zvezdana Seeger for Fiscal Year 2021	For	For	
			Management	4.1	Approve Discharge of Supervisory Board Member Werner Brandt for Fiscal Year 2021	For	For	
			Management	4.2	Approve Discharge of Supervisory Board Member Ralf Sikorski for Fiscal Year 2021	For	For	
			Management	4.3	Approve Discharge of Supervisory Board Member Michael Bochinsky for Fiscal Year 2021	For	For	
			Management	4.4	Approve Discharge of Supervisory Board Member Sandra Bossemeyer for Fiscal Year 2021	For	For	
			Management	4.5	Approve Discharge of Supervisory Board Member Martin Broeker (until September 15, 2021) for Fiscal Year 2021	For	For	
			Management	4.6	Approve Discharge of Supervisory Board Member Frank Bsirske (until September 15, 2021) for Fiscal Year 2021	For	For	
			Management	4.7	Approve Discharge of Supervisory Board Member Hans Buenting (from April 28, 2021) for Fiscal Year 2021	For	For	
			Management	4.8	Approve Discharge of Supervisory Board Member Anja Dubbert (until September 15, 2021) for Fiscal Year 2021	For	For	
			Management	4.9	Approve Discharge of Supervisory Board Member Matthias Duerbaum for Fiscal Year 2021	For	For	
			Management	4.10	Approve Discharge of Supervisory Board Member Ute Gerbault for Fiscal Year 2021	For	For	
			Management	4.11	Approve Discharge of Supervisory Board Member Hans-Peter Keitel for Fiscal Year 2021	For	For	
			Management	4.12	Approve Discharge of Supervisory Board Member Monika Kircher for Fiscal Year 2021	For	For	
			Management	4.13	Approve Discharge of Supervisory Board Member Thomas Kufen (from October 18, 2021) for Fiscal Year 2021	For	For	
			Management	4.14	Approve Discharge of Supervisory Board Member Reiner van Limbeck (from September 15, 2021) for Fiscal Year 2021	For	For	
			Management	4.15	Approve Discharge of Supervisory Board Member Harald Louis for Fiscal Year 2021	For	For	
			Management	4.16	Approve Discharge of Supervisory Board Member Dagmar Muehlenfeld (until April 28, 2021) for Fiscal Year 2021	For	For	
			Management	4.17	Approve Discharge of Supervisory Board Member Peter Ottmann (until April 28, 2021) for Fiscal Year 2021	For	For	
			Management	4.18	Approve Discharge of Supervisory Board Member Dagmar Paasch (from September 15, 2021) for Fiscal Year 2021	For	For	
			Management	4.19	Approve Discharge of Supervisory Board Member Guenther Schartz (until September 30, 2021) for Fiscal Year 2021	For	For	
			Management	4.20	Approve Discharge of Supervisory Board Member Erhard Schipporeit for Fiscal Year 2021	For	For	
			Management	4.21	Approve Discharge of Supervisory Board Member Dirk Schumacher (from September 15, 2021) for Fiscal Year 2021	For	For	
			Management	4.22	Approve Discharge of Supervisory Board Member Wolfgang Schuessel (until April 28, 2021) for Fiscal Year 2021	For	For	
			Management	4.23	Approve Discharge of Supervisory Board Member Ullrich Sierau for Fiscal Year 2021	For	For	
			Management	4.24	Approve Discharge of Supervisory Board Member Hauke Stars (from April 28, 2021) for Fiscal Year 2021	For	For	
			Management	4.25	Approve Discharge of Supervisory Board Member Helle Valentin (from April 28, 2021) for Fiscal Year 2021	For	For	
			Management	4.26	Approve Discharge of Supervisory Board Member Andreas Wagner (from September 15, 2021) for Fiscal Year 2021	For	For	
			Management	4.27	Approve Discharge of Supervisory Board Member Marion Weckes for Fiscal Year 2021	For	For	
			Management	4.28	Approve Discharge of Supervisory Board Member Leonhard Zubrowski (until September 15, 2021) for Fiscal Year 2021	For	For	
			Management	5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2022 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2022	For	For	
			Management	6	Approve Remuneration Report	For	For	
			Management	7	Elect Thomas Kufen to the Supervisory Board	For	For	
			Shareholder	8	Approve Binding Instruction to Prepare Spin-Off of RWE Power AG	Against	Against	A vote AGAINST this shareholder proposal is warranted because: * If approved, the proposal may potentially limit the company's ability to negotiate with the government and find the most optimal solution for phasing out the lignite operation. * RWE operates in a heavily regulated industry, in which the German government ultimately has the power to veto any plan, particularly if such a plan would undermine the country's ability to ensure its energy needs. This is even more critical in the context of the current Ukraine crisis and possible disruption in Germany's energy imports. Shareholders should also be aware of the signaling effect of this proposal, which might be interpreted as increasing the pressure on policymakers to deal urgently with the issue. At the same time, the presence of this proposal on the ballot should signal to management that this issue is under the spotlight and will be closely monitored by shareholders in the future.
Synthomer Plc	United Kingdom	28-avr-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
			Management	2	Approve Remuneration Report	For	For	
			Management	3	Approve Final Dividend	For	For	
			Management	4	Re-elect Stephen Bennett as Director	For	For	
			Management	5	Re-elect Alexander Catto as Director	For	For	
			Management	6	Re-elect Dato' Lee Hau Hian as Director	For	For	
			Management	7	Re-elect Brendan Connolly as Director	For	For	
			Management	8	Re-elect Holly Van Deursen as Director	For	For	
			Management	9	Re-elect Cynthia Dubin as Director	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	10	Re-elect Caroline Johnstone as Director	For	For	
			Management	11	Elect Michael Willome as Director	For	For	
			Management	12	Elect Roberto Guadoni as Director	For	For	
			Management	13	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For	
			Management	14	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	
			Management	15	Authorise Issue of Equity	For	For	
			Management	16	Authorise Issue of Equity without Pre-emptive Rights	For	For	
			Management	17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	
			Management	18	Authorise Market Purchase of Ordinary Shares	For	For	
			Management	19	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	
Texas Instruments Incorporated	USA	28-avr-22	Management	1a	Elect Director Mark A. Blinn	For	For	
			Management	1b	Elect Director Todd M. Bluedorn	For	For	
			Management	1c	Elect Director Janet F. Clark	For	For	
			Management	1d	Elect Director Carrie S. Cox	For	For	
			Management	1e	Elect Director Martin S. Craighead	For	For	
			Management	1f	Elect Director Jean M. Hobby	For	For	
			Management	1g	Elect Director Michael D. Hsu	For	For	
			Management	1h	Elect Director Haviv Ilan	For	For	
			Management	1i	Elect Director Ronald Kirk	For	For	
			Management	1j	Elect Director Pamela H. Patsley	For	For	
			Management	1k	Elect Director Robert E. Sanchez	For	For	
			Management	1l	Elect Director Richard K. Templeton	For	For	
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Management	3	Ratify Ernst & Young LLP as Auditors	For	For	
			Shareholder	4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For	A vote FOR this proposal is warranted, as lowering the threshold to call special meetings would enhance the rights of shareholders.
The Goldman Sachs Group, Inc.	USA	28-avr-22	Management	1a	Elect Director Michele Burns	For	For	
			Management	1b	Elect Director Drew Faust	For	For	
			Management	1c	Elect Director Mark Flaherty	For	For	
			Management	1d	Elect Director Kimberley Harris	For	For	
			Management	1e	Elect Director Ellen Kullman	For	Against	A vote AGAINST Chair of the Public Responsibilities Committee Ellen Kullman and Chair of the Risk Committee Mark Winkelman is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Votes FOR the remaining director nominees are warranted.
			Management	1f	Elect Director Lakshmi Mittal	For	For	
			Management	1g	Elect Director Adebayo Ogunlesi	For	For	
			Management	1h	Elect Director Peter Oppenheimer	For	For	
			Management	1i	Elect Director David Solomon	For	For	
			Management	1j	Elect Director Jan Tighe	For	For	
			Management	1k	Elect Director Jessica Uhl	For	For	
			Management	1l	Elect Director David Viniar	For	For	
			Management	1m	Elect Director Mark Winkelman	For	Against	A vote AGAINST Chair of the Public Responsibilities Committee Ellen Kullman and Chair of the Risk Committee Mark Winkelman is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Votes FOR the remaining director nominees are warranted.
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Management	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	
			Shareholder	4	Report on Charitable Contributions	Against	Against	A vote AGAINST this proposal is warranted because the company provides sufficient information regarding its charitable contributions, and absent self-dealing or gross negligence, management should be afforded discretion in determining the company's charitable giving strategy.
			Shareholder	5	Require Independent Board Chair	Against	For	A vote FOR this proposal is warranted given the importance of having an independent board chair.
			Shareholder	6	Adopt a Financing Policy Consistent with IEA's Net Zero Emissions by 2050 Scenario	Against	For	A vote FOR this proposal is warranted, as it should serve to enhance the company's current commitments to net zero activities and help ensure stronger alignment between the company's net zero goals and its policies and actions. Adoption of the resolution would also provide shareholders with a better understanding of the company's management and oversight of related risks.
			Shareholder	7	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For	A vote FOR this proposal is warranted as a lower ownership threshold would provide for a more useful special meeting right for shareholders.
Tomra Systems ASA	Norway	28-avr-22	Management	2	Elect Chairman of Meeting	For	For	
			Management	3	Designate Inspector(s) of Minutes of Meeting	For	For	
			Management	4	Approve Notice of Meeting and Agenda	For	For	
			Management	6	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 6.00 Per Share	For	For	
			Management	7	Approve Remuneration Statement	For	Against	Vote AGAINST due to lack of sustainability factors to determine executive remuneration.
			Management	9	Approve Remuneration of Directors in the Amount of NOK 1.03 Million for Chair and NOK 541,613 for Other Directors; Approve Remuneration for Committee Work	For	For	Vote FOR Items 9 as we do not believe the Director/Chairman payout is excessive considering the outperformance of the company over the last few years, despite the fact that it is higher than local peer average. The remuneration remains well below levels seen in other companies and due to Tomra's unique positioning the peer group is not fully representative.
			Management	10	Approve Remuneration of Nominating Committee	For	For	
			Management	11	Reelect Bodil Sonesson, Pierre Couderc, Bjorn Matre and Hege Skryseth as Directors; Elect Johan Hjertonsson (Chair) as New Director	For	Against	A vote AGAINST this item is warranted because two candidates (Johan Hjertonsson and Hege Skryseth) are overboarded.
			Management	12	Reelect Rune Selmar (Chairman), Hild F. Kinder and Anders Morck as Members of Nominating Committee; Elect Tine Fosslund as New Member of Nominating Committee	For	For	
			Management	13	Approve Remuneration of Auditors	For	For	
			Management	14	Authorize Share Repurchase Program and Reissuance of Repurchased Shares for Incentive Plan Funding	For	For	
			Management	15	Approve Creation of NOK 14.8 Million Pool of Capital without Preemptive Rights	For	For	
			Management	16	Approve 2:1 Stock Split; Amend Articles Accordingly	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
Umicore	Belgium	28-avr-22	Management	A.2	Approve Remuneration Report	For	Against	A vote AGAINST is warranted because: * There is a lack of disclosure regarding the weights and ex-post performance assessment of STI performance metrics * The company offered an excessive termination benefit of EUR 1.8 million beyond its regular pay package to the former CEO without providing a compelling rationale * A sign-on bonus was awarded of EUR 1 million without full background on the rationale. However, we do note that the company provided forward looking clear disclosure on the FY2022 STI performance metrics and weights. A vote AGAINST is warranted, based on: * The company does not provide clear disclosure on the STI and LTI targets and caps, which may allow for discretion by the board; * The performance metric 'ROCE' is used for both the STI and the LTI plan which may risk for double dipping regarding the same performance; * One part of the LTI award is in free Umicore shares, granted at the discretion of the supervisory board. While the granted shares have a lock up period of three years, providing discretionary awards without any performance conditions is not considered best practice. However, we do note that the company replaced the current deferred cash compensation plan with a performance share unit plan (PSU plan) for the long-term variable remuneration with clearly defined performance metrics and targets, which is considered an improvement. Furthermore, the company provides clear disclosure on the weights and targets of STI financial and non-financial metrics, including well defined sustainability metrics in accordance with the company's ESG strategy.
			Management	A.3	Approve Remuneration Policy	For	Against	
			Management	A.4	Approve Financial Statements, Allocation of Income, and Dividends of EUR 0.80 per Share	For	For	
			Management	A.6	Approve Discharge of Supervisory Board	For	For	
			Management	A.7	Approve Discharge of Auditors	For	For	
			Management	A.8.1	Reelect Francoise Chombar as an Independent Member of the Supervisory Board	For	For	
			Management	A.8.2	Reelect Laurent Raets as Member of the Supervisory Board	For	For	
			Management	A.8.3	Elect Alison Henwood as an Independent Member of the Supervisory Board	For	For	
			Management	A.9	Approve Remuneration of the Members of the Supervisory Board	For	For	
			Management	B.1	Approve Change-of-Control Clause Re: Sustainability-linked Revolving Facility Agreement	For	For	
			Management	C.1	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	
			Management	C.2	Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	For	For	
			Zur Rose Group AG	Switzerland	28-avr-22	Management	1	
Management	2	Approve Treatment of Net Loss				For	For	
Management	3	Approve Discharge of Board and Senior Management				For	For	
Management	4.1	Approve Creation of CHF 100.8 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights				For	For	
Management	4.2	Approve Creation of CHF 33.6 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights, If Item 4.1 is Rejected				For	For	
Management	5	Approve Creation of CHF 6 Million Pool of Conditional Capital for Employee Equity Participation				For	For	
Management	6.1	Approve CHF 67.2 Million Conditional Capital Increase for Financings, Mergers and Acquisitions				For	For	
Management	6.2	Approve CHF 33.6 Million Conditional Capital Increase for Financings, Mergers and Acquisitions, If Item 6.1 is Rejected				For	For	
Management	7	Amend Articles Re: Restrict the Number of Shares Subject to Limitation or Waiver of Advance Subscription Rights				For	For	
Management	8.1	Reelect Walter Oberhaensli as Director and Elect as Board Chair				For	For	
Management	8.2	Reelect Stefan Feuerstein as Director				For	For	
Management	8.3	Reelect Andrea Belliger as Director				For	For	
Management	8.4	Reelect Christian Mielsch as Director				For	For	
Management	8.5	Reelect Florian Seubert as Director				For	For	
Management	8.6	Elect Rongrong Hu as Director				For	For	
Management	9.1	Reappoint Florian Seubert as Member of the Compensation and Nomination Committee				For	For	
Management	9.2	Appoint Walter Oberhaensli as Member of the Compensation and Nomination Committee				For	For	
Management	9.3	Appoint Rongrong Hu as Member of the Compensation and Nomination Committee				For	For	
Management	10	Designate Buis Buergi AG as Independent Proxy				For	For	
Management	11	Ratify Ernst & Young AG as Auditors				For	For	
Management	12.1	Approve Remuneration Report	For	For				
Management	12.2	Approve Fixed Remuneration of Directors in the Amount of CHF 1.3 Million for Fiscal Year 2022	For	For				
Management	12.3	Approve Fixed Remuneration of Directors in the Amount of CHF 1.3 Million for Fiscal Year 2023	For	For				
Management	12.4	Approve Short-Term and Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 2.5 Million	For	For				
Management	12.5	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 3.9 Million	For	For				
Management	13	Transact Other Business (Voting)	For	Against				
Abbott Laboratories	USA	29-avr-22	Management	1.1	Elect Director Robert J. Alpern	For	For	
			Management	1.2	Elect Director Sally E. Blount	For	For	
			Management	1.3	Elect Director Robert B. Ford	For	For	
			Management	1.4	Elect Director Paola Gonzalez	For	For	
			Management	1.5	Elect Director Michelle A. Kumbier	For	For	
			Management	1.6	Elect Director Darren W. McDew	For	For	
			Management	1.7	Elect Director Nancy McKinstry	For	For	
			Management	1.8	Elect Director William A. Osborn	For	For	
			Management	1.9	Elect Director Michael F. Roman	For	For	
			Management	1.10	Elect Director Daniel J. Starks	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	1.11	Elect Director John G. Stratton	For	For	
			Management	1.12	Elect Director Glenn F. Tilton	For	For	
			Management	2	Ratify Ernst & Young LLP as Auditors	For	For	
			Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Shareholder	4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For	A vote FOR this proposal is warranted as it would further enhance shareholders' existing right to call special meetings.
			Shareholder	5	Require Independent Board Chair	Against	For	A vote FOR this proposal is warranted given the importance of having an independent board chair.
			Shareholder	6	Adopt Policy on 10b5-1 Plans	Against	For	A vote FOR the proposal is warranted. The proposed safeguards would improve the principles of the 10b5-1 plans held by the company and are not considered overly burdensome.
			Shareholder	7	Report on Lobbying Payments and Policy	Against	For	A vote FOR this proposal is warranted as a more comprehensive disclosure of the company's lobbying-related oversight mechanisms and trade association payments would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.
			Shareholder	8	Report on Public Health Costs of Antimicrobial Resistance	Against	For	A vote FOR this proposal is warranted for the following reasons: * Additional disclosure would benefit shareholders by increasing transparency regarding the company's efforts to address the risks related to the use of antimicrobial products; and * Disclosure of the requested information would serve to provide greater assurance to shareholders that the firm's initiatives and practices sufficiently guard against potential financial, litigation and operational risks to the firm.
ASML Holding NV	Netherlands	29-avr-22	Management	3a	Approve Remuneration Report	For	For	
			Management	3b	Adopt Financial Statements and Statutory Reports	For	For	
			Management	3d	Approve Dividends of EUR 5.50 Per Share	For	For	
			Management	4a	Approve Discharge of Management Board	For	For	
			Management	4b	Approve Discharge of Supervisory Board	For	For	
			Management	5	Approve Number of Shares for Management Board	For	For	
			Management	6	Amend Remuneration Policy for Management Board	For	For	
			Management	8d	Reelect T.L. Kelly to Supervisory Board	For	For	
			Management	8e	Elect A.F.M. Everke to Supervisory Board	For	For	
			Management	8f	Elect A.L. Steegen to Supervisory Board	For	For	
			Management	9	Ratify KPMG Accountants N.V. as Auditors for the Reporting Years 2023 and 2024	For	For	
			Management	11	Amend Articles of Association	For	For	
			Management	12a	Grant Board Authority to Issue Shares Up to 5 Percent of Issued Capital Plus Additional 5 Percent in Case of Merger or Acquisition	For	For	
			Management	12b	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	For	
			Management	13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	
			Management	14	Authorize Cancellation of Repurchased Shares	For	For	
AstraZeneca Plc	United Kingdom	29-avr-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
			Management	2	Approve Dividends	For	For	
			Management	3	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For	
			Management	4	Authorise Board to Fix Remuneration of Auditors	For	For	
			Management	5a	Re-elect Leif Johansson as Director	For	For	
			Management	5b	Re-elect Pascal Soriot as Director	For	For	
			Management	5c	Elect Aradhana Sarin as Director	For	For	
			Management	5d	Re-elect Philip Broadley as Director	For	For	
			Management	5e	Re-elect Euan Ashley as Director	For	For	
			Management	5f	Re-elect Michel Demare as Director	For	For	
			Management	5g	Re-elect Deborah DiSanzo as Director	For	For	
			Management	5h	Re-elect Diana Layfield as Director	For	For	
			Management	5i	Re-elect Sheri McCoy as Director	For	For	
			Management	5j	Re-elect Tony Mok as Director	For	For	
			Management	5k	Re-elect Nazneen Rahman as Director	For	For	
			Management	5l	Elect Andreas Rummelt as Director	For	For	
			Management	5m	Re-elect Marcus Wallenberg as Director	For	For	
			Management	6	Approve Remuneration Report	For	For	
			Management	7	Authorise UK Political Donations and Expenditure	For	For	
			Management	8	Authorise Issue of Equity	For	For	
			Management	9	Authorise Issue of Equity without Pre-emptive Rights	For	For	
			Management	10	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	
			Management	11	Authorise Market Purchase of Ordinary Shares	For	For	
			Management	12	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	
			Management	13	Approve Savings Related Share Option Scheme	For	For	
Badger Meter, Inc.	USA	29-avr-22	Management	1.1	Elect Director Todd A. Adams	For	For	
			Management	1.2	Elect Director Kenneth C. Bockhorst	For	For	
			Management	1.3	Elect Director Henry F. Brooks	For	For	
			Management	1.4	Elect Director Melanie K. Cook	For	For	
			Management	1.5	Elect Director Gale E. Klappa	For	For	
			Management	1.6	Elect Director James W. McGill	For	For	
			Management	1.7	Elect Director Tessa M. Myers	For	For	
			Management	1.8	Elect Director James F. Stern	For	For	
			Management	1.9	Elect Director Glen E. Tellock	For	For	
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Vote AGAINST due to lack of sustainability factors to determine executive remuneration.
			Shareholder	3	Ratify Ernst & Young LLP as Auditors	For	For	
			Shareholder	4	Report on Achieving Racial Equity on the Board of Directors	Against	For	A vote FOR this proposal is warranted as additional information on board diversification efforts would aid investors in understanding if the company is taking steps to ensure that women and minority candidates are included among board nominees.
Baloise Holding AG	Switzerland	29-avr-22	Management	1.1	Accept Financial Statements and Statutory Reports	For	For	
			Management	1.2	Approve Remuneration Report (Non-Binding)	For	For	
			Management	2	Approve Discharge of Board and Senior Management	For	For	
			Management	3	Approve Allocation of Income and Dividends of CHF 7.00 per Share	For	For	
			Management	4.1.a	Reelect Thomas von Planta as Director and Board Chair	For	For	



Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	4.1.b	Reelect Christoph Gloor as Director	For	For	
			Management	4.1.c	Reelect Hugo Lassat as Director	For	For	
			Management	4.1.d	Reelect Karin Diedenhofen as Director	For	For	
			Management	4.1.e	Reelect Christoph Maeder as Director	For	For	
			Management	4.1.f	Reelect Markus Neuhaus as Director	For	For	
			Management	4.1.g	Reelect Hans-Joerg Schmidt-Trenz as Director	For	For	
			Management	4.1.h	Reelect Marie-Noelle Venturi-Zen-Ruffinen as Director	For	For	
			Management	4.1.i	Elect Maya Bundt as Director	For	For	
			Management	4.1.j	Elect Claudia Dill as Director	For	For	
			Management	4.2.1	Appoint Christoph Gloor as Member of the Compensation Committee	For	For	
			Management	4.2.2	Appoint Karin Diedenhofen as Member of the Compensation Committee	For	For	
			Management	4.2.3	Appoint Christoph Maeder as Member of the Compensation Committee	For	For	
			Management	4.2.4	Appoint Hans-Joerg Schmidt-Trenz as Member of the Compensation Committee	For	For	
			Management	4.3	Designate Christophe Sarasin as Independent Proxy	For	For	
			Management	4.4	Ratify Ernst & Young AG as Auditors	For	For	
			Management	5.1	Approve Remuneration of Directors in the Amount of CHF 3.4 Million	For	For	
			Management	5.2.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 4.2 Million	For	For	
			Management	5.2.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 4.8 Million	For	For	
			Management	6.1	Additional Voting Instructions - Shareholder Proposals (Voting)	None	Against	
			Management	6.2	Additional Voting Instructions - Board of Directors Proposals (Voting)	For	Against	Votes AGAINST these items are warranted because: * These items concern additional instructions from the shareholder to the proxy in case new or amended voting items are introduced at the meeting by shareholders (Item 6.1) or the board of directors (Item 6.2); 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 these items on a precautionary basis.
BASF SE	Germany	29-avr-22	Management	2	Approve Allocation of Income and Dividends of EUR 3.40 per Share	For	For	
			Management	3	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	For	
			Management	4	Approve Discharge of Management Board for Fiscal Year 2021	For	For	
			Management	5	Ratify KPMG AG as Auditors for Fiscal Year 2022	For	For	
			Management	6	Approve Remuneration Report	For	For	
			Management	7.1	Elect Alessandra Genco to the Supervisory Board	For	For	
			Management	7.2	Elect Stefan Asenkerschbaumer to the Supervisory Board	For	For	
			Management	8	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	For	
			Management	9	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 10 Billion; Approve Creation of EUR 117.6 Million Pool of Capital to Guarantee Conversion Rights	For	For	
Bayer AG	Germany	29-avr-22	Management	1	Receive Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of EUR 2.00 per Share for Fiscal Year 2021	For	For	
			Management	2	Approve Discharge of Management Board for Fiscal Year 2021	For	For	
			Management	3	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	For	
			Management	4.1	Reelect Paul Achleitner to the Supervisory Board	For	For	
			Management	4.2	Reelect Norbert Bischofberger to the Supervisory Board	For	For	
			Management	4.3	Reelect Colleen Goggins to the Supervisory Board	For	For	
			Management	5	Approve Remuneration Report	For	Against	A vote AGAINST this resolution is warranted because: * Discretionary adjustments were made to the short-term incentive components, resulting in payouts that do not accurately reflect company performance. * Legacy contribution-based pension entitlements for certain executives result in pension contributions/service costs that can be considered excessive and are not aligned with the wider workforce or market practice. * Targets and performance metrics under the LTI may not be considered sufficiently challenging due to the possibility of below peer median vesting.
			Management	6	Approve Affiliation Agreement with Bayer Chemicals GmbH	For	For	
			Management	7	Ratify Deloitte GmbH as Auditors for Fiscal Year 2022	For	For	
CryoPort, Inc.	USA	29-avr-22	Management	1.1	Elect Director Linda Baddour	For	For	
			Management	1.2	Elect Director Richard Berman	For	For	
			Management	1.3	Elect Director Daniel Hancock	For	For	
			Management	1.4	Elect Director Robert Harii	For	For	
			Management	1.5	Elect Director Ram M. Jagannath	For	For	
			Management	1.6	Elect Director Ramkumar Mandalam	For	For	
			Management	1.7	Elect Director Jerrell W. Shelton	For	For	
			Management	1.8	Elect Director Edward J. Zecchini	For	For	
			Management	2	Ratify Ernst & Young LLP as Auditors	For	For	
			Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
DiaSorin SpA	Italy	29-avr-22	Management	1.1	Accept Financial Statements and Statutory Reports	For	For	
			Management	1.2	Approve Allocation of Income	For	For	
			Management	2.1	Approve Remuneration Policy	For	Against	A vote AGAINST the remuneration policy is recommended due to a lack of disclosure on key features of the ongoing long-term incentive plan. As the plan is cash-based, shareholders are not called to approve it under a separate item. Missing retrospective information on lapsed LTIP does not mitigate concerns.
			Management	2.2	Approve Second Section of the Remuneration Report	For	Against	A vote AGAINST considering the company derogation to the remuneration policy in 2021 has not been supported by sufficient disclosure.
			Shareholder	3.1	Fix Number of Directors	None	For	A vote FOR this item is warranted because the company has disclosed the proposed board size, and no concerns have been noticed.
			Shareholder	3.2	Fix Board Terms for Directors	None	For	This item warrants a vote FOR as it is routine and non-contentious.
			Shareholder	3.3	Slate Submitted by IP Investimenti e Partecipazioni Srl	None	For	This item warrants a vote FOR because: * The name and details of the proposed candidates have been disclosed, and no concerns have been noticed.
			Shareholder	3.4	Approve Remuneration of Directors	None	For	This item warrants a vote FOR because the company has disclosed the proposed non-variable director remuneration, and no concerns have been noticed.
			Shareholder	4.1.1	Slate 1 Submitted by IP Investimenti e Partecipazioni Srl	None	Against	This item warrants a vote AGAINST because: * Shareholders can support only one slate. * Slate 2 is likely to better represent the interests of global institutional investors and minority shareholders.

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Shareholder	4.1.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	None	For	This item warrants a vote FOR because: * Shareholders can support only one slate. * This slate has been proposed by institutional investors, and these nominees could therefore be the best positioned to represent the interests of minority shareholders and carryout effective oversight on the management's behavior. This item warrants a vote FOR because with two slates presented the chair of the board of internal auditors will be the first candidate of the minority slate. This item warrants a vote FOR because the company has disclosed the proposed remuneration, and no concerns have been noticed. A vote AGAINST this proposal is warranted because: * Individual limits are not clearly disclosed and total number of beneficiaries is not disclosed; * Performance conditions are only applied to a portion of the awards; * Performance targets are not disclosed.
			Shareholder	4.2	Appoint Chairman of Internal Statutory Auditors	None	For	
			Shareholder	4.3	Approve Internal Auditors' Remuneration	None	For	
			Management	5	Approve Long-Term Incentive Plan	For	Against	
			Management	6	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	For	
			Management	A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	None	Against	
Galp Energia SGPS SA	Portugal	29-avr-22	Management	1	Ratify Co-options of Teresa Alexandra Pires Marques Leitao Abecassis, Javier Cavada Camino, and Georgios Papadimitriou as Directors	For	For	
			Management	2	Elect Claudia Almeida e Silva as Director	For	For	
			Management	3	Approve Individual and Consolidated Financial Statements and Statutory Reports	For	For	
			Management	4	Approve Allocation of Income	For	For	
			Management	5	Appraise Management and Supervision of Company and Approve Vote of Confidence to Corporate Bodies	For	For	
			Management	6	Approve Remuneration Policy	For	For	
			Management	7	Authorize Repurchase and Reissuance of Shares and Bonds	For	For	
			Management	8	Approve Reduction in Share Capital	For	For	
Helvetia Holding AG	Switzerland	29-avr-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	We find inappropriate to vote against a female BoD member to encourage diversity  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.
			Management	2	Approve Discharge of Board and Senior Management	For	For	
			Management	3	Approve Allocation of Income and Dividends of CHF 5.50 per Share	For	For	
			Management	4.1	Elect Thomas Schmuckli as Director and Board Chair	For	For	
			Management	4.2.1	Reelect Hans Kuenzle as Director	For	For	
			Management	4.2.2	Reelect Beat Fellmann as Director	For	For	
			Management	4.2.3	Reelect Jean-Rene Fournier as Director	For	For	
			Management	4.2.4	Reelect Ivo Furrer as Director	For	For	
			Management	4.2.5	Elect Luigi Lubelli as Director	For	For	
			Management	4.2.6	Reelect Gabriela Payer as Director	For	For	
			Management	4.2.7	Reelect Andreas von Planta as Director	For	For	
			Management	4.2.8	Reelect Regula Wallmann as Director	For	For	
			Management	4.3.1	Reappoint Jean-Rene Fournier as Member of the Nomination and Compensation Committee	For	For	
			Management	4.3.2	Reappoint Gabriela Payer as Member of the Nomination and Compensation Committee	For	For	
			Management	4.3.3	Reappoint Andreas von Planta as Member of the Nomination and Compensation Committee	For	For	
			Management	4.3.4	Reappoint Regula Wallmann as Member of the Nomination and Compensation Committee	For	For	
			Management	5.1	Approve Fixed Remuneration of Directors in the Amount of CHF 3.1 Million	For	For	
			Management	5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 8.3 Million	For	For	
			Management	5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 4.9 Million	For	For	
			Management	6	Designate Advokatur & Notariat Bachmann as Independent Proxy	For	For	
Management	7	Ratify KPMG AG as Auditors	For	For				
Management	8	Transact Other Business (Voting)	For	Against				
Hexagon AB	Sweden	29-avr-22	Management	1	Elect Chairman of Meeting	For	For	
			Management	2	Prepare and Approve List of Shareholders	For	For	
			Management	3	Approve Agenda of Meeting	For	For	
			Management	4.1	Designate Johannes Wingborg as Inspector of Minutes of Meeting	For	For	
			Management	4.2	Designate Fredrik Skoglund Inspector of Minutes of Meeting	For	For	
			Management	5	Acknowledge Proper Convening of Meeting	For	For	
			Management	7.a	Accept Financial Statements and Statutory Reports	For	For	
			Management	7.b	Approve Allocation of Income and Dividends of EUR 0.11 Per Share	For	For	
			Management	7.c1	Approve Discharge of Gun Nilsson	For	For	
			Management	7.c2	Approve Discharge of Marta Schorling Andreen	For	For	
			Management	7.c3	Approve Discharge of John Brandon	For	For	
			Management	7.c4	Approve Discharge of Sofia Schorling Hogberg	For	For	
			Management	7.c5	Approve Discharge of Ulrika Francke	For	For	
			Management	7.c6	Approve Discharge of Henrik Henriksson	For	For	
			Management	7.c7	Approve Discharge of Patrick Soderlund	For	For	
			Management	7.c8	Approve Discharge of Brett Watson	For	For	
			Management	7.c9	Approve Discharge of Erik Huggers	For	For	
			Management	7.c10	Approve Discharge of Ola Rollen	For	For	
			Management	8	Determine Number of Members (10) and Deputy Members (0) of Board	For	For	
			Management	9.1	Approve Remuneration of Directors in the Amount of SEK 2 Million for Chairman, and SEK 670,000 for Other Directors; Approve Remuneration for Committee Work	For	For	
Management	9.2	Approve Remuneration of Auditors	For	For				
Management	10.1	Reelect Marta Schorling Andreen as Director	For	For				
Management	10.2	Reelect John Brandon as Director	For	For				

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	10.3	Reelect Sofia Schorling Hogberg as Director	For	Against	A vote FOR candidates Marta Schorling Andreen (item 10.1), John Brandon (item 10.2), Henrik Henriksson (item 10.5), Ola Rollen (item 10.6), Patrick Soderlund (item 10.8), Brett Watson (item 10.9) and Erik Huggers (item 10.10) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidates Sofia Schorling Hogberg (item 10.3), Ulrika Francke (item 10.4) and Gun Nilsson (item 10.7), is warranted due to their non-independent status on the audit committee, which has an insufficient level of independence. Moreover, Ulrika Francke is non-independent while she also chairs the audit committee. A vote AGAINST candidates Sofia Schorling Hogberg (item 10.3) and Gun Nilsson (item 10.7), is also warranted due to their non-independent status on the remuneration committee, which has an insufficient level of independence.  A vote FOR candidates Marta Schorling Andreen (item 10.1), John Brandon (item 10.2), Henrik Henriksson (item 10.5), Ola Rollen (item 10.6), Patrick Soderlund (item 10.8), Brett Watson (item 10.9) and Erik Huggers (item 10.10) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidates Sofia Schorling Hogberg (item 10.3), Ulrika Francke (item 10.4) and Gun Nilsson (item 10.7), is warranted due to their non-independent status on the audit committee, which has an insufficient level of independence. Moreover, Ulrika Francke is non-independent while she also chairs the audit committee. A vote AGAINST candidates Sofia Schorling Hogberg (item 10.3) and Gun Nilsson (item 10.7), is also warranted due to their non-independent status on the remuneration committee, which has an insufficient level of independence.  A vote FOR candidates Marta Schorling Andreen (item 10.1), John Brandon (item 10.2), Henrik Henriksson (item 10.5), Ola Rollen (item 10.6), Patrick Soderlund (item 10.8), Brett Watson (item 10.9) and Erik Huggers (item 10.10) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidates Sofia Schorling Hogberg (item 10.3), Ulrika Francke (item 10.4) and Gun Nilsson (item 10.7), is warranted due to their non-independent status on the audit committee, which has an insufficient level of independence. Moreover, Ulrika Francke is non-independent while she also chairs the audit committee. A vote AGAINST candidates Sofia Schorling Hogberg (item 10.3) and Gun Nilsson (item 10.7), is also warranted due to their non-independent status on the remuneration committee, which has an insufficient level of independence.  A vote AGAINST this item is warranted because the election of Gun Nilsson to the board of directors is not supported.
			Management	10.4	Reelect Ulrika Francke as Director	For	Against	
			Management	10.5	Reelect Henrik Henriksson as Director	For	For	
			Management	10.6	Reelect Ola Rollen as Director	For	For	
			Management	10.7	Reelect Gun Nilsson as Director	For	Against	
			Management	10.8	Reelect Patrick Soderlund as Director	For	For	
			Management	10.9	Reelect Brett Watson as Director	For	For	
			Management	10.10	Reelect Erik Huggers as Director	For	For	
			Management	10.11	Elect Gun Nilsson as Board Chair	For	Against	
			Management	10.12	Ratify PricewaterhouseCoopers AB as Auditors	For	For	
			Management	11	Elect Mikael Ekdaahl, Jan Dworsky, Anders Oscarsson and Liselott Ledin as Members of Nominating Committee	For	For	
			Management	12	Approve Remuneration Report	For	For	
			Management	13	Approve Performance Share Program 2022/20225 for Key Employees	For	For	
			Management	14	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	For	
			Management	15	Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights	For	For	
Hugel, Inc.	South Korea	29-avr-22	Management	1.1	Elect Heo Seo-hong as Non-Independent Non-Executive Director	For	For	
			Management	1.2	Elect Lee Tae-hyeong as Non-Independent Non-Executive Director	For	For	
			Management	1.3	Elect Wei Fu as Non-Independent Non-Executive Director	For	For	
			Management	1.4	Elect Gyeong Han-su as Non-Independent Non-Executive Director	For	For	
			Management	1.5	Elect Patrick Holt as Outside Director	For	For	
			Management	2	Elect Ji Seung-min as Outside Director to Serve as an Audit Committee Member	For	For	
			Management	3.1	Elect Patrick Holt as a Member of Audit Committee	For	For	
			Management	3.2	Elect Lee Tae-hyeong as a Member of Audit Committee	For	For	
Intesa Sanpaolo SpA	Italy	29-avr-22	Management	1a	Accept Financial Statements and Statutory Reports	For	For	A vote FOR this item is warranted because the company has disclosed the proposed board size, and no concerns have been noticed.  This slate warrants a vote FOR because: * Shareholders can support only one slate. * It is preferable for Slate 2 not get the majority of the votes, so that the Chair of the Management Control Committee can be selected from Slate 2. * No major concerns have been noticed with respect to the proposed candidates. * This Slate is reconfirming both CEO and Chair. However, institutional investors who have contributed to present Slate 2 may want to make sure that they support Slate 2 in order to prevent possible allegation of links with this slate. BACKGROUND INFORMATION Policies: Elect Directors (Bundled)  This item warrants a vote AGAINST because: * Shareholders can support only one slate; * Supporting Slate 1 would ensure that the Chairperson of the Management Control Committee is appointed by Slate 2. However, institutional investors who have contributed to present Slate 2 may want to make sure that they support Slate 2 in order to prevent possible allegation of links with Slate 1.  This item warrants a vote FOR because the company has disclosed all information regarding the proposed nominee.
			Management	1b	Approve Allocation of Income	For	For	
			Shareholder	2a	Fix Number of Directors	None	For	
			Shareholder	2b.1	Slate 1 Submitted by Compagnia di San Paolo, Fondazione Cariplo, Fondazione Cassa di Risparmio di Padova e Rovigo, Fondazione Cassa di Risparmio di Firenze and Fondazione Cassa di Risparmio in Bologna	None	For	
			Shareholder	2b.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	None	Against	
			Shareholder	2c	Elect Gian Maria Gros-Pietro as Board Chair and Paolo Andrea Colombo as Deputy Chairperson	None	For	
			Management	3a	Approve Remuneration Policies in Respect of Board Directors	For	For	
			Management	3b	Approve Remuneration of Directors	For	For	
			Management	3c	Approve Remuneration and Incentive Policies of the Intesa Sanpaolo Group for 2022	For	For	
			Management	3d	Approve Second Section of the Remuneration Report	For	For	
			Management	3e	Approve Annual Incentive Plan	For	For	
			Management	3f	Approve Long-Term Incentive Performance Share Plan	For	For	
			Management	3g	Approve LECOIP 3.0 Long-Term Incentive Plan	For	For	
			Management	4a	Authorize Share Repurchase Program	For	For	
			Management	4b	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Incentive Plans	For	For	
			Management	4c	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	For	
			Management	1	Authorize Cancellation of Treasury Shares without Reduction of Share Capital; Amend Article 5	For	For	
			Management	2	Authorize Board to Increase Capital to Service LECOIP 3.0 Long-Term Incentive Plan	For	For	
			Management	3	Authorize Board to Increase Capital to Service Long-Term Incentive Performance Share Plan	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
Mercedes-Benz Group AG	Germany	29-avr-22	Management	A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	None	Against	<p>Notes AGAINST the discharge of the management and supervisory boards are considered warranted because: * On July 8, 2021, the European Commission found the German automakers (including MBG) guilty of collusion regarding restricting competition in emissions cleaning for new diesel passenger cars between 2009 and 2014. The company paid no fines owing to its principal witness status. * While MBG may be applauded for self-reporting and bringing the cartel to light, concerns are raised with respect to the fact that a culture existed within this company which led to not just the diesel emissions scandal, but also to collusion on technical matters with the other major German car manufacturers to the detriment of the company and its shareholders, as well as stakeholders worldwide. While no specific member of the company's management board or supervisory board has thus far been found guilty of misconduct or negligence, the fact remains that for many years, there existed a corporate culture that allowed for the described facts to happen, leading to significant reputational, financial, and also environmental damage worldwide. * Due to the symbolic nature of the discharge vote in Germany and the historical nature of the antitrust case as well as ongoing diesel emissions issues, and because the discharge resolutions are currently bundled, which does not allow shareholders to target individuals of both bodies who may have been involved in failures of due diligence from 2009 until 2014, votes AGAINST are warranted.</p> <p>Notes AGAINST the discharge of the management and supervisory boards are considered warranted because: * On July 8, 2021, the European Commission found the German automakers (including MBG) guilty of collusion regarding restricting competition in emissions cleaning for new diesel passenger cars between 2009 and 2014. The company paid no fines owing to its principal witness status. * While MBG may be applauded for self-reporting and bringing the cartel to light, concerns are raised with respect to the fact that a culture existed within this company which led to not just the diesel emissions scandal, but also to collusion on technical matters with the other major German car manufacturers to the detriment of the company and its shareholders, as well as stakeholders worldwide. While no specific member of the company's management board or supervisory board has thus far been found guilty of misconduct or negligence, the fact remains that for many years, there existed a corporate culture that allowed for the described facts to happen, leading to significant reputational, financial, and also environmental damage worldwide. * Due to the symbolic nature of the discharge vote in Germany and the historical nature of the antitrust case as well as ongoing diesel emissions issues, and because the discharge resolutions are currently bundled, which does not allow shareholders to target individuals of both bodies who may have been involved in failures of due diligence from 2009 until 2014, votes AGAINST are warranted.</p>
			Management	2	Approve Allocation of Income and Dividends of EUR 5.00 per Share	For	For	
			Management	3	Approve Discharge of Management Board for Fiscal Year 2021	For	Against	
			Management	4	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	Against	
			Management	5.1	Ratify KPMG AG as Auditors for Fiscal Year 2022	For	For	
			Management	5.2	Ratify KPMG AG as Auditors for the 2023 Interim Financial Statements until the 2023 AGM	For	For	
			Management	6.1	Elect Dame Courtice to the Supervisory Board	For	For	
			Management	6.2	Elect Marco Gobetti to the Supervisory Board	For	For	
			Management	7	Approve Remuneration Report	For	For	
			Management	7	Approve Remuneration Report	For	Against	
PIERER Mobility AG	Austria	29-avr-22	Management	2	Approve Allocation of Income and Dividends of EUR 1.00 per Share	For	For	<p>A vote AGAINST the remuneration report is warranted because: * Due to the absence of a clear cap on the variable incentive plan, payouts appear to be excessive compared to market practice. * The compensation committee of the supervisory board is completely non-independent. * The company does not provide a long-term incentive plan, therefore not creating a sufficient alignment with long-term interest of shareholders.</p> <p>We are comfortable with the shape of the BoD which reflects the shareholder structure.</p> <p>We are comfortable with the shape of the BoD which reflects the shareholder structure.</p> <p>We are comfortable with the shape of the BoD which reflects the shareholder structure.</p> <p>We are comfortable with the shape of the BoD which reflects the shareholder structure.</p> <p>We are comfortable with the shape of the BoD which reflects the shareholder structure.</p> <p>We are comfortable with the issuance request</p> <p>We are comfortable with the issuance request</p>
			Management	3	Approve Discharge of Management Board for Fiscal Year 2021	For	For	
			Management	4	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	For	
			Management	5	Approve Remuneration of Supervisory Board Members	For	For	
			Management	6	Approve Remuneration Report	For	Against	
			Management	7	Ratify KPMG Austria GmbH as Auditors for Fiscal Year 2022	For	For	
			Management	8.1	Approve Increase in Size of Supervisory Board to Six Members	For	For	
			Management	8.2	Elect Michaela Friepess as Supervisory Board Member	For	For	
			Management	8.3	Elect Iris Filz Wieser as Supervisory Board Member	For	For	
			Management	8.4	Elect Srinivasan Ravikumar as Supervisory Board Member	For	For	
			Management	8.5	Elect Rajiv Bajaj as Supervisory Board Member	For	For	
			Management	9.1	Approve Cancellation of Authorized Capital Pool	For	For	
			Management	9.2	Approve EUR 16.9 Million Pool of Authorized Capital Increase with or without Exclusion of Preemptive Rights	For	For	
Management	9.3	Amend Articles to Reflect Changes in Capital	For	For				
Management	10.1	New/Amended Proposals from Management and Supervisory Board	None	Against				
Management	10.2	New/Amended Proposals from Shareholders	None	Against				
Vonovia SE	Germany	29-avr-22	Management	2	Approve Allocation of Income and Dividends of EUR 1.66 per Share	For	For	
			Management	3	Approve Discharge of Management Board for Fiscal Year 2021	For	For	
			Management	4	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	For	
			Management	5.1	Ratify KPMG AG as Auditors for Fiscal Year 2022 and for the Review of Interim Financial Statements for Fiscal Year 2022	For	For	
			Management	5.2	Ratify PricewaterhouseCoopers GmbH as Auditors for the Review of Interim Financial Statements for the First Quarter of Fiscal Year 2023	For	For	
			Management	6	Approve Remuneration Report	For	For	
			Management	7	Approve Remuneration of Supervisory Board	For	For	
			Management	8.1	Elect Matthias Huenlein to the Supervisory Board	For	For	
			Management	8.2	Elect Juergen Fenk to the Supervisory Board	For	For	
			Management	9	Approve Creation of EUR 233 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	For	For	
			Management	10	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	For	
Management	11	Authorize Use of Financial Derivatives when Repurchasing Shares	For	For				
VP Bank AG	Liechtenstein	29-avr-22	Management	1	Accept Financial Statements and Statutory Reports (Voting)	For	For	<p>We are comfortable with the level of independence of the BoD. Furthermore, we consider the BoD to be gender diverse given its small size.</p>
			Management	2	Approve Allocation of Income and Dividends of CHF 5.00 per Registered Share A and CHF 0.50 per Registered Share B	For	For	
			Management	3	Approve Discharge of Directors, Management and Auditors	For	For	
			Management	4.1	Reelect Ursula Lang as Director	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	4.2	Elect Mauro Pedrazzini as Director	For	For	We are comfortable with the level of independence of the BoD. Furthermore, we consider the BoD to be gender diverse given its small size.
			Management	4.3	Ratify PricewaterhouseCoopers AG as Auditors	For	For	
IMCD NV	Netherlands	02-mai-22	Management	2.c	Approve Remuneration Report	For	For	
			Management	3.b	Adopt Financial Statements and Statutory Reports	For	For	
			Management	3.d	Approve Dividends of EUR 1.62 Per Share	For	For	
			Management	4.a	Approve Discharge of Management Board	For	For	
			Management	4.b	Approve Discharge of Supervisory Board	For	For	
			Management	5.a	Reelect Piet C.J. Van der Slikke to Management Board	For	For	
			Management	5.b	Reelect Hans J.J. Kooijmans to Management Board	For	For	
			Management	5.c	Elect Marcus Jordan to Management Board	For	For	
			Management	6.a	Reelect S. (Stephan) R. Nanninga to Supervisory Board	For	For	
			Management	6.b	Elect W. (Willem) Eelman to Supervisory Board	For	For	
			Management	6.c	Approve Remuneration of Supervisory Board's Nomination and Appointment Committee	For	For	
			Management	7	Ratify Deloitte Accountants B.V. as Auditors	For	For	
			Management	8.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	For	
			Management	8.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	For	
			Management	9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	
Paycom Software, Inc.	USA	02-mai-22	Management	1.1	Elect Director Jason D. Clark	For	Withhold	WITHHOLD votes are warranted for Jason Clark, Henry (Ric) Duques, and Chad Richison, in the absence of any incumbent compensation committee members on the ballot this year, due to insufficient responsiveness to last year's failed say-on-pay vote. WITHHOLD votes are also warranted for Clark, Duques, and Richison given the board's failure to respond to lack of majority support for director Frederick Peters last year, and failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impact shareholder rights.
			Management	1.2	Elect Director Henry C. Duques	For	Withhold	WITHHOLD votes are warranted for Jason Clark, Henry (Ric) Duques, and Chad Richison, in the absence of any incumbent compensation committee members on the ballot this year, due to insufficient responsiveness to last year's failed say-on-pay vote. WITHHOLD votes are also warranted for Clark, Duques, and Richison given the board's failure to respond to lack of majority support for director Frederick Peters last year, and failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impact shareholder rights.
			Management	1.3	Elect Director Chad Richison	For	Withhold	WITHHOLD votes are warranted for Jason Clark, Henry (Ric) Duques, and Chad Richison, in the absence of any incumbent compensation committee members on the ballot this year, due to insufficient responsiveness to last year's failed say-on-pay vote. WITHHOLD votes are also warranted for Clark, Duques, and Richison given the board's failure to respond to lack of majority support for director Frederick Peters last year, and failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impact shareholder rights.
			Management	2	Ratify Grant Thornton LLP as Auditors	For	For	A vote AGAINST this proposal is warranted. Although pay and performance are reasonably aligned for the year under review, the compensation committee has not demonstrated sufficient responsiveness to last year's failed say-on-pay vote. After two consecutive failed say-on-pay votes and a lack of majority support for a compensation committee member, the compensation committee does not appear to have taken meaningful action to address shareholders' concerns.
			Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	
			Management	4	Advisory Vote on Say on Pay Frequency	One Year	One Year	
American Express Company	USA	03-mai-22	Management	1a	Elect Director Thomas J. Baltimore	For	For	
			Management	1b	Elect Director Charlene Barshefsky	For	For	
			Management	1c	Elect Director John J. Brennan	For	For	
			Management	1d	Elect Director Peter Chernin	For	For	
			Management	1e	Elect Director Ralph de la Vega	For	For	
			Management	1f	Elect Director Michael O. Leavitt	For	For	
			Management	1g	Elect Director Theodore J. Leonsis	For	For	
			Management	1h	Elect Director Karen L. Parkhill	For	For	
			Management	1i	Elect Director Charles E. Phillips	For	For	
			Management	1j	Elect Director Lynn A. Pike	For	For	
			Management	1k	Elect Director Stephen J. Squeri	For	For	
			Management	1l	Elect Director Daniel L. Vasella	For	For	
			Management	1m	Elect Director Lisa W. Wardell	For	For	
			Management	1n	Elect Director Christopher D. Young	For	For	
			Management	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	
			Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Shareholder	4	Require Independent Board Chair	Against	For	
Edwards Lifesciences Corporation	USA	03-mai-22	Management	1.1	Elect Director Kieran T. Gallahue	For	For	
			Management	1.2	Elect Director Leslie S. Heisz	For	For	
			Management	1.3	Elect Director Paul A. LaViolette	For	For	
			Management	1.4	Elect Director Steven R. Loranger	For	For	
			Management	1.5	Elect Director Martha H. Marsh	For	For	
			Management	1.6	Elect Director Michael A. Mussallem	For	For	
			Management	1.7	Elect Director Ramona Sequeira	For	For	
			Management	1.8	Elect Director Nicholas J. Valeriani	For	For	
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Management	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	
			Shareholder	4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For	
Fortune Brands Home & Security, Inc.	USA	03-mai-22	Management	1a	Elect Director Susan S. Kilsby	For	For	
			Management	1b	Elect Director Amit Banati	For	For	
			Management	1c	Elect Director Irial Finan	For	For	
			Management	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	
			Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Management	4	Approve Omnibus Stock Plan	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
Kuehne + Nagel International AG	Switzerland	03-mai-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
			Management	2	Approve Allocation of Income and Dividends of CHF 10.00 per Share	For	For	
			Management	3	Approve Discharge of Board and Senior Management	For	For	
			Management	4.1.1	Reelect Dominik Buergy as Director	For	For	
			Management	4.1.2	Reelect Renato Fassbind as Director	For	For	
			Management	4.1.3	Reelect Karl Germandt as Director	For	For	
			Management	4.1.4	Reelect David Kamenetzky as Director	For	For	
			Management	4.1.5	Reelect Klaus-Michael Kuehne as Director	For	For	
			Management	4.1.6	Reelect Tobias Staehelin as Director	For	For	
			Management	4.1.7	Reelect Hauke Stars as Director	For	For	
			Management	4.1.8	Reelect Martin Wittig as Director	For	For	
			Management	4.1.9	Reelect Joerg Wolle as Director	For	For	
			Management	4.2	Reelect Joerg Wolle as Board Chair	For	For	
			Management	4.3.1	Reappoint Karl Germandt as Member of the Compensation Committee	For	For	We are comfortable with the current composition of the BoD and the level of independence of its members
			Management	4.3.2	Reappoint Klaus-Michael Kuehne as Member of the Compensation Committee	For	For	We are comfortable with the current composition of the BoD and the level of independence of its members
			Management	4.3.3	Reappoint Hauke Stars as Member of the Compensation Committee	For	For	
			Management	4.4	Designate Stefan Mangold as Independent Proxy	For	For	
Management	4.5	Ratify Ernst & Young AG as Auditors	For	For				
Management	5	Approve Renewal of CHF 20 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	For	For	We are comfortable with the issuance request			
Management	6	Approve Remuneration Report	For	For	We vote on the remuneration questions with ISS, as we would expect a mature company with strong IT capabilities to be more transparent regarding remuneration and link more clearly remuneration to performance metrics.			
Management	7.1	Approve Remuneration of Directors in the Amount of CHF 5.5 Million	For	Against	We vote on the remuneration questions with ISS, as we would expect a mature company with strong IT capabilities to be more transparent regarding remuneration and link more clearly remuneration to performance metrics.			
Management	7.2	Approve Remuneration of Executive Committee in the Amount of CHF 25 Million	For	Against	Item 7.2 A vote AGAINST this proposal is warranted because: * The proposal represents a significant potential increase in remuneration and the company has not provided a detailed explanation. * The company does not provide sufficient transparency regarding the parameters of its variable compensation, meaning that it is not possible to gauge the appropriateness of the amount. Item 7.3 A vote AGAINST this proposal is warranted because: * The board has not provided a compelling justification for this additional compensation for executives.			
Management	7.3	Approve Additional Remuneration of Executive Committee in the Amount of CHF 4.4 Million	For	Against	Item 7.2 A vote AGAINST this proposal is warranted because: * The proposal represents a significant potential increase in remuneration and the company has not provided a detailed explanation. * The company does not provide sufficient transparency regarding the parameters of its variable compensation, meaning that it is not possible to gauge the appropriateness of the amount. Item 7.3 A vote AGAINST this proposal is warranted because: * The board has not provided a compelling justification for this additional compensation for executives.			
Management	8	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.			
Pool Corporation	USA	03-mai-22	Management	1a	Elect Director Peter D. Arvan	For	For	
			Management	1b	Elect Director Martha 'Marty' S. Gervasi	For	For	
			Management	1c	Elect Director Timothy M. Graven	For	For	
			Management	1d	Elect Director Debra S. Oler	For	For	
			Management	1e	Elect Director Manuel J. Perez de la Mesa	For	For	
			Management	1f	Elect Director Harlan F. Seymour	For	For	
			Management	1g	Elect Director Robert C. Sledd	For	For	
			Management	1h	Elect Director John E. Stokely	For	For	
			Management	1i	Elect Director David G. Whalen	For	For	
			Management	2	Ratify Ernst & Young LLP as Auditors	For	For	
Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For				
Sanofi	France	03-mai-22	Management	1	Approve Financial Statements and Statutory Reports	For	For	
			Management	2	Approve Consolidated Financial Statements and Statutory Reports	For	For	
			Management	3	Approve Allocation of Income and Dividends of EUR 3.33 per Share	For	For	
			Management	4	Reelect Paul Hudson as Director	For	For	
			Management	5	Reelect Christophe Babule as Director	For	For	
			Management	6	Reelect Patrick Kron as Director	For	For	
			Management	7	Reelect Gilles Schnepf as Director	For	For	
			Management	8	Elect Carole Ferrand as Director	For	For	
			Management	9	Elect Emile Voest as Director	For	For	
			Management	10	Elect Antoine Yver as Director	For	For	
			Management	11	Approve Compensation Report of Corporate Officers	For	For	
			Management	12	Approve Compensation of Serge Weinberg, Chairman of the Board	For	For	
			Management	13	Approve Compensation of Paul Hudson, CEO	For	For	
			Management	14	Approve Remuneration Policy of Directors	For	For	
			Management	15	Approve Remuneration Policy of Chairman of the Board	For	For	
			Management	16	Approve Remuneration Policy of CEO	For	For	
			Management	17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	
			Management	18	Amend Article 25 of Bylaws Re: Dividends	For	For	
			Management	19	Authorize Filing of Required Documents/Other Formalities	For	For	
Symrise AG	Germany	03-mai-22	Management	2	Approve Allocation of Income and Dividends of EUR 1.02 per Share	For	For	
			Management	3	Approve Discharge of Management Board for Fiscal Year 2021	For	For	
			Management	4	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	For	
			Management	5	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2022 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2022	For	For	
			Management	6	Approve Remuneration Report	For	Against	A vote AGAINST the remuneration report is warranted because: * A range of discretionary payments were granted to executives during the year under review, which represent a serious breach of good remuneration practices, and the company has failed to provide a compelling rationale. * The level of target disclosure is relatively low, which makes it difficult to assess the alignment between pay and performance.
			Management	6	Approve Remuneration Report	For	Against	A vote AGAINST the remuneration report is warranted because: * A range of discretionary payments were granted to executives during the year under review, which represent a serious breach of good remuneration practices, and the company has failed to provide a compelling rationale. * The level of target disclosure is relatively low, which makes it difficult to assess the alignment between pay and performance.

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
Allianz SE	Germany	04-mai-22	Management	7	Approve Remuneration Policy	For	For	
			Management	2	Approve Allocation of Income and Dividends of EUR 10.80 per Share	For	For	
			Management	3	Approve Discharge of Management Board for Fiscal Year 2021	For	For	
			Management	4	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	For	
			Management	5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2022	For	For	
			Management	6	Approve Remuneration Report	For	For	
			Management	7.1	Elect Sophie Boissard to the Supervisory Board	For	For	
			Management	7.2	Elect Christine Bosse to the Supervisory Board	For	For	
			Management	7.3	Elect Rashmy Chatterjee to the Supervisory Board	For	For	
			Management	7.4	Elect Michael Diekmann to the Supervisory Board	For	For	
			Management	7.5	Elect Friedrich Eichiner to the Supervisory Board	For	For	
			Management	7.6	Elect Herbert Hainer to the Supervisory Board	For	For	
			Management	8	Approve Creation of EUR 468 Million Pool of Authorized Capital 2022/1 with or without Exclusion of Preemptive Rights	For	For	
			Management	9	Approve Creation of EUR 15 Million Pool of Capital for Employee Stock Purchase Plan	For	For	
Management	10	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 15 Billion; Approve Creation of EUR 117 Million Pool of Capital to Guarantee Conversion Rights	For	For				
Management	11	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	For				
Management	12	Authorize Use of Financial Derivatives when Repurchasing Shares	For	For				
Management	13	Amend Affiliation Agreements with Allianz Finanzbeteiligungs GmbH and IDS GmbH	For	For				
Management	14	Amend Affiliation Agreement with Allianz Asset Management GmbH	For	For				
ArcelorMittal SA	Luxembourg	04-mai-22	Management	I	Approve Consolidated Financial Statements	For	For	
			Management	II	Approve Financial Statements	For	For	
			Management	III	Approve Dividends of USD 0.38 Per Share	For	For	
			Management	IV	Approve Allocation of Income	For	For	
			Management	V	Approve Remuneration Report	For	For	
			Management	VI	Approve Remuneration of the Directors, Lead Independent Directors, Members and Chairs of the Audit and Risk Committee, Members and Chairs of the Other Committee, Members and Chairs of the Special Committee and Chief Executive Officer	For	For	
			Management	VII	Approve Discharge of Directors	For	For	
			Management	VIII	Reelect Vanisha Mittal Bhatia as Director	For	For	
			Management	IX	Reelect Karel De Gucht as Director	For	For	
			Management	X	Approve Share Repurchase	For	For	
			Management	XI	Appoint Ernst & Young as Auditor	For	For	
			Management	XII	Approve Grants of Share-Based Incentives	For	For	
Management	I	Approve Reduction in Share Capital through Cancellation of Shares and Amend Articles 5.1 and 5.2 of the Articles of Association	For	For				
GlaxoSmithKline Plc	United Kingdom	04-mai-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	A vote AGAINST the remuneration policy is warranted because: * The Company is seeking to increase bonus opportunity from 2x to 3x salary. The amplified bonus opportunity would create the highest bonus potential, as a multiple of salary, for any company in the FTSE 10. It is acknowledged that the higher limit requires higher performance, only materializing on outperformance of the Company's new strategic targets. It is also noted that there would be lower pay for below target performance. In addition, the targets are firmly rooted in the new strategy and there is a clear link between the profit and sales objectives, as announced in June 2021, and new pay arrangements. However, these mitigating factors do not offset concerns with the quantum; the increased emphasis on short-term performance; or the precedent that this level of bonus opportunity would create. Further, the demerger will decrease the Company's market cap and the complexity of its operations. The proposed increase does not appear consistent with this background.
			Management	2	Approve Remuneration Report	For	For	
			Management	3	Approve Remuneration Policy	For	Against	
			Management	4	Elect Anne Beal as Director	For	For	
			Management	5	Elect Harry Dietz as Director	For	For	
			Management	6	Re-elect Sir Jonathan Symonds as Director	For	For	
			Management	7	Re-elect Dame Emma Walmsley as Director	For	For	
			Management	8	Re-elect Charles Bancroft as Director	For	For	
			Management	9	Re-elect Vindi Banga as Director	For	For	
			Management	10	Re-elect Hal Barron as Director	For	For	
			Management	11	Re-elect Dame Vivienne Cox as Director	For	For	
			Management	12	Re-elect Lynn Elsenhans as Director	For	For	
			Management	13	Re-elect Laurie Glimcher as Director	For	For	
			Management	14	Re-elect Jesse Goodman as Director	For	For	
			Management	15	Re-elect Iain Mackay as Director	For	For	
			Management	16	Re-elect Urs Rohner as Director	For	For	
			Management	17	Reappoint Deloitte LLP as Auditors	For	For	
			Management	18	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	For	For	
			Management	19	Authorise UK Political Donations and Expenditure	For	For	
			Management	20	Authorise Issue of Equity	For	For	
			Management	21	Authorise Issue of Equity without Pre-emptive Rights	For	For	
			Management	22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	
			Management	23	Authorise Market Purchase of Ordinary Shares	For	For	
			Management	24	Approve the Exemption from Statement of the Name of the Senior Statutory Auditor in Published Copies of the Auditors' Reports	For	For	
			Management	25	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	
			Management	26	Approve Share Save Plan	For	For	
			Management	27	Approve Share Reward Plan	For	For	
			Management	28	Adopt New Articles of Association	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
Hannover Rueck SE	Germany	04-mai-22	Management	2	Approve Allocation of Income and Dividends of EUR 4.50 per Share and Special Dividends of EUR 1.25 per Share	For	For	
			Management	3	Approve Discharge of Management Board for Fiscal Year 2021	For	For	
			Management	4	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	For	
			Management	5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2022 and for the Review of the Interim Financial Statements for the First Half of Fiscal Year 2022	For	For	
			Management	6	Approve Remuneration Report	For	Against	
International Flavors & Fragrances Inc.	USA	04-mai-22	Management	1a	Elect Director Kathryn J. Boor	For	For	A vote AGAINST the remuneration report is warranted because: * The CEO received a signing bonus in the year under review and the company does not provide a compelling rationale for the granting of such awards, particularly as the CEO was appointed in 2019 and already received a one-time payment of EUR 1 million at that time.
			Management	1b	Elect Director Edward D. Breen	For	For	
			Management	1c	Elect Director Barry A. Bruno	For	For	
			Management	1d	Elect Director Frank Clyburn	For	For	
			Management	1e	Elect Director Carol Anthony (John) Davidson	For	For	
			Management	1f	Elect Director Michael L. Ducker	For	For	
			Management	1g	Elect Director Roger W. Ferguson, Jr.	For	For	
			Management	1h	Elect Director John F. Ferraro	For	For	
			Management	1i	Elect Director Christina Gold	For	For	
			Management	1j	Elect Director Ilene Gordon	For	For	
			Management	1k	Elect Director Matthias J. Heinzl	For	For	
			Management	1l	Elect Director Dale F. Morrison	For	For	
			Management	1m	Elect Director Kare Schultz	For	For	
			Management	1n	Elect Director Stephen Williamson	For	For	
			Management	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	
			Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Ocado Group Plc	United Kingdom	04-mai-22	Management	1	
Management	2	Approve Remuneration Policy				For	Against	
Management	3	Approve Remuneration Report				For	For	
Management	4	Re-elect Richard Haythornthwaite as Director				For	Against	
Management	5	Re-elect Tim Steiner as Director				For	For	
Management	6	Re-elect Stephen Dainith as Director				For	For	
Management	7	Re-elect Neill Abrams as Director				For	For	
Management	8	Re-elect Mark Richardson as Director				For	For	
Management	9	Re-elect Luke Jensen as Director				For	For	
Management	10	Re-elect Joern Rausing as Director				For	For	
Management	11	Re-elect Andrew Harrison as Director				For	For	
Management	12	Re-elect Emma Lloyd as Director				For	For	
Management	13	Re-elect Julie Southern as Director				For	For	
Management	14	Re-elect John Martin as Director				For	For	
Management	15	Re-elect Michael Sherman as Director				For	For	
Management	16	Elect Nadia Shouraboura as Director				For	For	
Management	17	Reappoint Deloitte LLP as Auditors				For	For	
Management	18	Authorise Board to Fix Remuneration of Auditors				For	For	
Management	19	Authorise UK Political Donations and Expenditure				For	For	
Management	20	Amend Value Creation Plan				For	Against	
Management	21	Authorise Issue of Equity				For	For	
Management	22	Authorise Issue of Equity in Connection with a Rights Issue				For	For	
Management	23	Authorise Issue of Equity without Pre-emptive Rights				For	For	
Management	24	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment				For	For	
Management	25	Authorise Market Purchase of Ordinary Shares				For	For	
Management	26	Adopt New Articles of Association				For	For	
Management	27	Authorise the Company to Call General Meeting with Two Weeks' Notice				For	For	
PepsiCo, Inc.	USA	04-mai-22	Management	1a	Elect Director Segun Agbaje	For	For	A vote FOR this proposal is warranted given the importance of having an independent board chair.
			Management	1b	Elect Director Shona L. Brown	For	For	
			Management	1c	Elect Director Cesar Conde	For	For	
			Management	1d	Elect Director Ian Cook	For	For	
			Management	1e	Elect Director Edith W. Cooper	For	For	
			Management	1f	Elect Director Dina Dublon	For	For	
			Management	1g	Elect Director Michelle Gass	For	For	
			Management	1h	Elect Director Ramon L. Laguarda	For	For	
			Management	1i	Elect Director Dave Lewis	For	For	
			Management	1j	Elect Director David C. Page	For	For	
			Management	1k	Elect Director Robert C. Pohlad	For	For	
			Management	1l	Elect Director Daniel Vasella	For	For	
			Management	1m	Elect Director Darren Walker	For	For	
			Management	1n	Elect Director Alberto Weisser	For	For	
			Management	2	Ratify KPMG LLP as Auditors	For	For	
			Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Shareholder	4	Require Independent Board Chair	Against	For	



Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Shareholder	5	Report on Global Public Policy and Political Influence	Against	For	A vote FOR this resolution is warranted, as increased global transparency and disclosure around its memberships in political organizations and lobbying expenditures, as well as the company's its management- and board-level oversight of spending would help shareholders evaluate the company's management of related risks and benefits. A vote FOR this proposal is warranted as shareholders would benefit from an increased disclosures and understanding of the use of sugar in the company's products and its role in the obesity epidemic and related health concerns.
			Shareholder	6	Report on Public Health Costs of Food and Beverages Products	Against	For	
Rational AG	Germany	04-mai-22	Management	2	Approve Allocation of Income and Dividends of EUR 7.50 per Share and Special Dividends of EUR 2.50 per Share	For	For	
			Management	3	Approve Discharge of Management Board for Fiscal Year 2021	For	For	
			Management	4	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	For	
			Management	5	Approve Remuneration Report	For	For	
			Management	6	Ratify Deloitte GmbH as Auditors for Fiscal Year 2022	For	For	
S&P Global Inc.	USA	04-mai-22	Management	1.1	Elect Director Marco Alvera	For	For	
			Management	1.2	Elect Director Jacques Esculier	For	For	
			Management	1.3	Elect Director Gay Huey Evans	For	For	
			Management	1.4	Elect Director William D. Green	For	For	
			Management	1.5	Elect Director Stephanie C. Hill	For	For	
			Management	1.6	Elect Director Rebecca Jacoby	For	For	
			Management	1.7	Elect Director Robert P. Kelly	For	For	
			Management	1.8	Elect Director Ian Paul Livingston	For	For	
			Management	1.9	Elect Director Deborah D. McWhinney	For	For	
			Management	1.10	Elect Director Maria R. Morris	For	For	
			Management	1.11	Elect Director Douglas L. Peterson	For	For	
			Management	1.12	Elect Director Edward B. Rust, Jr.	For	For	
			Management	1.13	Elect Director Richard E. Thornburgh	For	For	
			Management	1.14	Elect Director Gregory Washington	For	For	
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Management	3	Ratify Ernst & Young LLP as Auditors	For	For	
Service Corporation International	USA	04-mai-22	Management	1a	Elect Director Alan R. Buckwalter	For	For	
			Management	1b	Elect Director Anthony L. Coelho	For	For	
			Management	1c	Elect Director Jakkil L. Haussler	For	For	
			Management	1d	Elect Director Victor L. Lund	For	For	
			Management	1e	Elect Director Ellen Ochoa	For	For	
			Management	1f	Elect Director Thomas L. Ryan	For	For	
			Management	1g	Elect Director C. Park Shaper	For	For	
			Management	1h	Elect Director Sara Martinez Tucker	For	For	
			Management	1i	Elect Director W. Blair Waltrip	For	For	
			Management	1j	Elect Director Marcus A. Watts	For	For	
			Management	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	
			Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
SKAN Group AG	Switzerland	04-mai-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	The company IPO'd last year so diversity is probably less of a concern than high competence at BoD level The company IPO'd last year so diversity is probably less of a concern than high competence at BoD level  The company IPO'd last year so diversity is probably less of a concern than high competence at BoD level The company IPO'd last year so diversity is probably less of a concern than high competence at BoD level The company IPO'd last year so diversity is probably less of a concern than high competence at BoD level The company IPO'd last year so diversity is probably less of a concern than high competence at BoD level The company IPO'd last year so diversity is probably less of a concern than high competence at BoD level The company IPO'd last year so diversity is probably less of a concern than high competence at BoD level The company IPO'd last year so diversity is probably less of a concern than high competence at BoD level The company IPO'd last year so diversity is probably less of a concern than high competence at BoD level The company IPO'd last year so diversity is probably less of a concern than high competence at BoD level The company IPO'd last year so diversity is probably less of a concern than high competence at BoD level The company IPO'd last year so diversity is probably less of a concern than high competence at BoD level The company IPO'd last year so diversity is probably less of a concern than high competence at BoD level The company IPO'd last year so diversity is probably less of a concern than high competence at BoD level The company IPO'd last year so diversity is probably less of a concern than high competence at BoD level 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.
			Management	2	Approve Discharge of Board of Directors	For	For	
			Management	3	Approve Allocation of Income and Dividends of CHF 0.24 per Share	For	For	
			Management	4.1.1	Reelect Gert Thoenen as Director and Board Chair	For	For	
			Management	4.1.2	Reelect Oliver Baumann as Director	For	For	
			Management	4.1.3	Reelect Cornelia Gehrig as Director	For	For	
			Management	4.1.4	Reelect Thomas Huber as Director	For	For	
			Management	4.1.5	Reelect Beat Luethi as Director	For	For	
			Management	4.1.6	Reelect Gregor Plattner as Director	For	For	
			Management	4.1.7	Reelect Patrick Schaer as Director	For	For	
			Management	5.1.1	Reappoint Beat Luethi as Member of the Personnel and Compensation Committee	For	For	
			Management	5.1.2	Reappoint Gert Thoenen as Member of the Personnel and Compensation Committee	For	For	
			Management	5.1.3	Reappoint Oliver Baumann as Member of the Personnel and Compensation Committee	For	For	
			Management	6	Approve Remuneration Report (Non-Binding)	For	For	
			Management	7	Approve Remuneration of Directors in the Amount of CHF 550,000	For	For	
			Management	8	Approve Remuneration of Executive Committee in the Amount of CHF 7.6 Million	For	For	
			Management	9	Ratify BDO AG as Auditors	For	For	
			Management	10	Designate v.FISCHER Recht AG as Independent Proxy	For	For	
			Management	11	Transact Other Business (Voting)	For	Against	
Unilever Plc	United Kingdom	04-mai-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
			Management	2	Approve Remuneration Report	For	For	
			Management	3	Re-elect Nils Andersen as Director	For	For	
			Management	4	Re-elect Judith Hartmann as Director	For	For	
			Management	5	Re-elect Alan Jope as Director	For	For	
			Management	6	Re-elect Andrea Jung as Director	For	For	
			Management	7	Re-elect Susan Kilsby as Director	For	For	
			Management	8	Re-elect Strive Masiyiwa as Director	For	For	
			Management	9	Re-elect Youngme Moon as Director	For	For	
			Management	10	Re-elect Graeme Pilkethly as Director	For	For	
			Management	11	Re-elect Feike Sijbesma as Director	For	For	
			Management	12	Elect Adrian Hennah as Director	For	For	
			Management	13	Elect Ruby Lu as Director	For	For	
			Management	14	Reappoint KPMG LLP as Auditors	For	For	
			Management	15	Authorise Board to Fix Remuneration of Auditors	For	For	
			Management	16	Authorise UK Political Donations and Expenditure	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	17	Authorise Issue of Equity	For	For	
			Management	18	Authorise Issue of Equity without Pre-emptive Rights	For	For	
			Management	19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	
			Management	20	Authorise Market Purchase of Ordinary Shares	For	For	
			Management	21	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	
Boston Scientific Corporation	USA	05-mai-22	Management	1a	Elect Director Nelda J. Connors	For	For	
			Management	1b	Elect Director Charles J. Dockendorff	For	For	
			Management	1c	Elect Director Yoshiaki Fujimori	For	For	
			Management	1d	Elect Director Donna A. James	For	For	
			Management	1e	Elect Director Edward J. Ludwig	For	For	
			Management	1f	Elect Director Michael F. Mahoney	For	For	
			Management	1g	Elect Director David J. Roux	For	For	
			Management	1h	Elect Director John E. Sununu	For	For	
			Management	1i	Elect Director David S. Wichmann	For	For	
			Management	1j	Elect Director Ellen M. Zane	For	For	
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Management	3	Ratify Ernst & Young LLP as Auditors	For	For	
			Management	4	Amend Qualified Employee Stock Purchase Plan	For	For	
Ceres Power Holdings plc	United Kingdom	05-mai-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
			Management	2	Reappoint BDO LLP as Auditors	For	For	
			Management	3	Authorise Board to Fix Remuneration of Auditors	For	For	
			Management	4	Elect Dame Julia King as Director	For	For	
			Management	5	Elect Eric Lakin as Director	For	For	
			Management	6	Elect Trine Borum Bojsen as Director	For	For	
			Management	7	Re-elect Stephen Callaghan as Director	For	For	
			Management	8	Re-elect Warren Finegold as Director	For	For	The BoD is already increasing its diversity (election of two female members out of the 3 new members and out of 6 in total)
			Management	9	Re-elect Uwe Glock as Director	For	For	
			Management	10	Authorise Issue of Equity	For	For	
			Management	11	Authorise Issue of Equity without Pre-emptive Rights	For	For	
			Management	12	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	
			Management	13	Adopt New Articles of Association	For	For	
Ecolab Inc.	USA	05-mai-22	Management	1a	Elect Director Shan L. Ballard	For	For	
			Management	1b	Elect Director Barbara J. Beck	For	For	
			Management	1c	Elect Director Christophe Beck	For	For	
			Management	1d	Elect Director Jeffrey M. Ettinger	For	For	
			Management	1e	Elect Director Arthur J. Higgins	For	For	
			Management	1f	Elect Director Michael Larson	For	For	
			Management	1g	Elect Director David W. MacLennan	For	For	
			Management	1h	Elect Director Tracy B. McKibben	For	For	
			Management	1i	Elect Director Lionel L. Nowell, III	For	For	
			Management	1j	Elect Director Victoria J. Reich	For	For	
			Management	1k	Elect Director Suzanne M. Vautrinot	For	For	
			Management	1l	Elect Director John J. Zillmer	For	For	
			Management	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	
			Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Shareholder	4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	Against	A vote AGAINST this proposal is warranted as the proposed right could be unilaterally exercised by a single active shareholder.
Fluidra SA	Spain	05-mai-22	Management	1	Approve Consolidated and Standalone Financial Statements	For	For	
			Management	2	Approve Non-Financial Information Statement	For	For	
			Management	3	Approve Treatment of Net Loss	For	For	
			Management	4	Approve Discharge of Board	For	For	
			Management	5	Approve Dividends Charged Against Reserves	For	For	
			Management	6	Renew Appointment of Ernst & Young as Auditor	For	For	
			Management	7	Ratify Appointment of and Elect Barbara Borra as Director	For	For	
			Management	8	Elect Bernat Garrigos Castro as Director	For	Against	A vote FOR Item 7 is warranted due to a lack of concerns about the independent director nominee. A vote FOR Item 9.1 is warranted due to a lack of concerns about the CEO nominee. A vote AGAINST the (re)elections of NI-NEDs under Items 8, 9.2, and 9.3 is warranted, as the board does not meet the 50 percent independent guideline applicable to Spain-incorporated, non-controlled companies. In addition, these nominees are all male and the board is insufficiently diverse.
			Management	9.1	Reelect Bruce W. Brooks as Director	For	For	
			Management	9.2	Reelect M. Steven Langman as Director	For	Against	A vote FOR Item 7 is warranted due to a lack of concerns about the independent director nominee. A vote FOR Item 9.1 is warranted due to a lack of concerns about the CEO nominee. A vote AGAINST the (re)elections of NI-NEDs under Items 8, 9.2, and 9.3 is warranted, as the board does not meet the 50 percent independent guideline applicable to Spain-incorporated, non-controlled companies. In addition, these nominees are all male and the board is insufficiently diverse.
			Management	9.3	Reelect Jose Manuel Vargas Gomez as Director	For	Against	A vote FOR Item 7 is warranted due to a lack of concerns about the independent director nominee. A vote FOR Item 9.1 is warranted due to a lack of concerns about the CEO nominee. A vote AGAINST the (re)elections of NI-NEDs under Items 8, 9.2, and 9.3 is warranted, as the board does not meet the 50 percent independent guideline applicable to Spain-incorporated, non-controlled companies. In addition, these nominees are all male and the board is insufficiently diverse.
			Management	10.1	Amend Article 16 Re: Authorized Capital	For	For	
			Management	10.2	Amend Article 25 Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	For	For	
			Management	10.3	Amend Article 26 Re: Meeting Location and Time	For	For	
			Management	10.4	Amend Article 33 Re: Deliberation and Adoption of Resolutions	For	For	
			Management	10.5	Amend Article 42 Re: Conduct of Meetings	For	For	
			Management	10.6	Amend Article 44 Re: Director Remuneration	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	10.7	Amend Article 47 Re: Annual Corporate Governance Report and Annual Report on Directors' Compensation	For	For	A vote AGAINST these items is warranted, as the proposed requests do not meet the 10 percent guideline for non-rights placements. A vote AGAINST these items is warranted, as the proposed requests do not meet the 10 percent guideline for non-rights placements.
			Management	10.8	Amend Article 53 Re: Annual Report	For	For	
			Management	11.1	Amend Article 6 of General Meeting Regulations Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	For	For	
			Management	11.2	Amend Article 10.bis of General Meeting Regulations Re: Remote Attendance	For	For	
			Management	11.3	Amend Article 14 of General Meeting Regulations Re: Planning, Resources and Meeting Location	For	For	
			Management	11.4	Amend Article 18 of General Meeting Regulations Re: Shareholders' Registration	For	For	
			Management	11.5	Amend Article 20 of General Meeting Regulations Re: Requests to Intervene	For	For	
			Management	11.6	Amend Article 21 of General Meeting Regulations Re: Interventions of Shareholders	For	For	
			Management	11.7	Amend Article 22 of General Meeting Regulations Re: Right to Information During the General Meeting	For	For	
			Management	11.8	Amend Article 24 of General Meeting Regulations Re: Voting of Proposals	For	For	
			Management	11.9	Amend Article 25 of General Meeting Regulations Re: Adoption of Resolutions	For	For	
			Management	12	Advisory Vote on Remuneration Report	For	For	
			Management	13	Approve Remuneration Policy	For	For	
			Management	14	Approve Annual Maximum Remuneration	For	For	
			Management	15	Approve Long-Term Incentive Plan	For	For	
			Management	16	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 20 Percent	For	Against	
			Management	17	Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities up to EUR 500 Million with Exclusion of Preemptive Rights up to 20 Percent of Capital	For	Against	
			Management	18	Authorize Issuance of Non-Convertible Bonds/Debentures and/or Other Debt Securities up to EUR 1.2 Billion	For	For	
			Management	19	Authorize Share Repurchase and Capital Reduction via Amortization of Repurchased Shares	For	For	
			Management	20	Authorize Board to Ratify and Execute Approved Resolutions	For	For	
KBC Group SA/NV	Belgium	05-mai-22	Management	4	Approve Financial Statements, Allocation of Income, and Dividends of EUR 10.60 per Share	For	For	A vote FOR the election of Alicia Reyes Revuelta is warranted because: * The nominee is elected for a period not exceeding four years; * The candidate appears to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidate. A vote AGAINST the elections of Christine Van Rjissegem and Marc Wittemans is warranted because the nominees are non-independent whereas the board lack sufficient independence among its members. Furthermore, Marc Wittemans is chairman of the audit committee as a non-independent director.  A vote FOR the election of Alicia Reyes Revuelta is warranted because: * The nominee is elected for a period not exceeding four years; * The candidate appears to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidate. A vote AGAINST the elections of Christine Van Rjissegem and Marc Wittemans is warranted because the nominees are non-independent whereas the board lack sufficient independence among its members. Furthermore, Marc Wittemans is chairman of the audit committee as a non-independent director.
Management	5	Approve Remuneration Report	For	For				
Management	6	Approve Remuneration Policy	For	For				
Management	7	Approve Discharge of Directors	For	For				
Management	8	Approve Discharge of Auditors	For	For				
Management	9	Approve Auditors' Remuneration	For	For				
Management	10	Ratify PricewaterhouseCoopers as Auditors and Approve Auditors' Remuneration	For	For				
Management	11.1	Reelect Christine Van Rjissegem as Director	For	Against				
Management	11.2	Reelect Marc Wittemans as Director	For	Against				
Management	11.3	Elect Alicia Reyes Revuelta as Independent Director	For	For				
Management	12	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For				
Management	1	Accept Financial Statements and Statutory Reports	For	For				
Management	2	Approve Remuneration Report	For	For				
Management	3	Approve Discharge of Board and Senior Management	For	For				
Management	4	Approve Allocation of Income and Dividends of CHF 3.00 per Share	For	For				
Management	5.1.1	Reelect Albert Baehny as Director	For	For				
Management	5.1.2	Reelect Angelica Kohlmann as Director	For	For				
Management	5.1.3	Reelect Christoph Maeder as Director	For	For				
Management	5.1.4	Reelect Barbara Richmond as Director	For	For				
Management	5.1.5	Reelect Juergen Steinemann as Director	For	For				
Management	5.1.6	Reelect Olivier Verscheure as Director	For	For				
Management	5.2.1	Elect Marion Helmes as Director	For	For				
Management	5.2.2	Elect Roger Nitsch as Director	For	For				
Management	5.3	Reelect Albert Baehny as Board Chair	For	For				
Management	5.4.1	Reappoint Angelica Kohlmann as Member of the Nomination and Compensation Committee	For	For				
Management	5.4.2	Reappoint Christoph Maeder as Member of the Nomination and Compensation Committee	For	For				
Management	5.4.3	Reappoint Juergen Steinemann as Member of the Nomination and Compensation Committee	For	For				
Management	6	Ratify KPMG Ltd as Auditors	For	For				
Management	7	Designate ThomannFischer as Independent Proxy	For	For				
Management	8	Approve Remuneration of Directors in the Amount of CHF 2.9 Million	For	For				
Management	9.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 6.5 Million for the Period July 1, 2022 - June 30, 2023	For	For				
Management	9.2	Approve Variable Short-Term Remuneration of Executive Committee in the Amount of CHF 4.9 Million for Fiscal Year 2021	For	For				
Lonza Group AG	Switzerland	05-mai-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	9.3	Approve Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 11.1 Million for Fiscal Year 2022	For	For	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.
			Management	10	Transact Other Business (Voting)	For	Against	
Mettler-Toledo International Inc.	USA	05-mai-22	Management	1.1	Elect Director Robert F. Spoerry	For	For	We are comfortable with the current composition of the Board.
			Management	1.2	Elect Director Wah-Hui Chu	For	For	
			Management	1.3	Elect Director Domitille Doat-Le Bigot	For	For	
			Management	1.4	Elect Director Olivier A. Filliol	For	For	
			Management	1.5	Elect Director Elisha W. Finney	For	For	
			Management	1.6	Elect Director Richard Francis	For	For	
			Management	1.7	Elect Director Michael A. Kelly	For	For	
			Management	1.8	Elect Director Thomas P. Salice	For	For	
			Management	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	
			Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
Meyer Burger Technology AG	Switzerland	05-mai-22	Management	1.1	Accept Financial Statements and Statutory Reports	For	For	We are comfortable with the current composition of the Board.
			Management	1.2	Approve Remuneration Report	For	For	
			Management	2	Approve Treatment of Net Loss	For	For	
			Management	3	Approve Discharge of Board and Senior Management	For	For	
			Management	4.1.1	Reelect Franz Richter as Director	For	For	
			Management	4.1.2	Reelect Andreas Herzog as Director	For	For	
			Management	4.1.3	Reelect Mark Kerekes as Director	For	For	
			Management	4.1.4	Reelect Urs Schenker as Director	For	For	
			Management	4.1.5	Elect Katrin Wehr-Seifer as Director	For	For	
			Management	4.1.6	Reelect Franz Richter as Board Chair	For	For	
			Management	4.2.1	Reappoint Andreas Herzog as Member of the Nomination and Compensation Committee	For	For	
			Management	4.2.2	Reappoint Urs Schenker as Member of the Nomination and Compensation Committee	For	For	
			Management	5	Ratify PricewaterhouseCoopers AG as Auditors	For	For	
			Management	6	Designate Andre Weber as Independent Proxy	For	For	
			Management	7.1	Approve Remuneration of Directors in the Amount of CHF 955,000	For	For	
			Management	7.2	Approve Remuneration of Executive Committee in the Amount of CHF 3.5 Million for Fiscal Year 2022	For	For	
			Management	7.3	Approve Remuneration of Executive Committee in the Amount of CHF 3.8 Million for Fiscal Year 2023	For	For	
			Management	8	Approve Increase in Conditional Capital Pool to CHF 6.3 Million for Employee Shareholdings	For	For	
			Management	9	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.
Mondi Plc	United Kingdom	05-mai-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	We are comfortable with the current composition of the Board.
			Management	2	Approve Remuneration Report	For	For	
			Management	3	Approve Final Dividend	For	For	
			Management	4	Re-elect Svein Richard Brandtzaeg as Director	For	For	
			Management	5	Re-elect Sue Clark as Director	For	For	
			Management	6	Re-elect Andrew King as Director	For	For	
			Management	7	Re-elect Mike Powell as Director	For	For	
			Management	8	Re-elect Dominique Reiniche as Director	For	For	
			Management	9	Re-elect Dame Angela Strank as Director	For	For	
			Management	10	Re-elect Philip Yea as Director	For	For	
			Management	11	Re-elect Stephen Young as Director	For	For	
			Management	12	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For	
			Management	13	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	
			Management	14	Authorise Issue of Equity	For	For	
			Management	15	Authorise Issue of Equity without Pre-emptive Rights	For	For	
			Management	16	Authorise Market Purchase of Ordinary Shares	For	For	
			Management	17	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	
Nexi SpA	Italy	05-mai-22	Management	1	Approve Financial Statements, Statutory Reports, and Allocation of Income	For	For	This resolution warrants a vote FOR because: * Shareholders can support only one slate. * This slate has been put forth by minority shareholders, and these nominees could therefore be the best positioned to represent the interests of minority shareholders and carry out an effective oversight on the management's behavior. * Candidates on this list have agreed to adhere to the chart of corporate governance principles adopted by Assogestioni.
			Management	2a	Fix Number of Directors	For	For	
			Management	2b	Fix Board Terms for Directors	For	For	
			Shareholder	2c.1	Slate 1 Submitted by Institutional Investors (Assogestioni)	None	For	
			Shareholder	2c.2	Slate 2 Submitted by CDP Equity SpA, FSIA Investment Srl, Mercury UK Holdco Limited, AB Europe (Luxembourg) Investment Sarl, Eagle (AIBC) & CY SCA and Evergood H&F Lux Sarl	None	Against	
			Management	2d	Approve Remuneration of Directors	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Shareholder	3a.1	Slate 1 Submitted by Institutional Investors (Assogestioni)	None	Against	This item warrants a vote AGAINST because: * Shareholders can support only one slate. * All proposed candidates under both slates possess the professional experience to fulfill their role of statutory auditors. * With only two slates presented, candidates are not competing for the same spots on the board of internal auditors. * The second most voted slate will appoint the Chair of the board of internal auditors. As such supporting Slate 2 will increase the chances that the Chair of the board of internal auditors will be elected from this slate, presented by a group of institutional investors through Assogestioni. * Supporting Slate 2 would ensure that all statutory auditors are elected through the slate election mechanism, with no uncertainty on the vote outcome. Institutional investors who have contributed to present this slate through Assogestioni may want to make sure that they support the slate proposed under this item in order to prevent possible allegation of links with the slate submitted by the board.
			Shareholder	3a.2	Slate 2 Submitted by CDP Equity SpA, FSIA Investment Srl, Mercury UK Holdco Limited, AB Europe (Luxembourg) Investment Sarl and Eagle (AIBC) & CY CA	None	For	This item warrants a vote FOR because: * Shareholders can support only one slate. * All proposed candidates under both slates possess the professional experience to fulfill their role of statutory auditors. * With only two slates presented, candidates are not competing for the same spots on the board of internal auditors. * The second most voted slate will appoint the Chair of the board of internal auditors. As such supporting this slate will increase the chances that the Chair of the board of internal auditors will be elected from Slate 1, presented by a group of institutional investors through Assogestioni. * Supporting this slate would ensure that all statutory auditors are elected through the slate election mechanism, with no uncertainty on the vote outcome.
			Shareholder	3b	Appoint Chairman of Internal Statutory Auditors	None	For	This item warrants a vote FOR because this is a non-contentious proposal.
			Management	3c	Approve Internal Auditors' Remuneration	For	For	
			Management	4	Adjust Remuneration of External Auditors	For	For	
			Management	5a	Approve Remuneration Policy	For	For	
			Management	5b	Approve Second Section of the Remuneration Report	For	For	
			Management	6	Approve Long Term Incentive Plan	For	Against	
			Management	7	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	For	
			Management	1	Authorize Board to Increase Capital to Service Long Term Incentive Plan	For	Against	A vote AGAINST these items is warranted because insufficient disclosure is provided on performance targets.
			Management	A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	None	Against	
Schneider Electric SE	France	05-mai-22	Management	1	Approve Financial Statements and Statutory Reports	For	For	
			Management	2	Approve Consolidated Financial Statements and Statutory Reports	For	For	
			Management	3	Approve Allocation of Income and Dividends of EUR 2.90 per Share	For	For	
			Management	4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	For	
			Management	5	Renew Appointment of Mazars as Auditor	For	For	
			Management	6	Appoint PricewaterhouseCoopers Audit as Auditor	For	For	
			Management	7	Approve Compensation Report of Corporate Officers	For	For	
			Management	8	Approve Compensation of Jean-Pascal Tricoire, Chairman and CEO	For	For	
			Management	9	Approve Remuneration Policy of Chairman and CEO	For	For	
			Management	10	Approve Remuneration Policy of Directors	For	For	
			Management	11	Reelect Linda Knoll as Director	For	For	
			Management	12	Reelect Anders Runevad as Director	For	For	
			Management	13	Elect Nivedita Krishnamurthy (Nive) Bhagat as Director	For	For	
			Management	14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	
			Management	15	Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	For	For	
			Management	16	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For	
			Management	17	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	For	For	
			Management	18	Approve Merger by Absorption of IGE+XAO by Schneider	For	For	
			Management	19	Authorize Filing of Required Documents/Other Formalities	For	For	
Stadler Rail AG	Switzerland	05-mai-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	We are comfortable with the current composition and level of independence of the Board. We are comfortable with the current composition and level of independence of the Board.  We are comfortable with the current composition and level of independence of the Board.  We are comfortable with the current composition and level of independence of the Board.  We are comfortable with the current composition and level of independence of the Board.  We are comfortable with the current composition and level of independence of the Board.  We are comfortable with the current composition and level of independence of the Board.  We are comfortable with the current composition and level of independence of the Board.  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.
			Management	2	Approve Allocation of Income and Dividends of CHF 0.90 per Share	For	For	
			Management	3	Approve Discharge of Board and Senior Management	For	For	
			Management	4.1	Reelect Peter Spuhler as Director	For	For	
			Management	4.2	Reelect Hans-Peter Schwald as Director	For	For	
			Management	4.3	Reelect Barbara Egger-Jenzer as Director	For	For	
			Management	4.4	Reelect Christoph Franz as Director	For	For	
			Management	4.5	Reelect Wojciech Kostrzewa as Director	For	For	
			Management	4.6	Reelect Doris Leuthard as Director	For	For	
			Management	4.7	Reelect Kurt Rueegg as Director	For	For	
			Management	4.8	Elect Stefan Asenkerschbaumer as Director	For	For	
			Management	5	Reelect Peter Spuhler as Board Chair	For	For	
			Management	6.1	Reappoint Barbara Egger-Jenzer as Member of the Compensation Committee	For	For	
			Management	6.2	Reappoint Christoph Franz as Member of the Compensation Committee	For	For	
			Management	6.3	Reappoint Peter Spuhler as Member of the Compensation Committee	For	For	
			Management	6.4	Reappoint Hans-Peter Schwald as Member of the Compensation Committee	For	For	
			Management	7	Ratify KPMG AG as Auditors	For	For	
			Management	8	Designate Ulrich Mayer as Independent Proxy	For	For	
			Management	9	Approve Remuneration Report (Non-Binding)	For	For	
			Management	10.1	Approve Remuneration of Directors in the Amount of CHF 2 Million	For	For	
			Management	10.2	Approve Remuneration of Executive Committee in the Amount of CHF 8.3 Million	For	For	
			Management	11	Transact Other Business (Voting)	For	Against	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
STRABAG SE	Austria	05-mai-22	Shareholder	1	Decrease Size of Supervisory Board from Four to Three Members	None	Against	A vote AGAINST the proposed decrease in the size of the supervisory board and removal of board member Thomas Bull is warranted because: * The proponent has failed to provide a compelling rationale that the targeted board member is not fit to serve in his capacity as supervisory board member; and * The proponent has not explained how the decrease in board size and removal of this director would have a positive impact on shareholder value. Notwithstanding that, we note that the targeted board member is a representative of the second largest shareholder, Rasperia Trading Ltd, whose Russian owner Oleg Deripaska has been sanctioned by the European Union. However, it should be noted that Thomas Bull is not a sanctioned individual and based on the available information there are no indications that his presence on the board could be harmful for the company.
			Shareholder	2	Dismiss Supervisory Board Member Thomas Bull	None	Against	A vote AGAINST the proposed decrease in the size of the supervisory board and removal of board member Thomas Bull is warranted because: * The proponent has failed to provide a compelling rationale that the targeted board member is not fit to serve in his capacity as supervisory board member; and * The proponent has not explained how the decrease in board size and removal of this director would have a positive impact on shareholder value. Notwithstanding that, we note that the targeted board member is a representative of the second largest shareholder, Rasperia Trading Ltd, whose Russian owner Oleg Deripaska has been sanctioned by the European Union. However, it should be noted that Thomas Bull is not a sanctioned individual and based on the available information there are no indications that his presence on the board could be harmful for the company.
Trex Company, Inc.	USA	05-mai-22	Management	1.1	Elect Director Bryan H. Fairbanks	For	For	We prefer to vote AGAINST since the remuneration policy lacks concrete sustainability focused non-financial KPIs
			Management	1.2	Elect Director Michael F. Golden	For	For	
			Management	1.3	Elect Director Kristine L. Juster	For	For	
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	
			Management	3	Increase Authorized Common Stock	For	For	
			Management	4	Ratify Ernst & Young LLP as Auditors	For	For	
United Rentals, Inc.	USA	05-mai-22	Management	1a	Elect Director Jose B. Alvarez	For	For	A vote FOR this proposal is warranted. Lowering the ownership threshold from 25 percent (or 15 percent, if Item 4 is approved) to 10 percent would improve shareholders' ability to use the special meeting right.
			Management	1b	Elect Director Marc A. Bruno	For	For	
			Management	1c	Elect Director Larry D. De Shon	For	For	
			Management	1d	Elect Director Matthew J. Flannery	For	For	
			Management	1e	Elect Director Bobby J. Griffin	For	For	
			Management	1f	Elect Director Kim Harris Jones	For	For	
			Management	1g	Elect Director Terri L. Kelly	For	For	
			Management	1h	Elect Director Michael J. Kneeland	For	For	
			Management	1i	Elect Director Gracia C. Martore	For	For	
			Management	1j	Elect Director Shiv Singh	For	For	
			Management	2	Ratify Ernst & Young LLP as Auditors	For	For	
			Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Management	4	Reduce Ownership Threshold for Special Shareholder Meetings to 15%	For	For	
			Shareholder	5	Reduce Ownership Threshold for Special Shareholder Meetings to 10%	Against	For	
YETI Holdings, Inc.	USA	05-mai-22	Management	1.1	Elect Director Frank D. Gibeau	For	Withhold	WITHHOLD votes are warranted for director nominees Matthew Reintjes and Frank Gibeau 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.
			Management	1.2	Elect Director Matthew J. Reintjes	For	Withhold	WITHHOLD votes are warranted for director nominees Matthew Reintjes and Frank Gibeau 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.
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 32.97 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.
Management	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	Against				
Fox Factory Holding Corp.	USA	06-mai-22	Management	1.1	Elect Director Thomas E. Duncan	For	For	
			Management	1.2	Elect Director Jean H. Hlay	For	For	
			Management	2	Ratify Grant Thornton LLP as Auditors	For	For	
			Management	3	Approve Omnibus Stock Plan	For	For	
			Management	4	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
Rightmove Plc	United Kingdom	06-mai-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
			Management	2	Approve Remuneration Report	For	For	
			Management	3	Approve Final Dividend	For	For	
			Management	4	Appoint Ernst & Young LLP as Auditors	For	For	
			Management	5	Authorise Board to Fix Remuneration of Auditors	For	For	
			Management	6	Re-elect Andrew Fisher as Director	For	For	
			Management	7	Re-elect Peter Brooks-Johnson as Director	For	For	
			Management	8	Re-elect Alison Dolan as Director	For	For	
			Management	9	Re-elect Jacqueline de Rojas as Director	For	For	
			Management	10	Re-elect Rakhi Goss-Custard as Director	For	For	
			Management	11	Re-elect Andrew Findlay as Director	For	For	
			Management	12	Re-elect Amit Tiwari as Director	For	For	
			Management	13	Re-elect Lorna Tilbian as Director	For	For	
			Management	14	Authorise Issue of Equity	For	For	
			Management	15	Authorise Issue of Equity without Pre-emptive Rights	For	For	
			Management	16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	
			Management	17	Authorise Market Purchase of Ordinary Shares	For	For	
			Management	18	Authorise UK Political Donations and Expenditure	For	For	
			Management	19	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	
Swissquote Group Holding Ltd.	Switzerland	06-mai-22	Management	1.1	Accept Financial Statements and Statutory Reports	For	For	
			Management	1.2	Approve Remuneration Report (Non-Binding)	For	For	
			Management	2	Approve Allocation of Income and Dividends of CHF 2.20 per Share	For	For	
			Management	3	Approve Discharge of Board and Senior Management	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	4.1.1	Reelect Markus Denner as Director and Board Chair	For	For	We are comfortable with a combined nominations and compensation committee.
			Management	4.1.2	Reelect Monica Dell'Anna as Director	For	For	
			Management	4.1.3	Reelect Beat Oberlin as Director	For	For	
			Management	4.1.4	Reelect Jean-Christophe Pernollet as Director	For	For	
			Management	4.1.5	Reelect Michael Ploog as Director	For	For	
			Management	4.1.6	Elect Paolo Buzzi as Director	For	For	
			Management	4.1.7	Elect Demetra Kalogerou as Director	For	For	
			Management	4.2.1	Reappoint Beat Oberlin as Member of the Nomination and Compensation Committee	For	For	
			Management	4.2.2	Reappoint Monica Dell'Anna as Member of the Nomination and Compensation Committee	For	For	
			Management	4.2.3	Appoint Demetra Kalogerou as Member of the Nomination and Compensation Committee	For	For	
			Management	4.3	Ratify PricewaterhouseCoopers Ltd as Auditors	For	For	
			Management	4.4	Designate Juan Gil as Independent Proxy	For	For	
			Management	5.1	Approve Remuneration of Directors in the Amount of CHF 1.3 Million	For	For	
			Management	5.2	Approve Remuneration of Executive Committee in the Amount of CHF 8 Million	For	For	
			Management	6	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.
Charles River Laboratories International, Inc.	USA	10-mai-22	Management	1.1	Elect Director James C. Foster	For	For	
			Management	1.2	Elect Director Nancy C. Andrews	For	For	
			Management	1.3	Elect Director Robert Bertolini	For	For	
			Management	1.4	Elect Director Deborah T. Kochevar	For	For	
			Management	1.5	Elect Director George Llado, Sr.	For	For	
			Management	1.6	Elect Director Martin W. Mackay	For	For	
			Management	1.7	Elect Director George E. Massaro	For	For	
			Management	1.8	Elect Director C. Richard Reese	For	For	
			Management	1.9	Elect Director Richard F. Wallman	For	For	
			Management	1.10	Elect Director Virginia M. Wilson	For	For	
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Management	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	
Danaher Corporation	USA	10-mai-22	Management	1a	Elect Director Rainer M. Blair	For	For	We do not see a problem with the pledge exemptions that the audit committee granted, in line with Danaher's statement on the matter.
			Management	1b	Elect Director Linda Filler	For	For	
			Management	1c	Elect Director Teri List	For	For	
			Management	1d	Elect Director Walter G. Lohr, Jr.	For	For	
			Management	1e	Elect Director Jessica L. Mega	For	For	
			Management	1f	Elect Director Mitchell P. Rales	For	For	
			Management	1g	Elect Director Steven M. Rales	For	For	
			Management	1h	Elect Director Pardis C. Sabeti	For	For	
			Management	1i	Elect Director A. Shane Sanders	For	For	
			Management	1j	Elect Director John T. Schwieters	For	For	
			Management	1k	Elect Director Alan G. Spoon	For	For	
			Management	1l	Elect Director Raymond C. Stevens	For	For	
			Management	1m	Elect Director Elias A. Zerhouni	For	For	
			Management	2	Ratify Ernst & Young LLP as Auditors	For	For	
			Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Shareholder	4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For	A vote FOR this proposal is warranted. Lowering the ownership threshold from 25 percent to 10 percent would improve shareholders' ability to use the special meeting right and no single shareholder would be able to act unilaterally to call a special meeting at the proposed threshold.
Darling Ingredients Inc.	USA	10-mai-22	Management	1a	Elect Director Randall C. Stuewe	For	For	
			Management	1b	Elect Director Charles Adair	For	For	
			Management	1c	Elect Director Beth Albright	For	For	
			Management	1d	Elect Director Celeste A. Clark	For	For	
			Management	1e	Elect Director Linda Goodspeed	For	For	
			Management	1f	Elect Director Enderson Guimaraes	For	For	
			Management	1g	Elect Director Dirk Kloosterboer	For	For	
			Management	1h	Elect Director Mary R. Korby	For	For	
			Management	1i	Elect Director Gary W. Mize	For	For	
			Management	1j	Elect Director Michael E. Rescoe	For	For	
			Management	2	Ratify KPMG LLP as Auditors	For	For	
			Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	
Ecopro BM Co., Ltd.	South Korea	10-mai-22	Management	1	Elect Cho Jae-jeong as a Member of Audit Committee	For	For	Vote AGAINST due to lack of sustainability factors to determine executive remuneration.
Koninklijke DSM NV	Netherlands	10-mai-22	Management	3	Approve Remuneration Report	For	For	
			Management	4	Adopt Financial Statements and Statutory Reports	For	For	
			Management	5.b	Approve Dividends of EUR 2.50 Per Share	For	For	
			Management	6.a	Approve Discharge of Management Board	For	For	
			Management	6.b	Approve Discharge of Supervisory Board	For	For	
			Management	7	Reelect Geraldine Matchett to Management Board	For	For	
			Management	8	Reelect Eileen Kennedy to Supervisory Board	For	For	
			Management	9	Ratify KPMG Accountants N.V as Auditors	For	For	
			Management	10.a	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Pre-emptive Rights	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	10.b	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital in Connection with a Rights Issue	For	For	
			Management	11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	
			Management	12	Approve Reduction in Share Capital through Cancellation of Shares	For	For	
Koninklijke Philips NV	Netherlands	10-mai-22	Management	2.b	Adopt Financial Statements and Statutory Reports	For	For	A vote AGAINST is warranted. Although the remuneration report disclosure is in line with market practice, significant concerns are raised with respect to the adjustment of the STI and LTI outcomes, especially in light of the product recall (see company update section). The board decided – for remuneration purposes only, not accounting - to partially recognize unrealized revenues (STI) and profit (LTI) because of the supply chain challenges that would have otherwise been realized. The actual performance on comparable sales growth was below threshold whereas the adjustment ensures there is partial payout, and hence is a significant decision to adjust. Concerns are raised with respect to the absence of a compelling rationale for the need to adjust the outcome. Philips' performance is heavily impacted by the product recall, including on share price performance, which further raises the question whether it is fully appropriate to adjust outcomes, particularly because in the absence of the recall the STI and LTI would pay out. Additional concerns are raised with the limited background on the recognition of the EUR 498 million in revenues and how this translates into target setting for next year..
			Management	2.c	Approve Dividends of EUR 0.85 Per Share	For	For	
			Management	2.d	Approve Remuneration Report	For	Against	
			Management	2.e	Approve Discharge of Management Board	For	For	
			Management	2.f	Approve Discharge of Supervisory Board	For	For	
			Management	3.a	Reelect Paul Stoffels to Supervisory Board	For	For	
			Management	3.b	Reelect Marc Harrison to Supervisory Board	For	For	
			Management	3.c	Elect Hema Verhagen to Supervisory Board	For	For	
			Management	3.d	Elect Sanjay Poonen to Supervisory Board	For	For	
			Management	4	Ratify Ernst & Young Accountants LLP as Auditors	For	For	
			Management	5.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	For	
Management	5.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	For				
Management	6	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For				
Management	7	Approve Cancellation of Repurchased Shares	For	For				
Ming Yang Smart Energy Group Co., Ltd.	China	10-mai-22	Management	1	Approve Report of the Board of Directors	For	For	A vote AGAINST is warranted because the level of guarantee to be provided to some of its subsidiaries is disproportionate to the level of ownership in the said subsidiaries. The company has failed to provide any justification in the meeting circular.
			Management	2	Approve Report of the Board of Supervisors	For	For	
			Management	3	Approve Report of the Independent Directors	For	For	
			Management	4	Approve Financial Statements	For	For	
			Management	5	Approve Annual Report and Summary	For	For	
			Management	6	Approve Profit Distribution	For	For	
			Management	7	Approve Appraisal and Remuneration of Director	For	For	
			Management	8	Approve Appraisal and Remuneration of Independent Directors	For	For	
			Management	9	Approve Appraisal and Remuneration of Supervisor	For	For	
			Management	10	Approve Related Party Transaction	For	For	
			Management	11	Approve External Guarantee	For	Against	
			Management	12	Approve Application of Credit Line	For	Against	
Swire Properties Limited	Hong Kong	10-mai-22	Management	1a	Elect Guy Martin Coutts Bradley as Director	For	For	A vote AGAINST this resolution is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares. * The company has not specified the discount limit.
			Management	1b	Elect Nicholas Adam Hodnett Fenwick as Director	For	For	
			Management	1c	Elect Spencer Theodore Fung as Director	For	For	
			Management	1d	Elect Merlin Bingham Swire as Director	For	For	
			Management	1e	Elect Timothy Joseph Blackburn as Director	For	For	
			Management	1f	Elect Ma Suk Ching Mabelle as Director	For	For	
			Management	2	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	For	For	
			Management	3	Authorize Repurchase of Issued Share Capital	For	For	
Management	4	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	Against				
Ulker Bisküvi Sanayi AS	Turkey	10-mai-22	Management	1	Open Meeting and Elect Presiding Council of Meeting	For	For	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision.
			Management	2	Authorize Presiding Council to Sign Minutes of Meeting	For	For	
			Management	3	Accept Board Report	For	For	
			Management	4	Accept Audit Report	For	For	
			Management	5	Accept Financial Statements	For	For	
			Management	6	Approve Discharge of Board	For	For	
			Management	7	Elect Independent Director	For	For	
			Management	8	Approve Director Remuneration	For	Against	
			Management	9	Approve Allocation of Income	For	For	
			Management	10	Amend Articles 7 Re: Capital Related	For	Against	
			Management	11	Ratify External Auditors	For	For	
			Management	12	Approve Upper Limit of Donations for 2022 and Receive Information on Donations Made in 2021	For	Against	
			Management	14	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	For	For	
			Waste Management, Inc.	USA	10-mai-22	Management	1a	
Management	1b	Elect Director Andres R. Gluski				For	For	
Management	1c	Elect Director Victoria M. Holt				For	For	
Management	1d	Elect Director Kathleen M. Mazzarella				For	For	
Management	1e	Elect Director Sean E. Menke				For	For	



Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales	
			Management	1f	Elect Director William B. Plummer	For	For	Vote AGAINST due to lack of sustainability factors to determine executive remuneration. A vote FOR this resolution is warranted, as a report on an independent audit analyzing the adverse impacts of the company's business practices on the civil rights of its stakeholders would allow shareholders to better understand how the company is managing related risks.	
			Management	1g	Elect Director John C. Pope	For	For		
			Management	1h	Elect Director Maryrose T. Sylvester	For	For		
			Management	1i	Elect Director Thomas H. Weidemeyer	For	For		
			Management	2	Ratify Ernst & Young LLP as Auditors	For	For		
			Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against		
			Shareholder	4	Report on Civil Rights Audit	Against	For		
American Water Works Company, Inc.	USA	11-mai-22	Management	1a	Elect Director Jeffrey N. Edwards	For	For	A vote FOR this proposal is warranted, as an independent racial equity justice audit would help shareholders better assess the effectiveness of American Water's efforts to address racial inequity.	
			Management	1b	Elect Director Martha Clark Goss	For	For		
			Management	1c	Elect Director M. Susan Hardwick	For	For		
			Management	1d	Elect Director Kimberly J. Harris	For	For		
			Management	1e	Elect Director Julia L. Johnson	For	For		
			Management	1f	Elect Director Patricia L. Kampling	For	For		
			Management	1g	Elect Director Karl F. Kurz	For	For		
			Management	1h	Elect Director George MacKenzie	For	For		
			Management	1i	Elect Director James G. Stavridis	For	For		
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For		
			Management	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For		
			Shareholder	5	Report on Third-Party Racial Equity Audit	Against	For		
Anatolia Tani ve Biyoteknoloji Urunleri Arastirma Gelistirme	Turkey	11-mai-22	Management	1	Open Meeting and Elect Presiding Council of Meeting	For	For		A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision.  This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
			Management	2	Authorize Presiding Council to Sign Minutes of Meeting	For	For		
			Management	3	Accept Statutory Reports	For	For		
			Management	4	Approve Discharge of Board	For	For		
			Management	5	Approve Allocation of Income	For	For		
			Management	6	Elect Directors	For	For		
			Management	7	Approve Director Remuneration	For	Against		
			Management	8	Ratify External Auditors	For	For		
			Management	10	Approve Audit Committee Regulations, Corporate Governance Committee Regulations, and Early Detection of Risk Committee Regulations	For	For		
			Management	11	Approve Donation Policy, Disclosure Policy, Profit Distribution Policy, and Remuneration Policy	For	For		
			Management	12	Approve Working Principles of the General Assembly	For	For		
			Management	13	Approve Upper Limit of Donations for 2022 and Receive Information on Donations Made in 2021	For	Against		
			Management	14	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	For	For		
Bloom Energy Corp.	USA	11-mai-22	Management	1.1	Elect Director Mary K. Bush	For	Withhold	WITHHOLD votes are warranted for incumbent director nominees K. R. Sridhar and Mary Bush, given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impact shareholder rights.  WITHHOLD votes are warranted for incumbent director nominees K. R. Sridhar and Mary Bush, given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impact shareholder rights.  A vote AGAINST this proposal is warranted. Significantly elevated total CEO pay and a number of problematic pay decisions underscore a pay-for-performance misalignment for the year in review. The CEO received a sizable front-loaded equity award intended to replace his annual awards for five years. However, the company does not provide a firm commitment not to grant any additional awards during this time and certain performance metrics lack disclosure and are tied to one-year performance periods. The regular annual LTI program is not strongly tied to rigorous, multi-year goals and the committee adjusted the one-year performance result to eliminate the impact of supply chain disruptions, leading to a payout when none would otherwise have been earned. Off-cycle awards were also granted to several NEOs, with disclosure of certain performance goals lacking. Finally, the committee discretionarily increased the payout under the annual incentive program above target when actual achievement was well below target, severing the link between pay and performance, and paid a discretionary cash bonus to the CEO in addition to his annual incentive payout.  A vote AGAINST this proposal is warranted given that the company's preferred shares are not declared and the board has not made a firm commitment not to use the proposed additional preferred shares for antitakeover purposes.	
			Management	1.2	Elect Director KR Sridhar	For	Withhold		
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against		
			Management	3	Increase Authorized Preferred Stock	For	Against		
			Management	4	Amend Certificate of Incorporation to Add Federal Forum Selection Provision	For	For		
			Management	5	Amend Qualified Employee Stock Purchase Plan	For	For		
			Management	6	Ratify Deloitte & Touche LLP as Auditors	For	For		
Eni SpA	Italy	11-mai-22	Management	1	Accept Financial Statements and Statutory Reports	For	For		
			Management	2	Approve Allocation of Income	For	For		
			Management	3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	For		
			Management	4	Amend Regulations on General Meetings	For	For		
			Management	5	Approve Second Section of the Remuneration Report	For	For		
			Management	6	Authorize Use of Available Reserves for Dividend Distribution	For	For		
			Management	7	Authorize Capitalization of Reserves for Dividend Distribution	For	For		
			Management	8	Authorize Cancellation of Treasury Shares without Reduction of Share Capital	For	For		
			Management	A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	None	Against		
Jupiter Fund Management plc	United Kingdom	11-mai-22	Management	1	Accept Financial Statements and Statutory Reports	For	For		
			Management	2	Approve Remuneration Report	For	For		
			Management	3	Approve Final Dividend	For	For		
			Management	4	Elect David Cruickshank as Director	For	For		
			Management	5	Elect Dale Murray as Director	For	For		

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales				
			Management	6	Elect Suzy Neubert as Director	For	For	Items 4-9 and 12 A vote FOR David Cruickshank, Dale Murray, Suzy Neubert, Andrew Formica, Wayne Mepham, Chris Parkin, and Roger Yates is warranted as no significant concerns have been identified. Item 10 A vote AGAINST incumbent nomination committee chair Nichola Pease is warranted for lack of diversity on the board. Item 11 A vote FOR Karl Sternberg is warranted, although it is not without concern. * Karl Sternberg's aggregate level of publicly-listed Board mandates may raise questions regarding his ability to devote sufficient time to his role in the Company. The main reason for support is: * All of his external public company Board mandates are at investment companies, where the time commitments are considered to be less onerous than at normal operating companies.				
			Management	7	Re-elect Andrew Formica as Director	For	For					
			Management	8	Re-elect Wayne Mepham as Director	For	For					
			Management	9	Re-elect Chris Parkin as Director	For	For					
			Management	10	Re-elect Nichola Pease as Director	For	Against					
			Management	11	Re-elect Karl Sternberg as Director	For	For					
			Management	12	Re-elect Roger Yates as Director	For	For					
			Management	13	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For					
			Management	14	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For	For					
			Management	15	Authorise Issue of Equity	For	For					
			Management	16	Authorise UK Political Donations and Expenditure	For	For					
			Management	17	Authorise Issue of Equity without Pre-emptive Rights	For	For					
			Management	18	Authorise Market Purchase of Ordinary Shares	For	For					
			Management	19	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For					
			Mensch & Maschine Software SE	Germany	11-mai-22	Management	2		Approve Allocation of Income and Dividends of EUR 1.20 per Share	For	For	
						Management	3		Approve Discharge of Board of Directors for Fiscal Year 2021	For	For	
						Management	4		Ratify RSM GmbH as Auditors for Fiscal Year 2022	For	For	
			National Express Group Plc	United Kingdom	11-mai-22	Management	1		Accept Financial Statements and Statutory Reports	For	For	
						Management	2		Approve Remuneration Report	For	For	
			Management	3	Re-elect Sir John Armit as Director	For	For					
			Management	4	Re-elect Jorge Cosmen as Director	For	For					
			Management	5	Re-elect Matthew Crummack as Director	For	For					
			Management	6	Re-elect Chris Davies as Director	For	For					
			Management	7	Elect Carolyn Flowers as Director	For	For					
			Management	8	Re-elect Ignacio Garat as Director	For	For					
			Management	9	Re-elect Karen Geary as Director	For	For					
			Management	10	Re-elect Ana de Pro Gonzalo as Director	For	For					
			Management	11	Re-elect Mike McKeon as Director	For	For					
			Management	12	Reappoint Deloitte LLP as Auditors	For	For					
			Management	13	Authorise Board to Fix Remuneration of Auditors	For	For					
			Management	14	Authorise UK Political Donations and Expenditure	For	For					
			Management	15	Authorise Issue of Equity	For	For					
			Management	16	Authorise Issue of Equity without Pre-emptive Rights	For	For					
			Management	17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For					
			Management	18	Authorise Market Purchase of Ordinary Shares	For	For					
			Management	19	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For					
			Management	20	Adopt New Articles of Association	For	For					
SPIE SA	France	11-mai-22	Management	1	Approve Financial Statements and Statutory Reports	For	For	As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Gauthier Louette (Item 8) is warranted. Votes FOR the remaining nominees are warranted at this time.				
			Management	2	Approve Consolidated Financial Statements and Statutory Reports	For	For					
			Management	3	Approve Allocation of Income and Dividends of EUR 0.60 per Share	For	For					
			Management	4	Approve Auditors' Special Report on Related-Party Transactions	For	For					
			Management	5	Ratify Appointment of Geertrui Schoolenberg as Director	For	For					
			Management	6	Reelect Geertrui Schoolenberg as Director	For	For					
			Management	7	Ratify Appointment of Bpifrance Investissement as Director	For	For					
			Management	8	Reelect Gauthier Louette as Director	For	Against					
			Management	9	Reelect Regine Stachelhaus as Director	For	For					
			Management	10	Reelect Peugeot Invest Assets as Director	For	For					
			Management	11	Elect Christopher Delbruck as Director	For	For					
			Management	12	Renew Appointment of EY as Auditor	For	For					
			Management	13	Approve Compensation of Gauthier Louette, Chairman and CEO	For	Against					
			Management	14	Approve Remuneration Policy of Gauthier Louette, Chairman and CEO	For	For					
			Management	15	Approve Compensation Report	For	For					
			Management	16	Approve Remuneration Policy of Directors	For	For					
			Management	17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For					
			Management	18	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For					
			Management	19	Authorize Capitalization of Reserves of Up to EUR 14.5 Million for Bonus Issue or Increase in Par Value	For	For					
			Management	20	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 36 Million	For	For					
			Management	21	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 7.4 Million	For	For					
			Management	22	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 7.4 Million	For	For					
			Management	23	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	For	For					
			Management	24	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 20, 21 and 22	For	For					

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales	
			Management	25	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	Against	Votes FOR the authorizations under Items 20 to 24 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights and the maximum discount allowed remains acceptable (10 percent). A vote AGAINST the authorization under Item 25 is warranted as it would bring the total volume for issuances without preemptive rights above the recommended limit of 10-percent of the outstanding capital (when added to items 21-22).	
			Management	26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For		
			Management	27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	For	For		
			Management	28	Authorize up to 0.5 Percent of Issued Capital for Use in Restricted Stock Plans	For	For		
			Management	29	Amend Article 15 of Bylaws Re: Shareholding Requirements for Directors	For	For		
			Management	30	Authorize Filing of Required Documents/Other Formalities	For	For		
Spirax-Sarco Engineering Plc	United Kingdom	11-mai-22	Management	1	Accept Financial Statements and Statutory Reports	For	For		
			Management	2	Approve Remuneration Report	For	For		
			Management	3	Approve Final Dividend	For	For		
			Management	4	Reappoint Deloitte LLP as Auditors	For	For		
			Management	5	Authorise Board to Fix Remuneration of Auditors	For	For		
			Management	6	Re-elect Jamie Pike as Director	For	For		
			Management	7	Re-elect Nicholas Anderson as Director	For	For		
			Management	8	Re-elect Richard Gillingwater as Director	For	For		
			Management	9	Re-elect Peter France as Director	For	For		
			Management	10	Re-elect Caroline Johnstone as Director	For	For		
			Management	11	Re-elect Jane Kingston as Director	For	For		
			Management	12	Re-elect Kevin Thompson as Director	For	For		
			Management	13	Re-elect Nimesh Patel as Director	For	For		
			Management	14	Re-elect Angela Archon as Director	For	For		
			Management	15	Re-elect Olivia Qiu as Director	For	For		
			Management	16	Authorise Issue of Equity	For	For		
			Management	17	Approve Scrip Dividend Program	For	For		
			Management	18	Authorise Issue of Equity without Pre-emptive Rights	For	For		
			Management	19	Authorise Market Purchase of Ordinary Shares	For	For		
SS&C Technologies Holdings, Inc.	USA	11-mai-22	Management	1.1	Elect Director Smita Conjeevaram	For	For	A vote AGAINST this proposal is warranted. The company made a sizable cash payment to a former NEO upon his voluntary resignation, which is a problematic pay practice. Furthermore, the annual bonus payout value was relatively large and entirely discretionary, lacking any payout formula or targets. There are also concerns regarding a lack of forward-looking goal disclosure and the grant practice of targeting a number of shares instead of a grant value, which is not common market practice. Finally, a non-CEO NEO was compensated above the company's peer group median CEO value, which warrants continued monitoring.	
			Management	1.2	Elect Director Michael E. Daniels	For	For		
			Management	1.3	Elect Director William C. Stone	For	For		
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against		
			Management	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For		
Tractor Supply Company	USA	11-mai-22	Management	1.1	Elect Director Cynthia T. Jamison	For	For	A vote FOR this proposal is warranted, as additional disclosure on the socioeconomic costs of low wages and inequality, as well as their effect on the economy and diversified shareholders would enable shareholders to understand and assess how the company is managing related risks.	
			Management	1.2	Elect Director Joy Brown	For	For		
			Management	1.3	Elect Director Ricardo Cardenas	For	For		
			Management	1.4	Elect Director Denise L. Jackson	For	For		
			Management	1.5	Elect Director Thomas A. Kingsbury	For	For		
			Management	1.6	Elect Director Ramkumar Krishnan	For	For		
			Management	1.7	Elect Director Harry A. Lawton, III	For	For		
			Management	1.8	Elect Director Edna K. Morris	For	For		
			Management	1.9	Elect Director Mark J. Weikel	For	For		
			Management	2	Ratify Ernst & Young LLP as Auditors	For	For		
			Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For		
			Shareholder	4	Report on Costs of Low Wages and Inequality and Impact on Diversified Shareholders	Against	For		
TransUnion	USA	11-mai-22	Management	1a	Elect Director George M. Awad	For	For		We are comfortable with the level of gender diversity of the Board
			Management	1b	Elect Director William P. (Billy) Bosworth	For	For		
			Management	1c	Elect Director Christopher A. Cartwright	For	For		
			Management	1d	Elect Director Suzanne P. Clark	For	For		
			Management	1e	Elect Director Russell P. Fradin	For	For		
			Management	1f	Elect Director Charles E. Gottdiener	For	For		
			Management	1g	Elect Director Pamela A. Joseph	For	For		
			Management	1h	Elect Director Thomas L. Monahan, III	For	For		
			Management	1i	Elect Director Andrew Prozes	For	For		
			Management	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For		
			Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For		
			Management	4	Advisory Vote on Say on Pay Frequency	One Year	One Year		
Uniphar Plc	Ireland	11-mai-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	Votes AGAINST incumbent Nominating Committee chair Jeffrey (Jeff) Berkowitz are warranted for lack of diversity on the board. Concerns are raised regarding the re-election of Paul Hogan because: * He is the Chair of the Audit Committee and the non-audit fees paid to the auditors exceeded the audit fees for the third consecutive year. Votes FOR the remaining nominees are warranted.	
			Management	2	Approve Final Dividend	For	For		
			Management	3a	Re-elect Ger Rabbette as Director	For	For		
			Management	3b	Re-elect Tim Dolphin as Director	For	For		
			Management	3c	Re-elect Paul Hogan as Director	For	For		
			Management	3d	Re-elect Sue Webb as Director	For	For		
			Management	3e	Re-elect Jeff Berkowitz as Director	For	Against		
			Management	3f	Re-elect Jim Gaul as Director	For	For		

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales	
			Management Management Management	3g 3h 4	Re-elect Liz Hoctor as Director Re-elect Maurice Pratt as Director Authorise Board to Fix Remuneration of Auditors	For For For	For For Abstain	An ABSTENTION on this resolution is warranted because: * This is the third consecutive year that the non-audit fees exceeded the audit fees paid. It is however recognised that the Company is actively reducing the non-audit fees paid to the independent auditors. A vote FOR this resolution is warranted for those shareholders in markets who have a fiduciary responsibility to vote either in favour or against and who do not recognise an abstention as a valid option.	
			Management Management Management	5 6 7	Authorise Issue of Equity Authorise Issue of Equity without Pre-emptive Rights Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For For For	For For For		
			Management Management Management	8 9 10	Authorise Market Purchase of Ordinary Shares Determine Price Range for Reissuance of Treasury Shares Amend Articles of Association	For For For	For For For		
Vestel Elektronik Sanayi ve Ticaret AS	Turkey	11-mai-22	Management Management Management Management Management Management	1 2 3 4 5 6 7	Open Meeting and Elect Presiding Council of Meeting Authorize Presiding Council to Sign Minutes of Meeting Accept Board Report Accept Audit Report Accept Financial Statements Approve Discharge of Board Approve Director Remuneration	For For For For For For For	For For For For For For Against		A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision.
			Management Management	8 9	Approve Allocation of Income Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	For For	For For		
			Management Management	10 11	Ratify External Auditors Approve Upper Limit of Donations for 2022 and Receive Information on Donations Made in 2021	For For	For For		
adidas AG	Germany	12-mai-22	Management Management Management Management Management Management Management Management	2 3 4 5 6 7 8 9	Approve Allocation of Income and Dividends of EUR 3.30 per Share Approve Discharge of Management Board for Fiscal Year 2021 Approve Discharge of Supervisory Board for Fiscal Year 2021 Approve Remuneration Report Approve Remuneration of Supervisory Board Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 4 Billion; Approve Creation of EUR 12.5 Million Pool of Capital to Guarantee Conversion Rights Ratify KPMG AG as Auditors for Fiscal Year 2022 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2022 Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2023	For For For For For For For For	For For For For For For For For		
Arcadis NV	Netherlands	12-mai-22	Management Management Management Management Management Management Management Management Management Management Management Management	4.a 4.b 4.c 5.a 5.b 6 7.a 7.b 8.a 9.a 9.b 10	Adopt Financial Statements Approve Dividends of EUR 0.70 Per Share Approve Special Dividends of EUR 0.60 Per Share Approve Discharge of Executive Board Approve Discharge of Supervisory Board Ratify PricewaterhouseCoopers Accountants N.V. as Auditors Approve Remuneration Report for Executive Board Approve Remuneration Report for Supervisory Board Reelect M.C. (Michael) Putnam to Supervisory Board Grant Board Authority to Issue Shares up to 10 Percent of Issued Capital Authorize Board to Exclude Preemptive Rights from Share Issuances Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For For For For For For For For For For For For	For For For For For For For For For For For For		
CTS Eventim AG & Co. KGaA	Germany	12-mai-22	Management Management Management Management Management Management Management Management Management Management	2 3 4 5 6 7.1 7.2 7.3 7.4 8	Accept Financial Statements and Statutory Reports for Fiscal Year 2021 Approve Allocation of Income and Omission of Dividends Approve Discharge of Personally Liable Partner for Fiscal Year 2021 Approve Discharge of Supervisory Board for Fiscal Year 2021 Ratify KPMG AG as Auditors for Fiscal Year 2022 Reelect Bernd Kundrun to the Supervisory Board Reelect Juliane Thuemmel to the Supervisory Board Reelect Philipp Westermeyer to the Supervisory Board Elect Cornelius Baur to the Supervisory Board Approve Remuneration Report	For For For For For For For For For For	For For For For For Against For For For Against		Votes FOR the proposed nominees, Juliane Thuemmel, Philipp Westermeyer, and Cornelius Baur are warranted. A vote AGAINST the board chair, Bernd Kundrun, is warranted as a signal of concern to the board because the board is insufficiently gender diverse.  A vote AGAINST the remuneration report is warranted because the level of disclosure provided in the remuneration report does not allow for an independent assessment of remuneration practices, in particular regarding ex-post target achievements.
E.ON SE	Germany	12-mai-22	Management Management Management Management Management Management	2 3 4 5.1 5.2 5.3 6	Approve Allocation of Income and Dividends of EUR 0.49 per Share Approve Discharge of Management Board for Fiscal Year 2021 Approve Discharge of Supervisory Board for Fiscal Year 2021 Ratify KPMG AG as Auditors for Fiscal Year 2022 Ratify KPMG AG KPMG as Auditors for the Review of Interim Financial Statements for Fiscal Year 2022 Ratify KPMG AG as Auditors for the Review of Interim Financial Statements for the First Quarter of Fiscal Year 2023 Approve Remuneration Report	For For For For For For For	For For For For For For For		
HelloFresh SE	Germany	12-mai-22	Management Management	2 3	Approve Allocation of Income and Omission of Dividends Approve Discharge of Management Board for Fiscal Year 2021	For For	For For		

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	4	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	For	
			Management	5	Ratify KPMG AG as Auditors for Fiscal Year 2022, for the Review of Interim Financial Statements for the Fiscal Year 2022 and for the Review of Interim Financial Statements Until 2023 AGM	For	For	
			Management	6	Approve Remuneration Report	For	Against	A vote AGAINST the remuneration report is warranted because: * Payouts under the short-term incentive were not subject to any performance criteria and caps. * An extraordinary tranche under the LTI was granted based on the 2021 compensation system, which was not approved at the 2021 AGM.
			Management	7	Approve Remuneration Policy	For	For	
			Management	8	Approve Creation of EUR 47.2 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	For	For	
			Management	9	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	
			Management	10	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	For	
Iron, Inc.	USA	12-mai-22	Management	1a	Elect Director Lynda L. Ziegler	For	For	
			Management	1b	Elect Director Diana D. Tremblay	For	For	
			Management	1c	Elect Director Santiago Perez	For	For	
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Management	3	Ratify Deloitte & Touche LLP as Auditors	For	For	
K+S AG	Germany	12-mai-22	Management	2	Approve Allocation of Income and Dividends of EUR 0.20 per Share	For	For	
			Management	3	Approve Discharge of Management Board for Fiscal Year 2021	For	For	
			Management	4	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	For	
			Management	5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2022	For	For	
			Management	6	Elect Thomas Koelbl to the Supervisory Board	For	For	
			Management	7	Approve Remuneration Report	For	For	
Las Vegas Sands Corp.	USA	12-mai-22	Management	1.1	Elect Director Irwin Chafetz	For	For	
			Management	1.2	Elect Director Micheline Chau	For	Withhold	WITHHOLD votes are warranted for incumbent compensation committee members Micheline Chau, Charles Koppelman, and David Levi, in light of the committee's poor stewardship of the compensation program. A vote FOR the remaining director nominees is warranted.
			Management	1.3	Elect Director Patrick Dumont	For	For	
			Management	1.4	Elect Director Charles D. Forman	For	For	
			Management	1.5	Elect Director Robert G. Goldstein	For	For	
			Management	1.6	Elect Director Nora M. Jordan	For	For	
			Management	1.7	Elect Director Charles A. Koppelman	For	Withhold	WITHHOLD votes are warranted for incumbent compensation committee members Micheline Chau, Charles Koppelman, and David Levi, in light of the committee's poor stewardship of the compensation program. A vote FOR the remaining director nominees is warranted.
			Management	1.8	Elect Director Lewis Kramer	For	For	
			Management	1.9	Elect Director David F. Levi	For	Withhold	WITHHOLD votes are warranted for incumbent compensation committee members Micheline Chau, Charles Koppelman, and David Levi, in light of the committee's poor stewardship of the compensation program. A vote FOR the remaining director nominees is warranted.
			Management	1.10	Elect Director Yibing Mao	For	For	
			Management	2	Ratify Deloitte & Touche LLP as Auditors	For	For	
			Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	A vote AGAINST this proposal is warranted. While executives did not receive annual equity awards or payouts under the annual incentive program in 2021, the one-time awards granted to NEOs are problematic. The value of the awards, which were granted for retention purposes and in light of the lack of regular-cycle incentive awards for two consecutive years, is excessive, and vesting is subject to performance over a relatively short period. NEOs received additional one-time grants of RSUs in connection with new employment agreements; these awards are entirely time-vesting and lack a compelling rationale. Finally, the CEO and COO each received sizable gross-up payments on perquisites, which are provided by their employment agreements and are considered to be problematic.
Stantec Inc.	Canada	12-mai-22	Management	1.1	Elect Director Douglas K. Ammerman	For	For	
			Management	1.2	Elect Director Martin A. a Porta	For	For	
			Management	1.3	Elect Director Richard C. Bradeen	For	For	
			Management	1.4	Elect Director Shelley A. M. Brown	For	For	
			Management	1.5	Elect Director Patricia D. Galloway	For	For	
			Management	1.6	Elect Director Robert J. Gomes	For	For	
			Management	1.7	Elect Director Gordon A. Johnston	For	For	
			Management	1.8	Elect Director Donald J. Lowry	For	For	
			Management	1.9	Elect Director Marie-Lucie Morin	For	For	
			Management	2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For	
			Management	3	Advisory Vote on Executive Compensation Approach	For	Against	Vote AGAINST due to lack of sustainability factors to determine executive remuneration.
Union Pacific Corporation	USA	12-mai-22	Management	1a	Elect Director William J. DeLaney	For	For	
			Management	1b	Elect Director David B. Dillon	For	For	
			Management	1c	Elect Director Sheri H. Edison	For	For	
			Management	1d	Elect Director Teresa M. Finley	For	For	
			Management	1e	Elect Director Lance M. Fritz	For	For	
			Management	1f	Elect Director Deborah C. Hopkins	For	For	
			Management	1g	Elect Director Jane H. Lute	For	For	
			Management	1h	Elect Director Michael R. McCarthy	For	For	
			Management	1i	Elect Director Jose H. Villarreal	For	For	
			Management	1j	Elect Director Christopher J. Williams	For	For	
			Management	2	Ratify Deloitte & Touche LLP as Auditors	For	For	
			Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
Verizon Communications Inc.	USA	12-mai-22	Management	1.1	Elect Director Shellye Archambeau	For	For	
			Management	1.2	Elect Director Roxanne Austin	For	For	
			Management	1.3	Elect Director Mark Bertolini	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	1.4	Elect Director Melanie Healey	For	For	A vote AGAINST this proposal is warranted because the company provides sufficient information regarding its charitable contributions, and absent self-dealing or gross negligence, management should be afforded discretion in determining the company's charitable giving strategy. A vote FOR this proposal is warranted as the company's current clawback policy does not provide for the disclosure of the amounts and circumstances surrounding any recoupsments. Such disclosure would benefit shareholders. A vote FOR this item is warranted given that the proposal applies only to future severance arrangements, the current agreements will not be affected, and the proposal offers flexibility as to when the board may seek shareholder approval of a new or renewed severance arrangement, such as at the next annual meeting. A vote AGAINST this proposal is warranted, as the company provides sufficient disclosure related to its policies, processes, and oversight mechanisms related to managing and mitigating risks of its operations and business activities in China.
			Management	1.5	Elect Director Laxman Narasimhan	For	For	
			Management	1.6	Elect Director Clarence Ots, Jr.	For	For	
			Management	1.7	Elect Director Daniel Schulman	For	For	
			Management	1.8	Elect Director Rodney Slater	For	For	
			Management	1.9	Elect Director Carol Tome	For	For	
			Management	1.10	Elect Director Hans Vestberg	For	For	
			Management	1.11	Elect Director Gregory Weaver	For	For	
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Management	3	Ratify Ernst & Young LLP as Auditors	For	For	
			Shareholder	4	Report on Charitable Contributions	Against	Against	
			Shareholder	5	Amend Senior Executive Compensation Clawback Policy	Against	For	
Shareholder	6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against	For				
Shareholder	7	Report on Operations in Communist China	Against	Against				
WEX Inc.	USA	12-mai-22	Management	1.1	Elect Director Daniel Callahan	For	For	
			Management	1.2	Elect Director Shikhar Ghosh	For	For	
			Management	1.3	Elect Director James (Jim) Neary	For	For	
			Management	1.4	Elect Director Melissa Smith	For	For	
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Management	3	Ratify Deloitte & Touche LLP as Auditors	For	For	
Zebra Technologies Corporation	USA	12-mai-22	Management	1.1	Elect Director Nelda J. Connors	For	For	
			Management	1.2	Elect Director Frank B. Modruson	For	For	
			Management	1.3	Elect Director Michael A. Smith	For	For	
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Management	3	Ratify Ernst & Young LLP as Auditors	For	For	
			Management	3	Ratify Deloitte & Touche LLP as Auditors	For	For	
Fresenius SE & Co. KGaA	Germany	13-mai-22	Management	1	Accept Financial Statements and Statutory Reports for Fiscal Year 2021	For	For	
			Management	2	Approve Allocation of Income and Dividends of EUR 0.92 per Share	For	For	
			Management	3	Approve Discharge of Personally Liable Partner for Fiscal Year 2021	For	For	
			Management	4	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	For	
			Management	5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2022 and for the Review of Interim Financial Statements for Fiscal Year 2022	For	For	
			Management	6	Approve Remuneration Report	For	For	
			Management	7.1	Elect Susanne Zeidler to the Supervisory Board	For	For	
			Management	7.2	Elect Christoph Zindel to the Supervisory Board	For	For	
			Management	8	Elect Susanne Zeidler as Member of the Joint Committee	For	For	
			Management	9	Approve Creation of EUR 125 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	For	For	
			Management	10	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 2.5 Billion; Approve Creation of EUR 49 Million Pool of Capital to Guarantee Conversion Rights	For	For	
			Management	11	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	For	
			Management	12	Authorize Use of Financial Derivatives when Repurchasing Shares	For	For	
Interrill Holding AG	Switzerland	13-mai-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	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.
			Management	2	Approve Allocation of Income and Dividends of CHF 31 per Share	For	For	
			Management	3	Approve Discharge of Board and Senior Management	For	For	
			Management	4.1	Approve Remuneration of Directors in the Amount of CHF 1.4 Million	For	For	
			Management	4.2	Approve Remuneration of Executive Committee in the Amount of CHF 4.8 Million	For	For	
			Management	5.1	Reelect Paul Zumbuehl as Director and Board Chair	For	For	
			Management	5.2	Reelect Stefano Mercurio as Director	For	For	
			Management	5.3	Reelect Ingo Specht as Director	For	For	
			Management	5.4	Reelect Elena Cortona as Director	For	For	
			Management	5.5	Reelect Markus Asch as Director	For	For	
			Management	5.6	Reelect Susanne Schreiber as Director	For	For	
			Management	6.1	Appoint Markus Asch as Member of the Compensation Committee	For	For	
			Management	6.2	Reappoint Stefano Mercurio as Member of the Compensation Committee	For	For	
			Management	7	Ratify PricewaterhouseCoopers as Auditors	For	For	
			Management	8	Designate Francesco Adami as Independent Proxy	For	For	
			Management	9	Transact Other Business (Voting)	For	Against	
Techtronic Industries Co., Ltd.	Hong Kong	13-mai-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
			Management	2	Approve Final Dividend	For	For	
			Management	3a	Elect Patrick Kin Wah Chan as Director	For	For	
			Management	3b	Elect Camille Jojo as Director	For	For	
			Management	3c	Elect Peter David Sullivan as Director	For	For	
			Management	3d	Elect Johannes-Gerhard Hesse as Director	For	For	
			Management	3e	Elect Caroline Christina Kracht as Director	For	For	
			Management	3f	Authorize Board to Fix Remuneration of Directors	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	4	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	For	For	
			Management	5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	For	
			Management	6	Authorize Repurchase of Issued Share Capital	For	For	
Weyerhaeuser Company	USA	13-mai-22	Management	1a	Elect Director Mark A. Emmert	For	For	
			Management	1b	Elect Director Rick R. Holley	For	For	
			Management	1c	Elect Director Sara Grootwassink Lewis	For	For	
			Management	1d	Elect Director Deidra C. Merriwether	For	For	
			Management	1e	Elect Director Al Monaco	For	For	
			Management	1f	Elect Director Nicole W. Piasecki	For	For	
			Management	1g	Elect Director Lawrence A. Selzer	For	For	
			Management	1h	Elect Director Devin W. Stockfish	For	For	
			Management	1i	Elect Director Kim Williams	For	For	
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Management	3	Approve Omnibus Stock Plan	For	Against	Vote AGAINST due to lack of sustainability factors to determine executive remuneration.
			Management	4	Ratify KPMG LLP as Auditors	For	For	
ASM International NV	Netherlands	16-mai-22	Management	3	Approve Remuneration Report	For	For	
			Management	4	Adopt Financial Statements and Statutory Reports	For	For	
			Management	5	Approve Dividends of EUR 2.50 Per Share	For	For	
			Management	6	Approve Discharge of Management Board	For	For	
			Management	7	Approve Discharge of Supervisory Board	For	For	
			Management	8	Adopt Remuneration Policy for Management Board	For	For	
			Management	9	Elect Hichem M'Saad to Management Board	For	For	
			Management	10	Adopt Remuneration Policy for Supervisory Board	For	For	
			Management	11	Reelect M.J.C. de Jong to Supervisory Board	For	For	
			Management	12	Ratify KPMG Accountants N.V. as Auditors	For	For	
			Management	13(a)	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	For	
			Management	13(b)	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	For	
			Management	14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	
Jungfrau Holding AG	Switzerland	16-mai-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
			Management	2	Approve Allocation of Income and Omission of Dividends	For	For	
			Management	3	Approve Discharge of Board and Senior Management	For	For	
			Management	4.1	Reelect Heinz Karrer as Director and Board Chair	For	For	
			Management	4.2.1	Reelect Nils Graf as Director	For	For	
			Management	4.2.2	Reelect Catrina Gaehwiler as Director	For	For	
			Management	4.2.3	Elect Catherine Muehleemann as Director	For	For	
			Management	4.2.4	Reelect Hanspeter Ruelenacht as Director	For	For	
			Management	4.2.5	Elect Thomas Ruoff as Director	For	For	
			Management	5.1	Appoint Catherine Muehleemann as Member of the Compensation Committee	For	For	
			Management	5.2	Reappoint Hanspeter Ruelenacht as Member of the Compensation Committee	For	For	
			Management	5.3	Appoint Thomas Ruoff as Member of the Compensation Committee	For	For	
			Management	6.1	Approve Remuneration of Directors in the Amount of CHF 720,000	For	For	
			Management	6.2	Approve Remuneration of Executive Committee in the Amount of CHF 3.1 Million	For	Against	A vote AGAINST this proposal is warranted because: * Having received state support, the company is not permitted to pay out profit-sharing bonuses. Instead, the board resolved to grant a performance bonus in the form of an additional share-participation on a discretionary basis. * Under the long-term share-participation scheme, executives are eligible to purchase shares at a substantial discount to the market price.
			Management	7.1	Designate Melchior Glatthard as Independent Proxy	For	For	
			Management	7.2	Designate Niklaus Glatthard as Substitute Independent Proxy	For	For	
			Management	8	Ratify BDO AG as Auditors	For	For	
			Management	9	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 any 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.
Sensirion Holding AG	Switzerland	16-mai-22	Management	1.1	Accept Financial Statements and Statutory Reports	For	For	
			Management	1.2	Approve Remuneration Report (Non-Binding)	For	Against	A vote AGAINST the remuneration report is warranted because: * The payout of the annual bonus is highly discretionary; and * Non-executive co-chairmen receive pension benefits from the company.
			Management	2	Approve Allocation of Income and Omission of Dividends	For	For	
			Management	3	Approve Discharge of Board and Senior Management	For	For	
			Management	4.1.1	Reelect Moritz Lechner as Director and Board Co-Chair	For	For	
			Management	4.1.2	Reelect Felix Mayer as Director and Board Co-Chair	For	For	
			Management	4.1.3	Reelect Ricarda Demarmels as Director	For	For	
			Management	4.1.4	Reelect Francois Gabella as Director	For	For	
			Management	4.1.5	Reelect Anja Koenig as Director	For	For	
			Management	4.1.6	Reelect Franz Studer as Director	For	For	
			Management	4.2.1	Reappoint Moritz Lechner as Member of the Nomination and Compensation Committee	For	For	We are comfortable with the level of independence of the remuneration committee.
			Management	4.2.2	Reappoint Felix Mayer as Member of the Nomination and Compensation Committee	For	For	We are comfortable with the level of independence of the remuneration committee.
			Management	4.2.3	Appoint Francois Gabella as Member of the Nomination and Compensation Committee	For	For	
			Management	4.3	Ratify KPMG AG as Auditors	For	For	
			Management	4.4	Designate Keller KLG as Independent Proxy	For	For	
			Management	5.1	Approve Remuneration of Directors in the Amount of CHF 950,000	For	For	
			Management	5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.3 Million	For	For	
			Management	5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 424,511	For	For	
			Management	6	Approve Renewal of CHF 145,582 Pool of Authorized Capital with or without Exclusion of Preemptive Rights	For	For	We are comfortable with the issuance request

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	7	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.
Aluflexpack AG	Switzerland	17-mai-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	The BoD does lack diversity, we agree, but it is a fairly recent IPO in a critical build up phase and we consider that the expertise and company knowledge here is more important than trying at this stage to diversify the BoD.
			Management	2	Approve Treatment of Net Loss	For	For	
			Management	3	Approve Discharge of Board and Senior Management	For	For	
			Management	4.1	Approve Remuneration of Directors in the Amount of EUR 190,000	For	For	
			Management	4.2.1	Approve Fixed and Short-Term Variable Remuneration of Executive Committee in the Amount of EUR 1.2 Million	For	For	
			Management	4.2.2	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of EUR 330,000	For	For	
			Management	5.1	Reelect Martin Ohneberg as Director and Board Chair	For	For	
			Management	5.2	Reelect Luis Buehler as Director	For	For	
			Management	5.3	Reelect Christian Hosp as Director	For	For	
			Management	5.4	Reelect Markus Vischer as Director	For	For	The BoD does lack diversity, we agree, but it is a fairly recent IPO in a critical build up phase and we consider that the expertise and company knowledge here is more important than trying at this stage to diversify the BoD.
			Management	5.5	Reelect Bernd Winter as Director	For	For	
			Management	6.1	Reappoint Christian Hosp as Member of the Nomination and Compensation Committee	For	For	
			Management	6.2	Reappoint Martin Ohneberg as Member of the Nomination and Compensation Committee	For	For	
			Management	6.3	Reappoint Bernd Winter as Member of the Nomination and Compensation Committee	For	For	
			Management	7	Ratify KPMG AG as Auditors	For	For	
			Management	8	Designate Keller KLG as Independent Proxy	For	For	
			Management	9	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 any 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.
Amgen Inc.	USA	17-mai-22	Management	1a	Elect Director Wanda M. Austin	For	For	
			Management	1b	Elect Director Robert A. Bradway	For	For	
			Management	1c	Elect Director Brian J. Druker	For	For	
			Management	1d	Elect Director Robert A. Eckert	For	For	
			Management	1e	Elect Director Greg C. Gaitland	For	For	
			Management	1f	Elect Director Charles M. Holley, Jr.	For	For	
			Management	1g	Elect Director S. Omar Ishrak	For	For	
			Management	1h	Elect Director Tyler Jacks	For	For	
			Management	1i	Elect Director Ellen J. Kullman	For	For	
			Management	1j	Elect Director Amy E. Miles	For	For	
			Management	1k	Elect Director Ronald D. Sugar	For	For	
			Management	1l	Elect Director R. Sanders Williams	For	For	
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Management	3	Ratify Ernst & Young LLP as Auditors	For	For	
BNP Paribas SA	France	17-mai-22	Management	1	Approve Financial Statements and Statutory Reports	For	For	
			Management	2	Approve Consolidated Financial Statements and Statutory Reports	For	For	
			Management	3	Approve Allocation of Income and Dividends of EUR 3.67 per Share	For	For	
			Management	4	Approve Auditors' Special Report on Related-Party Transactions	For	For	
			Management	5	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	
			Management	6	Reelect Jean Laurent Bonnafé as Director	For	For	
			Management	7	Reelect Marion Guillou as Director	For	For	
			Management	8	Reelect Michel Tilmant as Director	For	For	
			Management	9	Elect Lieve Logghe as Director	For	For	
			Management	10	Approve Remuneration Policy of Directors	For	For	
			Management	11	Approve Remuneration Policy of Chairman of the Board	For	For	
			Management	12	Approve Remuneration Policy of CEO and Vice-CEOs	For	For	
			Management	13	Approve Compensation Report of Corporate Officers	For	For	
			Management	14	Approve Compensation of Jean Lemierre, Chairman of the Board	For	For	
			Management	15	Approve Compensation of Jean-Laurent Bonnafé, CEO	For	For	
			Management	16	Approve Compensation of Philippe Bordenave, Vice-CEO Until 18 May 2021	For	For	
			Management	17	Approve Compensation of Yann Gerardin, Vice-CEO Since 18 May 2021	For	For	
			Management	18	Approve Compensation of Thierry Laborde, Vice-CEO Since 18 May 2021	For	For	
			Management	19	Approve the Overall Envelope of Compensation of Certain Senior Management, Responsible Officers and the Risk-takers	For	For	
			Management	20	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.54 Million	For	For	
			Management	21	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 985 Million	For	For	
			Management	22	Authorize Capital Increase of Up to EUR 240 Million for Future Exchange Offers	For	For	
			Management	23	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	For	
			Management	24	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 22 and 23 at EUR 240 Million	For	For	
			Management	25	Authorize Capitalization of Reserves of Up to EUR 985 Million for Bonus Issue or Increase in Par Value	For	For	
			Management	26	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 21 and 23 at EUR 985 Million	For	For	
			Management	27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For	
			Management	28	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For	
			Management	29	Authorize Filing of Required Documents/Other Formalities	For	For	



Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
JPMorgan Chase & Co.	USA	17-mai-22	Management	1a	Elect Director Linda B. Bammann	For	Against	Votes AGAINST Risk Committee Chair Linda Bammann and Public Responsibility Committee Chair James Crown is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Votes FOR the remaining director nominees are warranted at this time.
			Management	1b	Elect Director Stephen B. Burke	For	For	
			Management	1c	Elect Director Todd A. Combs	For	For	
			Management	1d	Elect Director James S. Crown	For	Against	
			Management	1e	Elect Director James Dimon	For	For	
			Management	1f	Elect Director Timothy P. Flynn	For	For	
			Management	1g	Elect Director Melody Hobson	For	For	
			Management	1h	Elect Director Michael A. Neal	For	For	
			Management	1i	Elect Director Phebe N. Novakovic	For	For	
			Management	1j	Elect Director Virginia M. Rometty	For	For	
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	The increase in reported CEO pay is primarily the result of a sizable, one-time award of stock appreciation rights. Although the CEO's annual LTI is entirely based on clearly disclosed multi-year goals, there are significant concerns regarding the structure of the one-time award, as the award lacks rigorous performance-vesting criteria, or even a premium exercise price. This structural concern is heightened given the substantial pay opportunities this off-cycle award provides. The executive pay program's reliance on discretion to determine annual incentives remains an ongoing concern, even when such discretion is guided by performance assessments against consistent metrics. While the company's recent improved performance may provide context to an increase in performance year pay, some investors may nonetheless question an increase in the CEO's annual-cycle award while long-term TSR lagged the S&P 500 and when the regular award was preceded by such a sizable one-time award. In light of these concerns, the quantitative pay-for-performance misalignment is not mitigated and a vote AGAINST this proposal is warranted.
			Management	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	
			Shareholder	4	Adopt Fossil Fuel Financing Policy Consistent with IEA's Net Zero 2050 Scenario	Against	Against	
Shareholder	5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For	A vote FOR this proposal is warranted as a lower ownership threshold would provide for a more useful special meeting right for shareholders.			
Shareholder	6	Require Independent Board Chair	Against	For	A vote FOR this proposal is warranted as shareholders would benefit from more independent oversight in the form of an independent chair.			
Shareholder	7	Disclose Director Skills and Qualifications Including Ideological Perspectives	Against	Against	A vote AGAINST this resolution is warranted because the company's Corporate Governance Principles state that the board strives to ensure diversity of representation among its members, the company already provides information regarding the experience and qualifications of director nominees in matrix format, and the company is not lagging behind its peers in board diversity.			
Shareholder	8	Amend Certificate of Incorporation to Become a Public Benefit Corporation	Against	Against	A vote AGAINST this proposal is warranted, as the request for the board to amend the company's Certificate of Incorporation to become a Public Benefit Corporation does not appear to be necessary to see that the company is acting in a responsible and sustainable way.			
Shareholder	9	Report on Absolute Targets for Financed GHG Emissions in Line with Net Zero Commitments	Against	For	A vote FOR this proposal is warranted, as additional information on the company's GHG emissions reduction efforts would allow investors to better understand how the company is managing its transition to a low carbon economy and climate change related risks.			
Nishimatsuya Chain Co., Ltd.	Japan	17-mai-22	Management	1	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	
			Management	2.1	Elect Director Omura, Yoshifumi	For	For	
			Management	2.2	Elect Director Omura, Koichi	For	For	
			Management	2.3	Elect Director Sakamoto, Kazunori	For	For	
			Management	2.4	Elect Director Omura, Yoshiaki	For	For	
			Management	2.5	Elect Director Ishii, Yoshito	For	For	
			Management	3	Approve Stock Option Plan	For	For	
Signify NV	Netherlands	17-mai-22	Management	2	Approve Remuneration Report	For	For	
			Management	4	Adopt Financial Statements	For	For	
			Management	5	Approve Dividends of EUR 1.45 Per Share	For	For	
			Management	6a	Approve Discharge of Management Board	For	For	
			Management	6b	Approve Discharge of Supervisory Board	For	For	
			Management	7	Elect Bram Schot to Supervisory Board	For	For	
			Management	8a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	For	
			Management	8b	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	For	
			Management	9	Authorize Repurchase of Shares	For	For	
			Management	10	Approve Cancellation of Repurchased Shares	For	For	
VAT Group AG	Switzerland	17-mai-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	We are comfortable with the current composition of the Board.
			Management	2.1	Approve Allocation of Income	For	For	
			Management	2.2	Approve Dividends of CHF 5.25 per Share from Reserves of Accumulated Profits and CHF 0.25 from Capital Contribution Reserves	For	For	
			Management	3	Approve Discharge of Board and Senior Management	For	For	
			Management	4.1.1	Reelect Martin Komischke as Director and Board Chair	For	For	
			Management	4.1.2	Reelect Urs Leinhaeuser as Director	For	For	
			Management	4.1.3	Reelect Karl Schlegel as Director	For	For	
			Management	4.1.4	Reelect Hermann Gerlinger as Director	For	For	
			Management	4.1.5	Reelect Libo Zhang as Director	For	For	
			Management	4.1.6	Reelect Daniel Lippuner as Director	For	For	
			Management	4.1.7	Elect Maria Herz as Director	For	For	
			Management	4.2.1	Reappoint Martin Komischke as Member of the Nomination and Compensation Committee	For	For	
			Management	4.2.2	Appoint Urs Leinhaeuser as Member of the Nomination and Compensation Committee	For	For	
			Management	4.2.3	Appoint Hermann Gerlinger as Member of the Nomination and Compensation Committee	For	For	
			Management	4.2.4	Appoint Libo Zhang as Member of the Nomination and Compensation Committee	For	For	
			Management	5	Designate Roger Fohn as Independent Proxy	For	For	
Management	6	Ratify KPMG AG as Auditors	For	For				

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	7.1	Approve Remuneration Report	For	For	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.
			Management	7.2	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 926,955	For	For	
			Management	7.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.5 Million	For	For	
			Management	7.4	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 2 Million	For	For	
			Management	7.5	Approve Remuneration of Directors in the Amount of CHF 1.4 Million	For	For	
			Management	8	Transact Other Business (Voting)	For	Against	
Yatas Yatak ve Yorgan Sanayi Ticaret AS	Turkey	17-mai-22	Management	1	Open Meeting and Elect Presiding Council of Meeting	For	For	A vote AGAINST this item is warranted, as the board does not meet the one third board independence guideline. A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision.
			Management	2	Authorize Presiding Council to Sign Minutes of Meeting	For	For	
			Management	3	Accept Board Report	For	For	
			Management	4	Accept Audit Report	For	For	
			Management	5	Accept Financial Statements	For	For	
			Management	6	Approve Discharge of Board	For	For	
			Management	7	Approve Allocation of Income	For	For	
			Management	8	Elect Directors	For	Against	
			Management	9	Approve Director Remuneration	For	Against	
			Management	10	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	For	For	
			Management	11	Ratify External Auditors	For	For	
			Management	12	Approve Upper Limit of Donations for 2022 and Receive Information on Donations Made in 2021	For	For	
			Management	14	Approve Share Repurchase Program	For	For	
Advanced Micro Devices, Inc.	USA	18-mai-22	Management	1a	Elect Director John E. Caldwell	For	For	
			Management	1b	Elect Director Nora M. Denzel	For	For	
			Management	1c	Elect Director Mark Durcan	For	For	
			Management	1d	Elect Director Michael P. Gregoire	For	For	
			Management	1e	Elect Director Joseph A. Householder	For	For	
			Management	1f	Elect Director John W. Marren	For	For	
			Management	1g	Elect Director Jon A. Olson	For	For	
			Management	1h	Elect Director Lisa T. Su	For	For	
			Management	1i	Elect Director Abhi Y. Talwalkar	For	For	
			Management	1j	Elect Director Elizabeth W. Vanderslice	For	For	
			Management	2	Ratify Ernst & Young LLP as Auditors	For	For	
			Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
American Tower Corporation	USA	18-mai-22	Management	1a	Elect Director Thomas A. Bartlett	For	For	
			Management	1b	Elect Director Kelly C. Chambliss	For	For	
			Management	1c	Elect Director Teresa H. Clarke	For	For	
			Management	1d	Elect Director Raymond P. Dolan	For	For	
			Management	1e	Elect Director Kenneth R. Frank	For	For	
			Management	1f	Elect Director Robert D. Hormats	For	For	
			Management	1g	Elect Director Grace D. Lieblein	For	For	
			Management	1h	Elect Director Craig Macnab	For	For	
			Management	1i	Elect Director JoAnn A. Reed	For	For	
			Management	1j	Elect Director Pamela D.A. Reeve	For	For	
			Management	1k	Elect Director David E. Sharbutt	For	For	
			Management	1l	Elect Director Bruce L. Tanner	For	For	
			Management	1m	Elect Director Samme L. Thompson	For	For	
			Management	2	Ratify Deloitte & Touche LLP as Auditors	For	For	
			Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
Amphenol Corporation	USA	18-mai-22	Management	1.1	Elect Director Nancy A. Altobello	For	For	
			Management	1.2	Elect Director Stanley L. Clark	For	For	
			Management	1.3	Elect Director David P. Falck	For	For	
			Management	1.4	Elect Director Edward G. Jepsen	For	For	
			Management	1.5	Elect Director Rita S. Lane	For	For	
			Management	1.6	Elect Director Robert A. Livingston	For	For	
			Management	1.7	Elect Director Martin H. Loeffler	For	For	
			Management	1.8	Elect Director R. Adam Norwitz	For	For	
			Management	1.9	Elect Director Anne Clarke Wolff	For	For	
			Management	2	Ratify Deloitte & Touche LLP as Auditors	For	For	
			Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Shareholder	4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For	
CBRE Group, Inc.	USA	18-mai-22	Management	1a	Elect Director Brandon B. Boze	For	For	
			Management	1b	Elect Director Beth F. Cobert	For	For	
			Management	1c	Elect Director Reginald H. Gilyard	For	For	
			Management	1d	Elect Director Shira D. Goodman	For	Against	
			Management	1e	Elect Director Christopher T. Jenny	For	Against	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	1f	Elect Director Gerardo I. Lopez	For	For	A vote AGAINST audit committee members Shira Goodman, Christopher (Chris) Jenny and Sanjiv Yajnik is warranted for failing to address the material weaknesses in the company's internal controls in consecutive years. A vote FOR the remaining director nominees is warranted at this time.
			Management	1g	Elect Director Susan Meaney	For	For	
			Management	1h	Elect Director Oscar Munoz	For	For	
			Management	1i	Elect Director Robert E. Sulentic	For	For	
			Management	1j	Elect Director Sanjiv Yajnik	For	Against	
			Management	2	Ratify KPMG LLP as Auditors	For	For	A vote FOR this proposal is warranted as it would further enhance shareholders' existing right to call special meetings.
			Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Management	4	Amend Omnibus Stock Plan	For	For	
			Management	5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For	
			Shareholder	5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For	
Deutsche Boerse AG	Germany	18-mai-22	Management	2	Approve Allocation of Income and Dividends of EUR 3.20 per Share	For	For	
			Management	3	Approve Discharge of Management Board for Fiscal Year 2021	For	For	
			Management	4	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	For	
			Management	5	Elect Shannon Johnston to the Supervisory Board	For	For	
			Management	6	Approve Creation of EUR 19 Million Pool of Capital with Preemptive Rights	For	For	
			Management	7	Approve Remuneration Report	For	For	
			Management	8	Approve Remuneration of Supervisory Board	For	For	
			Management	9	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2022 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2022	For	For	
			Management	9	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2022 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2022	For	For	
Erste Group Bank AG	Austria	18-mai-22	Management	2	Approve Allocation of Income and Dividends of EUR 1.60 per Share	For	For	A vote AGAINST this proposal is warranted because: * While the amendments largely reflect the local regulatory framework and are otherwise non-contentious, the boards propose an amendment concerning the introduction of mandatory retirement ages for directors.
			Management	3	Approve Discharge of Management Board for Fiscal Year 2021	For	For	
			Management	4	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	For	
			Management	5	Ratify PwC Wirtschaftspruefung GmbH Auditors for Fiscal Year 2023	For	For	
			Management	6	Approve Remuneration Report	For	For	
			Management	7	Approve Remuneration of Supervisory Board Members	For	For	
			Management	8	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights	For	For	
			Management	9	Approve Creation of EUR 343.6 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	For	For	
			Management	10	Amend Articles of Association	For	Against	
			Management	11.1	Approve Increase in Size of Supervisory Board to 13 Members	For	For	
			Management	11.2	Elect Christine Catasta as Supervisory Board Member	For	For	
			Management	11.3	Reelect Henrietta Egerth-Stadlhuber as Supervisory Board Member	For	For	
			Management	11.4	Elect Hikmet Ersek as Supervisory Board Member	For	For	
			Management	11.5	Elect Alois Platz as Supervisory Board Member	For	For	
			Management	11.6	Elect Mariana Kuehnel as Supervisory Board Member	For	For	
			Management	11.7	Reelect Marion Khueny as Supervisory Board Member	For	For	
			Management	11.8	Reelect Friedrich Roedler as Supervisory Board Member	For	For	
			Management	11.9	Reelect Michele Sutter-Ruedisser as Supervisory Board Member	For	For	
Euronext NV	Netherlands	18-mai-22	Management	3.b	Approve Remuneration Report	For	For	
			Management	3.c	Adopt Financial Statements and Statutory Reports	For	For	
			Management	3.d	Approve Dividends of EUR 1.93 Per Share	For	For	
			Management	3.e	Approve Discharge of Management Board	For	For	
			Management	3.f	Approve Discharge of Supervisory Board	For	For	
			Management	4.a	Reelect Manuel Ferreira da Silva to Supervisory Board	For	For	
			Management	4.b	Reelect Padraic O'Connor to Supervisory Board	For	For	
			Management	5	Elect Fabrizio Testa to Management Board	For	For	
			Management	6	Ratify Ernst & Young Accountants LLP as Auditors	For	For	
			Management	7.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	For	
			Management	7.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	For	
			Management	8	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	
Fiserv, Inc.	USA	18-mai-22	Management	1.1	Elect Director Frank J. Bisignano	For	For	A vote FOR this item is warranted given that the proposal applies only to future severance arrangements, the current agreements will not be affected, and the proposal offers flexibility as to when the board may seek shareholder approval of a new or renewed severance arrangement, such as at the next annual meeting.
			Management	1.2	Elect Director Alison Davis	For	For	
			Management	1.3	Elect Director Henrique de Castro	For	For	
			Management	1.4	Elect Director Harry F. DiSimone	For	For	
			Management	1.5	Elect Director Dylan G. Haggart	For	For	
			Management	1.6	Elect Director Wafaa Mamilli	For	For	
			Management	1.7	Elect Director Heidi G. Miller	For	For	
			Management	1.8	Elect Director Doyle R. Simons	For	For	
			Management	1.9	Elect Director Kevin M. Warren	For	For	
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Management	3	Ratify Deloitte & Touche LLP as Auditors	For	For	
			Shareholder	4	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against	For	
Meituan	Cayman Islands	18-mai-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
			Management	2	Elect Wang Xing as Director	For	Against	
			Management	3	Elect Mu Rongjun as Director	For	Against	A vote AGAINST incumbent nominating committee member Heung Yeung (Harry) Shum is warranted for lack of diversity on the board. A vote AGAINST the election of Xing Wang and Rongjun Mu is warranted given that their failure to ensure the company's compliance with relevant rules and regulations raise serious concerns on their ability to fulfill fiduciary duties in the company.

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	4	Elect Shum Heung Yeung Harry as Director	For	Against	A vote AGAINST incumbent nominating committee member Heung Yeung (Harry) Shum is warranted for lack of diversity on the board. A vote AGAINST the election of Xing Wang and Ronjun Mu is warranted given that their failure to ensure the company's compliance with relevant rules and regulations raise serious concerns on their ability to fulfill fiduciary duties in the company. 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. 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.
			Management	5	Authorize Board to Fix Remuneration of Directors	For	For	
			Management	6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	Against	
			Management	7	Authorize Repurchase of Issued Share Capital	For	For	
			Management	8	Authorize Reissuance of Repurchased Shares	For	Against	
			Management	9	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	For	For	
Montana Aerospace AG	Switzerland	18-mai-22	Management	1	Elect Christian Hosp as Chair of the Meeting	For	For	We are not concerned about the non independence claim of BoD members, as the BoD is a reflection of the recent IPO and current shareownership. The same applies to the diversity of the BoD. A vote AGAINST this proposal is warranted because: * There are concerns regarding the company's remuneration practices for executive management. * There is limited ex-post disclosure to explain the evolution of variable payouts versus company performance. We are not concerned about the non independence claim of BoD members, as the BoD is a reflection of the recent IPO and current shareownership. The same applies to the diversity of the BoD. We are not concerned about the non independence claim of BoD members, as the BoD is a reflection of the recent IPO and current shareownership. The same applies to the diversity of the BoD. We are not concerned about the non independence claim of BoD members, as the BoD is a reflection of the recent IPO and current shareownership. The same applies to the diversity of the BoD. We are not concerned about the non independence claim of BoD members, as the BoD is a reflection of the recent IPO and current shareownership. The same applies to the diversity of the BoD. We are not concerned about the non independence claim of BoD members, as the BoD is a reflection of the recent IPO and current shareownership. The same applies to the diversity of the BoD. We are not concerned about the non independence claim of BoD members, as the BoD is a reflection of the recent IPO and current shareownership. The same applies to the diversity of the BoD. We are not concerned about the non independence claim of BoD members, as the BoD is a reflection of the recent IPO and current shareownership. The same applies to the diversity of the BoD. We are not concerned about the non independence claim of BoD members, as the BoD is a reflection of the recent IPO and current shareownership. The same applies to the diversity of the BoD. We are not concerned about the non independence claim of BoD members, as the BoD is a reflection of the recent IPO and current shareownership. The same applies to the diversity of the BoD. We are not concerned about the non independence claim of BoD members, as the BoD is a reflection of the recent IPO and current shareownership. The same applies to the diversity of the BoD. We are not concerned about the non independence claim of BoD members, as the BoD is a reflection of the recent IPO and current shareownership. The same applies to the diversity of the BoD. We are not concerned about the non independence claim of BoD members, as the BoD is a reflection of the recent IPO and current shareownership. The same applies to the diversity of the BoD. We are not concerned about the non independence claim of BoD members, as the BoD is a reflection of the recent IPO and current shareownership. The same applies to the diversity of the BoD. We are not concerned about the non independence claim of BoD members, as the BoD is a reflection of the recent IPO and current shareownership. The same applies to the diversity of the BoD. 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.
			Management	2	Accept Financial Statements and Statutory Reports	For	For	
			Management	3	Approve Treatment of Net Loss	For	For	
			Management	4	Approve Discharge of Board and Senior Management	For	For	
			Management	5.1	Approve Remuneration of Directors in the Amount of EUR 2.4 Million	For	For	
			Management	5.2	Approve Remuneration of Executive Committee in the Amount of EUR 10 Million	For	Against	
			Management	6.1.1	Reelect Michael Tojner as Director and Board Co-Chair	For	For	
			Management	6.1.2	Reelect Thomas Williams as Director and Board Co-Chair	For	For	
			Management	6.1.3	Reelect Martin Ohneberg as Director	For	For	
			Management	6.1.4	Reelect Christian Hosp as Director	For	For	
			Management	6.1.5	Reelect Markus Vischer as Director	For	For	
			Management	6.2.1	Reappoint Michael Tojner as Member of the Nomination and Compensation Committee	For	For	
			Management	6.2.2	Reappoint Thomas Williams as Member of the Nomination and Compensation Committee	For	For	
			Management	6.2.3	Reappoint Martin Ohneberg as Member of the Nomination and Compensation Committee	For	For	
			Management	6.3	Designate Keller KLG as Independent Proxy	For	For	
			Management	6.4	Ratify KPMG AG as Auditors	For	For	
			Management	7	Approve Creation of CHF 5 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	For	For	
			Management	8	Approve Creation of CHF 1 Million Pool of Conditional Capital for Financial Instruments	For	For	
			Management	9	Transact Other Business (Voting)	For	Against	
ObsEva SA	Switzerland	18-mai-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	We do not object to the numerous BoD appointments of one BoD member, as in the field of Biotech, it is usual to bring together very complementary capabilities. We do not object to the numerous BoD appointments of one BoD member, as in the field of Biotech, it is usual to bring together very complementary capabilities. A vote AGAINST the ratification of PricewaterhouseCoopers as the company's audit firm is warranted given that the non-audit fees are 51.6 percent of the total fees received by the audit firm during the fiscal year, raising substantial doubts over the independence of the auditor. We are comfortable with the conditional capital raises and equity remunerations that are logical for a company at this stage of its development where it is not yet generating high cash levels. We are comfortable with the conditional capital raises and equity remunerations that are logical for a company at this stage of its development where it is not yet generating high cash levels. We are comfortable with the conditional capital raises and equity remunerations that are logical for a company at this stage of its development where it is not yet generating high cash levels. We are comfortable with the conditional capital raises and equity remunerations that are logical for a company at this stage of its development where it is not yet generating high cash levels. We are comfortable with the conditional capital raises and equity remunerations that are logical for a company at this stage of its development where it is not yet generating high cash levels. We are comfortable with the conditional capital raises and equity remunerations that are logical for a company at this stage of its development where it is not yet generating high cash levels. We are comfortable with the conditional capital raises and equity remunerations that are logical for a company at this stage of its development where it is not yet generating high cash levels.
			Management	2	Approve Discharge of Board and Senior Management	For	For	
			Management	3	Approve Treatment of Net Loss	For	For	
			Management	4.1	Reelect Annette Clancy as Director and Elect as Board Chair	For	For	
			Management	4.2	Reelect Ernest Loumaye as Director	For	For	
			Management	4.3	Reelect Brian O'Callaghan as Director	For	For	
			Management	4.4	Reelect Anne VanLent as Director	For	For	
			Management	4.5	Reelect Edward Mathers as Director	For	For	
			Management	4.6	Reelect Catarina Edjfaell as Director	For	For	
			Management	4.7	Elect Stephanie Brown as Director	For	For	
			Management	5.1	Reappoint Annette Clancy as Member of the Compensation Committee	For	For	
			Management	5.2	Reappoint Edward Mathers as Member of the Compensation Committee	For	For	
			Management	5.3	Reappoint Catarina Edjfaell as Member of the Compensation Committee	For	For	
			Management	6	Ratify PricewaterhouseCoopers SA as Auditors	For	Against	
			Management	7	Designate Perreard de Boccard SA as Independent Proxy	For	For	
			Management	8.1	Approve Remuneration of Directors in the Amount of USD 2.5 Million	For	For	
			Management	8.2	Approve Remuneration of Executive Committee in the Amount of USD 15 Million	For	For	
Management	9	Approve CHF 4.2 Million of Authorized Capital Increase with or without Exclusion of Preemptive Rights	For	For				
Management	10	Approve Creation of CHF 2.8 Million Conditional Capital for Bonds or Similar Debt Instruments	For	For				
Management	11	Approve CHF 1.4 Million Conditional Capital Increase for Equity Plans	For	For				
Management	12	Approve Increase in Conditional Capital Reserved for Equity Plans	For	For				

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	13	Approval of Issuance of Conversion Shares and Warrant Shares under Securities Purchase Agreement	For	For	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 any 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.
			Management	14	Transact Other Business (Voting)	For	Against	
Sampo Oyj	Finland	18-mai-22	Management	7	Accept Financial Statements and Statutory Reports	For	For	
			Management	8	Approve Allocation of Income and Dividends of EUR 4.10 Per Share	For	For	
			Management	9	Approve Discharge of Board and President	For	For	
			Management	10	Approve Remuneration Report (Advisory Vote)	For	For	
			Management	11	Approve Remuneration of Directors in the Amount of EUR 190,000 for Chair and EUR 98,000 for Other Directors; Approve Remuneration for Committee Work	For	For	
			Management	12	Fix Number of Directors at Nine	For	For	
			Management	13	Reelect Christian Clausen, Fiona Clutterbuck, Georg Ehrnrooth, Jannica Fagerholm, Johanna Lamminen, Risto Murto, Markus Rauramo and Bjorn Wahroos as Directors; Elect Steven Langan as New Director	For	For	
			Management	14	Approve Remuneration of Auditors	For	For	
			Management	15	Ratify Deloitte as Auditors	For	For	
			Management	16	Authorize Share Repurchase Program	For	For	
SAP SE	Germany	18-mai-22	Management	2	Approve Allocation of Income and Dividends of EUR 1.95 per Share and Special Dividends of EUR 0.50 per Share	For	For	
			Management	3	Approve Discharge of Management Board for Fiscal Year 2021	For	For	
			Management	4	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	For	
			Management	5	Ratify KPMG AG as Auditors for Fiscal Year 2022	For	For	
			Management	6	Ratify BDO AG as Auditors for Fiscal Year 2023	For	For	
			Management	7	Approve Remuneration Report	For	For	
			Management	8.1	Elect Hasso Plattner to the Supervisory Board	For	For	
			Management	8.2	Elect Rouven Westphal to the Supervisory Board	For	For	
			Management	8.3	Elect Gunnar Wiedenfels to the Supervisory Board	For	For	
			Management	8.4	Elect Jennifer Xin-Zhe Li to the Supervisory Board	For	For	
			Management	9	Approve Remuneration of Supervisory Board	For	For	
Tencent Holdings Limited	Cayman Islands	18-mai-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	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 for share issuances under the general mandate.
			Management	2	Approve Final Dividend	For	For	
			Management	3a	Elect Li Dong Sheng as Director	For	For	
			Management	3b	Elect Ian Charles Stone as Director	For	For	
			Management	3c	Authorize Board to Fix Remuneration of Directors	For	For	
			Management	4	Approve Auditor and Authorize Board to Fix Their Remuneration	For	For	
			Management	5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	Against	
			Management	6	Authorize Repurchase of Issued Share Capital	For	For	
			Management	7	Authorize Reissuance of Repurchased Shares	For	Against	
			Management	8	Approve Proposed Amendments to the Second Amended and Restated Memorandum of Association and Articles of Association and Adopt the Third Amended and Restated Memorandum of Association and Articles of Association	For	For	
			Management	1	Approve Refreshment of Scheme Mandate Limit Under the Share Option Plan	For	Against	
								A vote AGAINST this resolution is warranted given the following reasons: * Tencent Music could be considered a mature company, and the limit under the scheme is 10 percent of its issued capital; * the absence of challenging performance criteria and meaningful vesting periods; and * the potential for conflict of interests in the administration of the scheme.
Thermo Fisher Scientific Inc.	USA	18-mai-22	Management	1a	Elect Director Marc N. Casper	For	For	
			Management	1b	Elect Director Nelson J. Chai	For	For	
			Management	1c	Elect Director Ruby R. Chandy	For	For	
			Management	1d	Elect Director C. Martin Harris	For	For	
			Management	1e	Elect Director Tyler Jacks	For	For	
			Management	1f	Elect Director R. Alexandra Keith	For	For	
			Management	1g	Elect Director Jim P. Manzi	For	For	
			Management	1h	Elect Director James C. Mullen	For	For	
			Management	1i	Elect Director Lars R. Sorensen	For	For	
			Management	1j	Elect Director Debora L. Spar	For	For	
			Management	1k	Elect Director Scott M. Sperling	For	For	
			Management	1l	Elect Director Dion J. Weisler	For	For	
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Management	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	
Tikehau Capital SCA	France	18-mai-22	Management	1	Approve Financial Statements and Statutory Reports	For	For	
			Management	2	Approve Consolidated Financial Statements and Statutory Reports	For	For	
			Management	3	Approve Allocation of Income and Dividends of EUR 1 per Share	For	For	
			Management	4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	For	
			Management	5	Reelect Christian de Labriffe as Supervisory Board Member	For	For	
			Management	6	Reelect Roger Caniard as Supervisory Board Member	For	For	
			Management	7	Reelect Fanny Picard as Supervisory Board Member	For	For	
			Management	8	Reelect Constance de Poncins as Supervisory Board Member	For	For	
			Management	9	Renew Appointment of Ernst & Young et autres as Auditor	For	For	
			Management	10	Renew Appointment of Mazars as Auditor	For	For	
			Management	11	Approve Remuneration Policy of General Management	For	For	
			Management	12	Approve Remuneration Policy of Supervisory Board	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales	
			Management	13	Approve Compensation Report	For	For		
			Management	14	Approve Compensation of AF&CO Management, General Manager	For	For		
			Management	15	Approve Compensation of MCH Management, General Manager	For	For		
			Management	16	Approve Compensation of Chairman of the Supervisory Board	For	For		
			Management	17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For		
			Management	18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 1.05 Billion	For	For		
			Management	19	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 800 Million	For	Against		* Votes FOR the authorizations under Items 18, 21, 24 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. * Votes AGAINST the authorizations under 19, 20, 22 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights.
			Management	20	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 800 Million	For	Against		* Votes FOR the authorizations under Items 18, 21, 24 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. * Votes AGAINST the authorizations under 19, 20, 22 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights.
			Management	21	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	For		* Votes FOR the authorizations under Items 18, 21, 24 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. * Votes AGAINST the authorizations under 19, 20, 22 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights.
			Management	22	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	For	Against		
			Management	23	Authorize Capitalization of Reserves of Up to EUR 2 Billion for Bonus Issue or Increase in Par Value	For	For		A vote AGAINST this resolution is warranted because: * The exercise price could show a discount to the average market price. * No information is available on the existence of performance conditions. * The vesting and performance period are not disclosed.
			Management	24	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	For	For		
			Management	25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For		A vote AGAINST this resolution is warranted because: * The exercise price could show a discount to the average market price. * No information is available on the existence of performance conditions. * The vesting and performance periods are not disclosed.
Management	26	Authorize up to 3 Percent of Issued Capital for Use in Stock Option Plans	For	Against					
Management	27	Authorize up to 3 Percent of Issued Capital for Use in Restricted Stock Plans	For	Against	A vote AGAINST this resolution is warranted because: * The vesting period is not sufficiently long-term oriented. * No information is available on the existence of performance condition. * The performance period is not disclosed.				
Management	28	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For	A vote AGAINST this resolution is warranted because: * The exercise price could show a discount to the average market price. * No information is available on the existence of performance conditions. * The vesting and performance periods are not disclosed.				
Management	29	Approve Issuance of Warrants (BSA) up to 3 Percent of Issued Capital without Preemptive Rights Reserved for Tikehau Management and Tikehau Employee Fund 2018	For	Against					
Management	30	Authorize Filing of Required Documents/Other Formalities	For	For					
Uniper SE	Germany	18-mai-22	Management	2	Approve Allocation of Income and Dividends of EUR 0.07 per Share	For	For		
			Management	3	Approve Discharge of Management Board for Fiscal Year 2021	For	For		
			Management	4	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	For		
			Management	5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2022, for the Review of Interim Financial Statements for Fiscal Year 2022 and for the Review of Interim Financial Statements for the First Quarter of Fiscal Year 2023	For	For		
			Management	6	Approve Remuneration Report	For	For		
			Management	7.1	Reelect Markus Rauramo to the Supervisory Board	For	Against		Votes AGAINST all proposed nominees are warranted because their proposed length of term to the board exceeds four years. Votes AGAINST the non-independent nominees Markus Rauramo, Bernhard Guenther, Esa Hyvaerinen, and Nora Steiner-Forsberg are further warranted due to the failure to establish a sufficiently independent board. Votes AGAINST Markus Rauramo and Bernhard Guenther are additionally warranted due to the failure to establish a sufficiently independent remuneration committee.
			Management	7.2	Reelect Bernhard Guenther to the Supervisory Board	For	Against		Votes AGAINST all proposed nominees are warranted because their proposed length of term to the board exceeds four years. Votes AGAINST the non-independent nominees Markus Rauramo, Bernhard Guenther, Esa Hyvaerinen, and Nora Steiner-Forsberg are further warranted due to the failure to establish a sufficiently independent board. Votes AGAINST Markus Rauramo and Bernhard Guenther are additionally warranted due to the failure to establish a sufficiently independent remuneration committee.
			Management	7.3	Reelect Werner Brinker to the Supervisory Board	For	Against		Votes AGAINST all proposed nominees are warranted because their proposed length of term to the board exceeds four years. Votes AGAINST the non-independent nominees Markus Rauramo, Bernhard Guenther, Esa Hyvaerinen, and Nora Steiner-Forsberg are further warranted due to the failure to establish a sufficiently independent board. Votes AGAINST Markus Rauramo and Bernhard Guenther are additionally warranted due to the failure to establish a sufficiently independent remuneration committee.
			Management	7.4	Reelect Judith Buss to the Supervisory Board	For	Against		Votes AGAINST all proposed nominees are warranted because their proposed length of term to the board exceeds four years. Votes AGAINST the non-independent nominees Markus Rauramo, Bernhard Guenther, Esa Hyvaerinen, and Nora Steiner-Forsberg are further warranted due to the failure to establish a sufficiently independent board. Votes AGAINST Markus Rauramo and Bernhard Guenther are additionally warranted due to the failure to establish a sufficiently independent remuneration committee.
			Management	7.5	Reelect Esa Hyvaerinen to the Supervisory Board	For	Against		Votes AGAINST all proposed nominees are warranted because their proposed length of term to the board exceeds four years. Votes AGAINST the non-independent nominees Markus Rauramo, Bernhard Guenther, Esa Hyvaerinen, and Nora Steiner-Forsberg are further warranted due to the failure to establish a sufficiently independent board. Votes AGAINST Markus Rauramo and Bernhard Guenther are additionally warranted due to the failure to establish a sufficiently independent remuneration committee.
Management	7.6	Reelect Nora Steiner-Forsberg to the Supervisory Board	For	Against	Votes AGAINST all proposed nominees are warranted because their proposed length of term to the board exceeds four years. Votes AGAINST the non-independent nominees Markus Rauramo, Bernhard Guenther, Esa Hyvaerinen, and Nora Steiner-Forsberg are further warranted due to the failure to establish a sufficiently independent board. Votes AGAINST Markus Rauramo and Bernhard Guenther are additionally warranted due to the failure to establish a sufficiently independent remuneration committee.				
AIA Group Limited	Hong Kong	19-mai-22	Management	1	Accept Financial Statements and Statutory Reports	For	For		
			Management	2	Approve Final Dividend	For	For		
			Management	3	Elect Sun Jie (Jane) as Director	For	For		
			Management	4	Elect George Yong-Boon Yeo as Director	For	For		
			Management	5	Elect Swee-Lian Teo as Director	For	For		

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	6	Elect Narongchai Akrasanee as Director	For	For	
			Management	7	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	For	For	
			Management	8A	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	For	
			Management	8B	Authorize Repurchase of Issued Share Capital	For	For	
Cappemini SE	France	19-mai-22	Management	1	Approve Financial Statements and Statutory Reports	For	For	
			Management	2	Approve Consolidated Financial Statements and Statutory Reports	For	For	
			Management	3	Approve Allocation of Income and Dividends of EUR 2.40 per Share	For	For	
			Management	4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	For	
			Management	5	Approve Compensation Report of Corporate Officers	For	For	
			Management	6	Approve Compensation of Paul Hermelin, Chairman of the Board	For	For	
			Management	7	Approve Compensation of Aiman Ezzat, CEO	For	For	
			Management	8	Approve Remuneration Policy of Chairman of the Board Until 19 May 2022	For	For	
			Management	9	Approve Remuneration Policy of Chairman of the Board From 20 May 2022	For	For	
			Management	10	Approve Remuneration Policy of CEO	For	For	
			Management	11	Approve Remuneration Policy of Directors	For	For	
			Management	12	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.7 Million	For	For	
			Management	13	Elect Maria Ferraro as Director	For	For	
			Management	14	Elect Olivier Roussat as Director	For	For	
			Management	15	Reelect Paul Hermelin as Director	For	For	
			Management	16	Reelect Xavier Musca as Director	For	For	
			Management	17	Elect Frederic Oudea as Director	For	For	
			Management	18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	
			Management	19	Amend Article 11 of Bylaws Re: Shares Held by Directors	For	For	
			Management	20	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For	
			Management	21	Authorize Capitalization of Reserves of Up to EUR 1.5 Billion for Bonus Issue or Increase in Par Value	For	For	
			Management	22	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 540 Million	For	For	
			Management	23	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 135 Million	For	For	
			Management	24	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 135 Million	For	For	
			Management	25	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights Under Items 23 and 24	For	For	
			Management	26	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	For	For	
			Management	27	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	For	
			Management	28	Authorize up to 1.2 Percent of Issued Capital for Use in Restricted Stock Plans Under Performance Conditions Reserved for Employees and Executive Officers	For	For	
			Management	29	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For	
			Management	30	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	For	For	
			Management	31	Authorize Filing of Required Documents/Other Formalities	For	For	
CK Hutchison Holdings Limited	Cayman Islands	19-mai-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
			Management	2	Approve Final Dividend	For	For	
			Management	3a	Elect Li Tzar Kuoi, Victor as Director	For	For	
			Management	3b	Elect Frank John Sixt as Director	For	Against	A vote AGAINST the election of Frank Sixt is warranted for serving on more than six public company boards. A vote FOR the election of the remaining nominees is warranted.
			Management	3c	Elect Edith Shih as Director	For	For	
			Management	3d	Elect Chow Woo Mo Fong, Susan as Director	For	For	
			Management	3e	Elect Michael David Kadoorie as Director	For	For	
			Management	3f	Elect Lee Wai Mun, Rose as Director	For	For	
			Management	3g	Elect Leung Lau Yau Fun, Sophie as Director	For	For	
			Management	4	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	For	For	
			Management	5.1	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	For	
			Management	5.2	Authorize Repurchase of Issued Share Capital	For	For	
Dassault Systemes SA	France	19-mai-22	Management	1	Approve Financial Statements and Statutory Reports	For	For	
			Management	2	Approve Consolidated Financial Statements and Statutory Reports	For	For	
			Management	3	Approve Allocation of Income and Dividends of EUR 0.17 per Share	For	For	
			Management	4	Approve Auditors' Special Report on Related-Party Transactions	For	For	
			Management	5	Appoint KPMG SA as Auditor	For	For	
			Management	6	Approve Remuneration Policy of Corporate Officers	For	For	
			Management	7	Approve Compensation of Charles Edelstenne, Chairman of the Board	For	For	
			Management	8	Approve Compensation of Bernard Charles, Vice-Chairman of the Board and CEO	For	Against	A vote AGAINST this remuneration report is warranted as the following concerns are raised: * The level of disclosure on the achievement of the non-financial criteria of the bonus, representing 50 percent of its weight, is limited; * Half of the LTI granted has a vesting and performance period that is not long-term oriented; * Information on the performance achieved for LTIPs vested is low which is even more problematic as the quantum is very significant.
			Management	9	Approve Compensation Report of Corporate Officers	For	Against	Considering some issues remain in terms of disclosure on the CEO's remuneration report along with the recurring significant dissent received at last AGMs, a vote AGAINST this resolution is warranted.
			Management	10	Reelect Charles Edelstenne as Director	For	For	
			Management	11	Reelect Bernard Charles as Director	For	For	
			Management	12	Reelect Pascal Daloz as Director	For	For	
			Management	13	Reelect Xavier Cauchois as Director	For	For	
			Management	14	Authorize Repurchase of Up to 20 Million Issued Share Capital	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	15	Approve Remuneration of Directors in the Aggregate Amount of EUR 900,000	For	For	
			Management	16	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For	
			Management	17	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For	
			Management	18	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	For	For	
			Management	19	Delegate Powers to the Board to Approve Merger by Absorption by the Company	For	Against	
			Management	20	Authorize Capital Increase of Up to EUR 10 Million in Connection with Contribution in Kind Above	For	Against	
Encavis AG	Germany	19-mai-22	Management	21	Authorize Filing of Required Documents/Other Formalities	For	For	<p>Votes AGAINST these delegations are warranted as they are not considered in shareholders' interests.</p> <p>Votes AGAINST these delegations are warranted as they are not considered in shareholders' interests.</p> <p>A vote AGAINST is warranted because: * The company significantly increased the CEO's base salary without providing an explanation. * The company paid discretionary bonuses without providing a detailed or compelling rationale. * The compensation committee of the supervisory board is completely non-independent.</p> <p>Votes AGAINST the non-independent nominees, Manfred Krueper, Albert Buell, Isabella Pfaller, Thorsten Testorp and Fritz Vahrenholt, are warranted because of the failure to establish a majority-independent board. However, a vote FOR the independent director Henning Kreke is warranted due to lack of concerns. Votes AGAINST the non-independent audit committee members, Manfred Krueper and Fritz Vahrenholt, are further warranted because the company has failed to establish a sufficiently independent audit committee. Votes AGAINST the non-independent remuneration committee members, Manfred Krueper, Fritz Vahrenholt, and Albert Buell, are further warranted because the company has failed to establish a sufficiently independent remuneration committee. Lastly, a vote AGAINST Manfred Krueper, in his capacity as the current nomination committee chair, is further warranted as a signal of concern because the board is insufficiently gender diverse.</p> <p>Votes AGAINST the non-independent nominees, Manfred Krueper, Albert Buell, Isabella Pfaller, Thorsten Testorp and Fritz Vahrenholt, are warranted because of the failure to establish a majority-independent board. However, a vote FOR the independent director Henning Kreke is warranted due to lack of concerns. Votes AGAINST the non-independent audit committee members, Manfred Krueper and Fritz Vahrenholt, are further warranted because the company has failed to establish a sufficiently independent audit committee. Votes AGAINST the non-independent remuneration committee members, Manfred Krueper, Fritz Vahrenholt, and Albert Buell, are further warranted because the company has failed to establish a sufficiently independent remuneration committee. Lastly, a vote AGAINST Manfred Krueper, in his capacity as the current nomination committee chair, is further warranted as a signal of concern because the board is insufficiently gender diverse.</p> <p>Votes AGAINST the non-independent nominees, Manfred Krueper, Albert Buell, Isabella Pfaller, Thorsten Testorp and Fritz Vahrenholt, are warranted because of the failure to establish a majority-independent board. However, a vote FOR the independent director Henning Kreke is warranted due to lack of concerns. Votes AGAINST the non-independent audit committee members, Manfred Krueper and Fritz Vahrenholt, are further warranted because the company has failed to establish a sufficiently independent audit committee. Votes AGAINST the non-independent remuneration committee members, Manfred Krueper, Fritz Vahrenholt, and Albert Buell, are further warranted because the company has failed to establish a sufficiently independent remuneration committee. Lastly, a vote AGAINST Manfred Krueper, in his capacity as the current nomination committee chair, is further warranted as a signal of concern because the board is insufficiently gender diverse.</p> <p>Votes AGAINST the non-independent nominees, Manfred Krueper, Albert Buell, Isabella Pfaller, Thorsten Testorp and Fritz Vahrenholt, are warranted because of the failure to establish a majority-independent board. However, a vote FOR the independent director Henning Kreke is warranted due to lack of concerns. Votes AGAINST the non-independent audit committee members, Manfred Krueper and Fritz Vahrenholt, are further warranted because the company has failed to establish a sufficiently independent audit committee. Votes AGAINST the non-independent remuneration committee members, Manfred Krueper, Fritz Vahrenholt, and Albert Buell, are further warranted because the company has failed to establish a sufficiently independent remuneration committee. Lastly, a vote AGAINST Manfred Krueper, in his capacity as the current nomination committee chair, is further warranted as a signal of concern because the board is insufficiently gender diverse.</p>
			Management	2	Approve Allocation of Income and Dividends of EUR 0.30 per Share	For	For	
			Management	3	Approve Discharge of Management Board for Fiscal Year 2021	For	For	
			Management	4.1	Approve Discharge of Supervisory Board Member Manfred Krueper for Fiscal Year 2021	For	For	
			Management	4.2	Approve Discharge of Supervisory Board Member Alexander Stuhlmann for Fiscal Year 2021	For	For	
			Management	4.3	Approve Discharge of Supervisory Board Member Cornelius Liedtke for Fiscal Year 2021	For	For	
			Management	4.4	Approve Discharge of Supervisory Board Member Albert Buell for Fiscal Year 2021	For	For	
			Management	4.5	Approve Discharge of Supervisory Board Member Fritz Vahrenholt for Fiscal Year 2021	For	For	
			Management	4.6	Approve Discharge of Supervisory Board Member Christine Scheel for Fiscal Year 2021	For	For	
			Management	4.7	Approve Discharge of Supervisory Board Member Henning Kreke for Fiscal Year 2021	For	For	
			Management	4.8	Approve Discharge of Supervisory Board Member Marcus Schenck for Fiscal Year 2021	For	For	
			Management	4.9	Approve Discharge of Supervisory Board Member Rolf Schmitz for Fiscal Year 2021	For	For	
			Management	4.10	Approve Discharge of Supervisory Board Member Peter Heidecker for Fiscal Year 2021	For	For	
			Management	5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2022	For	For	
			Management	6	Approve Remuneration Report	For	Against	
			Management	7	Amend Articles Re: Supervisory Board Term of Office	For	For	
			Management	8.1	Elect Manfred Krueper to the Supervisory Board	For	Against	
			Management	8.2	Elect Isabella Pfaller to the Supervisory Board	For	Against	
			Management	8.3	Elect Albert Buell to the Supervisory Board	For	Against	
			Management	8.4	Elect Thorsten Testorp to the Supervisory Board	For	Against	
			Management	8.5	Elect Henning Kreke to the Supervisory Board	For	For	
Management	8.6	Elect Fritz Vahrenholt to the Supervisory Board	For	Against				
Management	9	Approve Cancellation of Conditional Capital 2017	For	For				
Management	10	Approve Cancellation of Conditional Capital 2018	For	For				
Genpact Limited	Bermuda	19-mai-22	Management	1.1	Elect Director N.V. "Tiger" Tyagarajan	For	For	



Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	1.2	Elect Director James Madden	For	For	
			Management	1.3	Elect Director Ajay Agrawal	For	For	
			Management	1.4	Elect Director Stacey Cartwright	For	For	
			Management	1.5	Elect Director Laura Conigliaro	For	For	
			Management	1.6	Elect Director Tamara Franklin	For	For	
			Management	1.7	Elect Director Carol Lindstrom	For	For	
			Management	1.8	Elect Director CeCelia Morken	For	For	
			Management	1.9	Elect Director Brian Stevens	For	For	
			Management	1.10	Elect Director Mark Verdi	For	For	
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Management	3	Amend Omnibus Stock Plan	For	For	
			Management	4	Ratify KPMG as Auditors	For	For	
LEG Immobilien SE	Germany	19-mai-22	Management	2	Approve Allocation of Income and Dividends of EUR 4.07 per Share	For	For	
			Management	3	Approve Discharge of Management Board for Fiscal Year 2021	For	For	
			Management	4	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	For	
			Management	5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2022	For	For	
			Management	6	Approve Remuneration Report	For	Against	A vote AGAINST the remuneration report is warranted because: * Base pay increases for executives are not explained. * Specific details on targets and metrics used in the modifier are not disclosed. * Discretionary bonuses were paid for executives in FY2021, and relevant details are not disclosed.
			Management	7	Approve Decrease in Size of Supervisory Board to Six Members	For	For	
			Management	8	Amend Articles Re: Supervisory Board Term of Office	For	For	
			Management	9.1	Reelect Sylvia Eichelberg to the Supervisory Board	For	For	
			Management	9.2	Reelect Claus Nolting to the Supervisory Board	For	For	
			Management	9.3	Reelect Jochen Scharpe to the Supervisory Board	For	For	
			Management	9.4	Reelect Martin Wiesmann to the Supervisory Board	For	For	
			Management	9.5	Reelect Michael Zimmer to the Supervisory Board	For	For	
			Management	9.6	Elect Katrin Suder to the Supervisory Board	For	For	
			Management	10	Approve Remuneration Policy	For	For	
			Management	11	Approve Remuneration of Supervisory Board for Interim Period	For	For	
			Management	12	Approve Remuneration of Supervisory Board	For	For	
			Management	13	Amend Articles Re: Cancellation of Statutory Approval Requirements	For	For	
			Management	14	Amend Articles Re: Supervisory Board Resignation	For	For	
			Management	15	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	For	
			Management	16	Authorize Use of Financial Derivatives when Repurchasing Shares	For	For	
Marsh & McLennan Companies, Inc.	USA	19-mai-22	Management	1a	Elect Director Anthony K. Anderson	For	For	
			Management	1b	Elect Director Hafize Gaye Erkan	For	For	
			Management	1c	Elect Director Oscar Fanjul	For	For	
			Management	1d	Elect Director Daniel S. Glaser	For	For	
			Management	1e	Elect Director H. Edward Hanway	For	For	
			Management	1f	Elect Director Deborah C. Hopkins	For	For	
			Management	1g	Elect Director Tamara Ingram	For	For	
			Management	1h	Elect Director Jane H. Lute	For	For	
			Management	1i	Elect Director Steven A. Mills	For	For	
			Management	1j	Elect Director Bruce P. Nolop	For	For	
			Management	1k	Elect Director Morton O. Schapiro	For	For	
			Management	1l	Elect Director Lloyd M. Yates	For	For	
			Management	1m	Elect Director R. David Yost	For	For	
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Management	3	Ratify Deloitte & Touche LLP as Auditor	For	For	
Medacta Group SA	Switzerland	19-mai-22	Management	1.1	Accept Financial Statements and Statutory Reports	For	For	
			Management	1.2	Approve Remuneration Report	For	For	
			Management	2.1	Approve Allocation of Income and Dividends	For	For	
			Management	2.2	Approve Dividends from Capital Contribution Reserves	For	For	
			Management	3	Approve Discharge of Board and Senior Management	For	For	
			Management	4.1	Reelect Alberto Siccardi as Director and Board Chair	For	Against	Board elections (Items 4.1 – 4.5) A vote AGAINST the board chair, Alberto Siccardi, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Committee elections (Items 5.1 – 5.2) Votes FOR the proposed nominees are warranted due to a lack of concerns.
			Management	4.2	Reelect Maria Tonolli as Director	For	For	
			Management	4.3	Reelect Victor Balli as Director	For	For	
			Management	4.4	Reelect Riccardo Braglia as Director	For	For	
			Management	4.5	Reelect Philippe Weber as Director	For	For	
			Management	5.1	Reappoint Philippe Weber as Member of the Compensation Committee	For	For	
			Management	5.2	Reappoint Riccardo Braglia as Member of the Compensation Committee	For	For	
			Management	6	Designate Fulvio Pelli as Independent Proxy	For	For	
			Management	7	Ratify Deloitte SA as Auditors	For	For	
			Management	8.1.1	Approve Remuneration of Directors in the Amount of CHF 1.1 Million	For	For	
			Management	8.1.2	Approve Remuneration for Consulting Services of Directors in the Amount of CHF 150,000	For	Against	Fixed remuneration (Item 8.1.1) A vote FOR this resolution is warranted because the proposed amount is in line with market practice. Remuneration for consulting services (Item 8.1.2) A vote AGAINST this resolution is warranted because: * Fees for additional services are a problematic feature of directors' potential fixed remuneration because they can compromise independence and are not in line with market practice. * The company has not clearly disclosed who the fees will go to or what the fees will be used for.
			Management	8.2.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 1.2 Million	For	For	
			Management	8.2.2	Approve Variable Short-Term Remuneration of Executive Committee in the Amount of CHF 1.4 Million	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	8.2.3	Approve Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 800,000	For	For	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.
			Management	9	Transact Other Business (Voting)	For	Against	
Mersen SA	France	19-mai-22	Management	1	Approve Financial Statements and Statutory Reports	For	For	
			Management	2	Approve Consolidated Financial Statements and Statutory Reports	For	For	
			Management	3	Approve Allocation of Income and Dividends of EUR 1 per Share and EUR 0.10 per Preferred Share	For	For	
			Management	4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	For	
			Management	5	Appoint Ernst & Young Audit as Auditor	For	For	
			Management	6	End of Mandate of BEAS as Alternate Auditor and Decision Not to Replace	For	For	
			Management	7	Renew Appointment of KPMG Audit as Auditor	For	For	
			Management	8	End of Mandate of Salustro Reydel as Alternate Auditor and Decision Not to Replace	For	For	
			Management	9	Elect BpIFrance Participations as Director	For	For	
			Management	10	Approve Remuneration of Directors in the Aggregate Amount of EUR 305,000	For	For	
			Management	11	Approve Remuneration Policy of Chairman of the Board	For	For	
			Management	12	Approve Remuneration Policy of CEO and/or Executive Corporate Officers	For	For	
			Management	13	Approve Remuneration Policy of Directors	For	For	
			Management	14	Approve Compensation Report of Corporate Officers	For	For	
			Management	15	Approve Compensation of Olivier Legrain, Chairman of the Board	For	For	
			Management	16	Approve Compensation of Luc Themelin, CEO	For	For	
			Management	17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	
			Management	18	Ratify Change Location of Registered Office to 1 bis place de la Defense, Tour Trinity, 92400 Courbevoie	For	For	
			Management	19	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For	
			Management	20	Authorize Capitalization of Reserves of Up to EUR 50 Million for Bonus Issue or Increase in Par Value	For	For	
			Management	21	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 18 Million	For	For	
			Management	22	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 8 Million	For	For	
			Management	23	Authorize Capital Increase of Up to EUR 4 Million for Future Exchange Offers	For	For	
			Management	24	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 4 Million	For	For	
			Management	25	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	For	For	
			Management	26	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	For	
			Management	27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	For	For	
			Management	28	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For	
			Management	29	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 21-24 and 27-28 at EUR 18 Million	For	For	
			Management	30	Authorize up to 0.5 Percent of Issued Capital for Use in Restricted Stock Plans with Performance Conditions Attached	For	For	
			Management	31	Authorize up to 0.4 Percent of Issued Capital for Use in Restricted Stock Plans with Performance Conditions Attached Reserved for Executives	For	For	
			Management	32	Authorize up to 0.06 Percent of Issued Capital for Use in Restricted Stock Reserved for Employees	For	For	
			Management	33	Authorize Filing of Required Documents/Other Formalities	For	For	
St. James's Place Plc	United Kingdom	19-mai-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
			Management	2	Approve Final Dividend	For	For	
			Management	3	Re-elect Andrew Croft as Director	For	For	
			Management	4	Re-elect Craig Gentle as Director	For	For	
			Management	5	Re-elect Emma Griffin as Director	For	For	
			Management	6	Re-elect Rosemary Hilary as Director	For	For	
			Management	7	Re-elect Simon Jeffreys as Director	For	For	
			Management	8	Re-elect Roger Yates as Director	For	For	
			Management	9	Re-elect Lesley-Ann Nash as Director	For	For	
			Management	10	Re-elect Paul Manduca as Director	For	For	
			Management	11	Elect John Hitchins as Director	For	For	
			Management	12	Approve Remuneration Report	For	For	
			Management	13	Reappoint PricewaterhouseCoopers LLP (PwC) as Auditors	For	For	
			Management	14	Authorise Board to Fix Remuneration of Auditors	For	For	
			Management	15	Authorise Issue of Equity	For	For	
			Management	16	Authorise Issue of Equity without Pre-emptive Rights	For	For	
			Management	17	Authorise Market Purchase of Ordinary Shares	For	For	
			Management	18	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	
Telefonica Deutschland Holding AG	Germany	19-mai-22	Management	2	Approve Allocation of Income and Dividends of EUR 0.18 per Share	For	For	
			Management	3	Approve Discharge of Management Board for Fiscal Year 2021	For	For	
			Management	4	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	For	
			Management	5.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2022	For	For	
			Management	5.2	Ratify PricewaterhouseCoopers GmbH as Auditors for the 2023 Interim Financial Statements Until the 2023 AGM	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	6	Approve Remuneration Report	For	Against	A vote AGAINST the remuneration report is warranted because: * There is a low level of ex-post transparency concerning variable performance targets and corresponding results, which creates difficulties in understanding the evolution of variable payouts versus company performance. * The discretionary component under the STI has a significant weighting and its application has not been well explained. * For the LTI, a breakdown of awards granted is only provided for one of the two plans in operation.
			Management Management	7 8.1	Approve Remuneration of Supervisory Board Elect Peter Loescher to the Supervisory Board	For For	For Against	Votes AGAINST Peter Loescher, Pablo de Carvajal Gonzalez, Maria Garcia-Legaz Ponce, Ernesto Gardelliano, Stefanie Oeschger, and Jamie Smith Basterra are warranted because their proposed term lengths exceed four years. Votes AGAINST the non-independent nominees: Pablo de Carvajal Gonzalez, Maria Garcia-Legaz Ponce, Ernesto Gardelliano, and Julio Esteban Linares Lopez are further warranted because of the failure to establish a sufficiently independent board. A vote AGAINST Peter Loescher, the chair of the nomination committee, is further warranted as a signal of concern to the board because the board is insufficiently gender diverse. A vote FOR the independent nominee Michael Hoffmann is warranted due to a lack of concerns.
			Management	8.2	Elect Pablo de Carvajal Gonzalez to the Supervisory Board	For	Against	Votes AGAINST Peter Loescher, Pablo de Carvajal Gonzalez, Maria Garcia-Legaz Ponce, Ernesto Gardelliano, Stefanie Oeschger, and Jamie Smith Basterra are warranted because their proposed term lengths exceed four years. Votes AGAINST the non-independent nominees: Pablo de Carvajal Gonzalez, Maria Garcia-Legaz Ponce, Ernesto Gardelliano, and Julio Esteban Linares Lopez are further warranted because of the failure to establish a sufficiently independent board. A vote AGAINST Peter Loescher, the chair of the nomination committee, is further warranted as a signal of concern to the board because the board is insufficiently gender diverse. A vote FOR the independent nominee Michael Hoffmann is warranted due to a lack of concerns.
			Management	8.3	Elect Maria Garcia-Legaz Ponce to the Supervisory Board	For	Against	Votes AGAINST Peter Loescher, Pablo de Carvajal Gonzalez, Maria Garcia-Legaz Ponce, Ernesto Gardelliano, Stefanie Oeschger, and Jamie Smith Basterra are warranted because their proposed term lengths exceed four years. Votes AGAINST the non-independent nominees: Pablo de Carvajal Gonzalez, Maria Garcia-Legaz Ponce, Ernesto Gardelliano, and Julio Esteban Linares Lopez are further warranted because of the failure to establish a sufficiently independent board. A vote AGAINST Peter Loescher, the chair of the nomination committee, is further warranted as a signal of concern to the board because the board is insufficiently gender diverse. A vote FOR the independent nominee Michael Hoffmann is warranted due to a lack of concerns.
			Management	8.4	Elect Ernesto Gardelliano to the Supervisory Board	For	Against	Votes AGAINST Peter Loescher, Pablo de Carvajal Gonzalez, Maria Garcia-Legaz Ponce, Ernesto Gardelliano, Stefanie Oeschger, and Jamie Smith Basterra are warranted because their proposed term lengths exceed four years. Votes AGAINST the non-independent nominees: Pablo de Carvajal Gonzalez, Maria Garcia-Legaz Ponce, Ernesto Gardelliano, and Julio Esteban Linares Lopez are further warranted because of the failure to establish a sufficiently independent board. A vote AGAINST Peter Loescher, the chair of the nomination committee, is further warranted as a signal of concern to the board because the board is insufficiently gender diverse. A vote FOR the independent nominee Michael Hoffmann is warranted due to a lack of concerns.
			Management Management	8.5 8.6	Elect Michael Hoffmann to the Supervisory Board Elect Julio Lopez to the Supervisory Board	For For	For Against	Votes AGAINST Peter Loescher, Pablo de Carvajal Gonzalez, Maria Garcia-Legaz Ponce, Ernesto Gardelliano, Stefanie Oeschger, and Jamie Smith Basterra are warranted because their proposed term lengths exceed four years. Votes AGAINST the non-independent nominees: Pablo de Carvajal Gonzalez, Maria Garcia-Legaz Ponce, Ernesto Gardelliano, and Julio Esteban Linares Lopez are further warranted because of the failure to establish a sufficiently independent board. A vote AGAINST Peter Loescher, the chair of the nomination committee, is further warranted as a signal of concern to the board because the board is insufficiently gender diverse. A vote FOR the independent nominee Michael Hoffmann is warranted due to a lack of concerns.
			Management	8.7	Elect Stefanie Oeschger to the Supervisory Board	For	Against	Votes AGAINST Peter Loescher, Pablo de Carvajal Gonzalez, Maria Garcia-Legaz Ponce, Ernesto Gardelliano, Stefanie Oeschger, and Jamie Smith Basterra are warranted because their proposed term lengths exceed four years. Votes AGAINST the non-independent nominees: Pablo de Carvajal Gonzalez, Maria Garcia-Legaz Ponce, Ernesto Gardelliano, and Julio Esteban Linares Lopez are further warranted because of the failure to establish a sufficiently independent board. A vote AGAINST Peter Loescher, the chair of the nomination committee, is further warranted as a signal of concern to the board because the board is insufficiently gender diverse. A vote FOR the independent nominee Michael Hoffmann is warranted due to a lack of concerns.
			Management	8.8	Elect Jaime Basterra to the Supervisory Board	For	Against	Votes AGAINST Peter Loescher, Pablo de Carvajal Gonzalez, Maria Garcia-Legaz Ponce, Ernesto Gardelliano, Stefanie Oeschger, and Jamie Smith Basterra are warranted because their proposed term lengths exceed four years. Votes AGAINST the non-independent nominees: Pablo de Carvajal Gonzalez, Maria Garcia-Legaz Ponce, Ernesto Gardelliano, and Julio Esteban Linares Lopez are further warranted because of the failure to establish a sufficiently independent board. A vote AGAINST Peter Loescher, the chair of the nomination committee, is further warranted as a signal of concern to the board because the board is insufficiently gender diverse. A vote FOR the independent nominee Michael Hoffmann is warranted due to a lack of concerns.
			Management	9	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	For	
The Home Depot, Inc.	USA	19-mai-22	Management	1a	Elect Director Gerard J. Arpey	For	For	
			Management	1b	Elect Director Ari Bousbib	For	For	
			Management	1c	Elect Director Jeffery H. Boyd	For	For	
			Management	1d	Elect Director Gregory D. Brenneman	For	For	
			Management	1e	Elect Director J. Frank Brown	For	For	
			Management	1f	Elect Director Albert P. Carey	For	For	
			Management	1g	Elect Director Edward P. Decker	For	For	
			Management	1h	Elect Director Linda R. Gooden	For	For	
			Management	1i	Elect Director Wayne M. Hewett	For	For	
			Management	1j	Elect Director Manuel Kadre	For	For	
			Management	1k	Elect Director Stephanie C. Linnartz	For	For	
			Management	1l	Elect Director Craig A. Menear	For	For	
			Management	1m	Elect Director Paula Santilli	For	For	
			Management	1n	Elect Director Caryn Seidman-Becker	For	For	
			Management	2	Ratify KPMG LLP as Auditors	For	For	
			Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Management	4	Amend Omnibus Stock Plan	For	For	
			Shareholder	5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For	A vote FOR this proposal is warranted as it would enhance the existing shareholder right to call special meetings.
			Shareholder	6	Require Independent Board Chair	Against	For	A vote FOR this proposal is warranted given the importance of having an independent board chair.

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Shareholder	7	Report on Congruency of Political Spending with Company Values and Priorities	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. A vote FOR this resolution is warranted, as additional diversity-related disclosure would allow shareholders to better assess the effectiveness of the company's diversity initiatives and its management of related risks. A vote FOR this resolution is warranted, as shareholders would benefit from additional information on the company's strategy to manage its supply chain's impact on deforestation. A vote FOR this resolution is warranted, as a report on an independent racial equity audit would help shareholders better assess the effectiveness of Home Depot's efforts to address the adverse impacts of its policies and practices on non-white stakeholders and communities of color and its management of related risks.
			Shareholder	8	Report on Steps to Improve Gender and Racial Equity on the Board	Against	For	
			Shareholder	9	Report on Efforts to Eliminate Deforestation in Supply Chain	Against	For	
			Shareholder	10	Oversee and Report a Racial Equity Audit	Against	For	
Zoetis Inc.	USA	19-mai-22	Management	1a	Elect Director Paul M. Bisaro	For	For	
			Management	1b	Elect Director Frank A. D'Amelio	For	For	
			Management	1c	Elect Director Michael B. McCallister	For	For	
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Management	3	Amend Omnibus Stock Plan	For	For	
			Management	4	Ratify KPMG LLP as Auditors	For	For	
Canadian National Railway Company	Canada	20-mai-22	Management	1A	Elect Director Shauneen Bruder	For	For	
			Management	1B	Elect Director Jo-ann dePass Olsovsky	For	For	
			Management	1C	Elect Director David Freeman	For	For	
			Management	1D	Elect Director Denise Gray	For	For	
			Management	1E	Elect Director Justin M. Howell	For	For	
			Management	1F	Elect Director Susan C. Jones	For	For	
			Management	1G	Elect Director Robert Knight	For	For	
			Management	1H	Elect Director Kevin G. Lynch	For	For	
			Management	1I	Elect Director Margaret A. McKenzie	For	For	
			Management	1J	Elect Director Robert L. Phillips	For	For	
			Management	1K	Elect Director Tracy Robinson	For	For	
			Management	2	Ratify KPMG LLP as Auditors	For	For	
			Chailase Holding Co., Ltd.	Cayman Islands	20-mai-22	Management	1	
Management	2	Approve Profit Distribution				For	For	
Management	3	Approve the Issuance of New Shares by Capitalization of Retained Earnings				For	For	
Management	4	Amend Procedures Governing the Acquisition and Disposal of Assets				For	For	
Management	5	Amendment to the Memorandum & Articles of Association				For	Against	
Croda International Plc	United Kingdom	20-mai-22	Management	6	Approve the Company's Plan to Raise Long-term Capital	For	For	
			Management	7	Approve Releasing the Non-Competition Restrictions on Directors	For	For	
			Management	1	Accept Financial Statements and Statutory Reports	For	For	
			Management	2	Approve Remuneration Report	For	For	
			Management	3	Approve Final Dividend	For	For	
			Management	4	Re-elect Roberto Cirillo as Director	For	For	
			Management	5	Re-elect Jacqui Ferguson as Director	For	For	
			Management	6	Re-elect Steve Foots as Director	For	For	
			Management	7	Re-elect Anita Frew as Director	For	For	
			Management	8	Re-elect Helena Ganczakowski as Director	For	For	
			Management	9	Elect Julie Kim as Director	For	For	
			Management	10	Re-elect Keith Layden as Director	For	For	
			Management	11	Re-elect Jez Maiden as Director	For	For	
			Management	12	Elect Nawal Ouzren as Director	For	For	
			Management	13	Re-elect John Ramsay as Director	For	For	
			Management	14	Reappoint KPMG LLP as Auditors	For	For	
LONGI Green Energy Technology Co., Ltd.	China	20-mai-22	Management	1	Approve Draft and Summary of Stock Option Plan and Performance Share Incentive Plan	For	Against	A vote AGAINST is warranted because directors eligible to receive performance shares under the scheme are involved in the administration of the scheme. A vote AGAINST is warranted because directors eligible to receive performance shares under the scheme are involved in the administration of the scheme. A vote AGAINST is warranted because directors eligible to receive performance shares under the scheme are involved in the administration of the scheme. We prefer to vote AGAINST since the remuneration policy lacks concrete sustainability focused non-financial KPIs
			Management	2	Approve Administrative Measures for the Implementation of Stock Option Plan and Performance Share Incentive Plan	For	Against	
			Management	3	Approve Authorization of the Board to Handle All Related Matters	For	Against	
			Management	4	Approve Report of the Board of Directors	For	For	
			Management	5	Approve Report of the Board of Supervisors	For	For	
			Management	6	Approve Financial Statements	For	For	
			Management	7	Approve Annual Report	For	For	
			Management	8	Approve Report of the Independent Directors	For	For	
			Management	9	Approve Profit Distribution and Capitalization of Capital Reserves	For	For	
			Management	10	Approve to Appoint Auditor	For	For	
			Management	11	Approve Remuneration of Directors, Supervisors	For	Against	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	12	Approve Completion of Raised Funds Project and Use Remaining Funds for New Projects and Permanently Supplementing Working Capital	For	For	
			Management	13	Approve Provision of Guarantee	For	For	
			Management	14.1	Elect Zhong Baoshen as Director	For	For	
			Management	14.2	Elect Li Zhenguang as Director	For	For	
			Management	14.3	Elect Liu Xuewen as Director	For	For	
			Management	14.4	Elect Tian Ye as Director	For	For	
			Management	14.5	Elect Bai Zhongxue as Director	For	For	
			Management	14.6	Elect Wang Zhigang as Director	For	For	
			Management	15.1	Elect Guo Ju'e as Director	For	For	
			Management	15.2	Elect Lu Yi as Director	For	For	
			Management	15.3	Elect Xu Shan as Director	For	For	
			Management	16.1	Elect Yang Xiaoping as Supervisor	For	For	
			Management	16.2	Elect Qin Yongbo as Supervisor	For	For	
Peach Property Group AG	Switzerland	20-mai-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
			Management	2	Approve Remuneration Report	For	Against	A vote AGAINST the remuneration report is warranted because: * Only limited ex-post disclosure is provided to explain the evolution of variable payouts versus company performance. * Under the STI, executives receive shares that vest in less than three years, and payouts for one executive do not appear to be subject to an explicit cap. * Non-executive directors receive performance-based compensation in the form of PSU grants.
			Management	3	Approve Allocation of Income and Dividends of CHF 0.33 per Share	For	For	
			Management	4.1	Approve Discharge of Board Chair Reto Garzetti	For	For	
			Management	4.2	Approve Discharge of Director Peter Bodmer	For	For	
			Management	4.3	Approve Discharge of Director Christian De Prati	For	For	
			Management	4.4	Approve Discharge of Director Kurt Hardt	For	For	
			Management	4.5	Approve Discharge of Director Klaus Schmitz	For	For	
			Management	4.6	Approve Discharge of CEO Thomas Wolfensberger	For	For	
			Management	4.7	Approve Discharge of CFO/COO Marcel Kucher	For	For	
			Management	4.8	Approve Discharge of CFO Thorsten Arsan	For	For	
			Management	4.9	Approve Discharge of Head of Letting and Sales Andreas Steinbauer	For	For	
			Management	5.1	Approve CHF 489.6 Million Capitalization of Freely Disposable Equity via Increase in Par Value of CHF 29.00 per Share	For	For	
			Management	5.2.1	Approve Creation of CHF 252 Million Pool of Conditional Capital with or without Exclusion of Preemptive Rights	For	Against	Conditional capital (Items 5.2.1-5.2.2) Votes AGAINST the proposed authorizations are warranted because: * The company has requested shares for equity compensation and servicing convertible instruments under a single voting resolution, which is a negative governance practice, as it limits shareholder choice. * The issuance request would allow for a general capital increase without preemptive rights for up to 48.6 percent of the issued share capital. * There are concerns regarding the company's equity compensation practices for executive and non-executive directors. Authorized capital (Items 5.3.1-5.3.2) Votes AGAINST the proposed authorizations are warranted because: * The issuance requests would allow for a capital increase without preemptive rights for up to 49.76 percent of the issued share capital.
			Management	5.2.2	Approve Creation of CHF 8.4 Million Pool of Conditional Capital with or without Exclusion of Preemptive Rights, if Item 5.1 is Rejected	For	Against	Conditional capital (Items 5.2.1-5.2.2) Votes AGAINST the proposed authorizations are warranted because: * The company has requested shares for equity compensation and servicing convertible instruments under a single voting resolution, which is a negative governance practice, as it limits shareholder choice. * The issuance request would allow for a general capital increase without preemptive rights for up to 48.6 percent of the issued share capital. * There are concerns regarding the company's equity compensation practices for executive and non-executive directors. Authorized capital (Items 5.3.1-5.3.2) Votes AGAINST the proposed authorizations are warranted because: * The issuance requests would allow for a capital increase without preemptive rights for up to 49.76 percent of the issued share capital.
			Management	5.3.1	Approve Creation of CHF 252 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	For	Against	Conditional capital (Items 5.2.1-5.2.2) Votes AGAINST the proposed authorizations are warranted because: * The company has requested shares for equity compensation and servicing convertible instruments under a single voting resolution, which is a negative governance practice, as it limits shareholder choice. * The issuance request would allow for a general capital increase without preemptive rights for up to 48.6 percent of the issued share capital. * There are concerns regarding the company's equity compensation practices for executive and non-executive directors. Authorized capital (Items 5.3.1-5.3.2) Votes AGAINST the proposed authorizations are warranted because: * The issuance requests would allow for a capital increase without preemptive rights for up to 49.76 percent of the issued share capital.
			Management	5.3.2	Approve Creation of CHF 8.4 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights, if Item 5.1 is Rejected	For	Against	Conditional capital (Items 5.2.1-5.2.2) Votes AGAINST the proposed authorizations are warranted because: * The company has requested shares for equity compensation and servicing convertible instruments under a single voting resolution, which is a negative governance practice, as it limits shareholder choice. * The issuance request would allow for a general capital increase without preemptive rights for up to 48.6 percent of the issued share capital. * There are concerns regarding the company's equity compensation practices for executive and non-executive directors. Authorized capital (Items 5.3.1-5.3.2) Votes AGAINST the proposed authorizations are warranted because: * The issuance requests would allow for a capital increase without preemptive rights for up to 49.76 percent of the issued share capital.
			Management	6.1.1	Reelect Reto Garzetti as Director	For	For	We are comfortable with the level of independence of the Board
			Management	6.1.2	Reelect Peter Bodmer as Director	For	For	We are comfortable with the level of independence of the Board
			Management	6.1.3	Reelect Christian De Prati as Director	For	For	We are comfortable with the level of independence of the Board
			Management	6.1.4	Reelect Kurt Hardt as Director	For	For	We are comfortable with the level of independence of the Board
			Management	6.1.5	Reelect Klaus Schmitz as Director	For	For	We are comfortable with the level of independence of the Board
			Management	6.2	Reelect Reto Garzetti as Board Chair	For	For	We are comfortable with the level of independence of the Board
			Management	7.1	Reappoint Christian De Prati as Member of the Compensation Committee	For	For	We are comfortable with the level of independence of the Board
			Management	7.2	Reappoint Kurt Hardt as Member of the Compensation Committee	For	For	We are comfortable with the level of independence of the Board
			Management	7.3	Reappoint Klaus Schmitz as Member of the Compensation Committee	For	For	We are comfortable with the level of independence of the Board
			Management	8	Ratify PricewaterhouseCoopers AG as Auditors	For	For	
			Management	9	Designate Daniel Ronzani as Independent Proxy	For	For	
			Management	10.1	Approve Remuneration of Directors in the Amount of CHF 1 Million	For	For	
			Management	10.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 1.4 Million	For	For	
			Management	10.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 2.6 Million	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	11	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.
Reckitt Benckiser Group Plc	United Kingdom	20-mai-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
			Management	2	Approve Remuneration Report	For	For	
			Management	3	Approve Remuneration Policy	For	For	
			Management	4	Approve Final Dividend	For	For	
			Management	5	Re-elect Andrew Bonfield as Director	For	For	
			Management	6	Re-elect Olivier Bohuon as Director	For	For	
			Management	7	Re-elect Jeff Carr as Director	For	For	
			Management	8	Re-elect Margherita Della Valle as Director	For	For	
			Management	9	Re-elect Nicandro Durante as Director	For	For	
			Management	10	Re-elect Mary Harris as Director	For	For	
			Management	11	Re-elect Mehmood Khan as Director	For	For	
			Management	12	Re-elect Pam Kirby as Director	For	For	
			Management	13	Re-elect Laxman Narasimhan as Director	For	For	
			Management	14	Re-elect Chris Sinclair as Director	For	For	
			Management	15	Re-elect Elane Stock as Director	For	For	
			Management	16	Elect Alan Stewart as Director	For	For	
			Management	17	Reappoint KPMG LLP as Auditors	For	For	
			Management	18	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	
			Management	19	Authorise UK Political Donations and Expenditure	For	For	
			Management	20	Authorise Issue of Equity	For	For	
			Management	21	Authorise Issue of Equity without Pre-emptive Rights	For	For	
			Management	22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	
			Management	23	Authorise Market Purchase of Ordinary Shares	For	For	
			Management	24	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	
Wacker Chemie AG	Germany	20-mai-22	Management	2	Approve Allocation of Income and Dividends of EUR 8.00 per Share	For	For	
			Management	3	Approve Discharge of Management Board for Fiscal Year 2021	For	For	
			Management	4	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	For	
			Management	5	Ratify KPMG AG as Auditors for Fiscal Year 2022	For	For	
			Management	6	Elect Anna Weber to the Supervisory Board	For	For	
			Management	7	Approve Remuneration of Supervisory Board	For	For	
			Management	8	Approve Remuneration Report	For	Against	A vote AGAINST the remuneration report is warranted because: * There is an overall poor level of disclosure regarding amounts paid to executives in fiscal 2020, which does not allow for comparison with pay in fiscal 2021. * There is not meaningful information regarding the average remuneration of employees in a manner which would permit comparison with directors' remuneration. * A discretionary modifier of 1.2 was applied for LTI grants in FY2021. * Targets under the variable compensation framework are not disclosed on an ex-post basis.
Zhejiang Chint Electrics Co., Ltd.	China	20-mai-22	Management	1	Approve Report of the Board of Directors	For	For	
			Management	2	Approve Report of the Board of Supervisors	For	For	
			Management	3	Approve Annual Report and Summary	For	For	
			Management	4	Approve Financial Statements	For	For	
			Management	5	Approve Profit Distribution	For	For	
			Management	6	Approve Daily Related Party Transaction	For	For	
			Management	7	Approve Appointment of Auditor	For	For	
			Management	8	Approve Additional External Guarantee	For	Against	A vote AGAINST is warranted because there is lack of disclosure on the pertinent details of this loan guarantee request.
			Management	9	Approve Transfer of Assets	For	For	
			Management	10	Approve Provision of Guarantee to Related Party	For	For	
			Management	11	Approve Provision of External Guarantee	For	For	
			Management	12.1	Elect Nan Cunhui as Director	For	For	
			Management	12.2	Elect Zhu Xinmin as Director	For	For	
			Management	12.3	Elect Zhang Zhihuan as Director	For	For	
			Management	12.4	Elect Lu Chuan as Director	For	For	
			Management	12.5	Elect Lin Yiming as Director	For	For	
			Management	12.6	Elect Nan Er as Director	For	For	
			Management	13.1	Elect Huang Shenjian as Director	For	For	
			Management	13.2	Elect Peng Xu as Director	For	For	
			Management	13.3	Elect Liu Yulong as Director	For	For	
			Management	14.1	Elect Wu Bingchi as Supervisor	For	For	
			Management	14.2	Elect Wang Sihe as Supervisor	For	For	
Beyond Meat, Inc.	USA	24-mai-22	Management	1.1	Elect Director Ethan Brown	For	Withhold	WITHHOLD votes are warranted for incumbent director nominees Ethan Brown and Raymond Lane due to the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. Votes FOR new director nominee Colleen Jay are warranted.
			Management	1.2	Elect Director Colleen Jay	For	For	
			Management	1.3	Elect Director Raymond J. Lane	For	Withhold	WITHHOLD votes are warranted for incumbent director nominees Ethan Brown and Raymond Lane due to the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. Votes FOR new director nominee Colleen Jay are warranted.
			Management	2	Ratify Deloitte & Touche LLP as Auditors	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	A vote AGAINST the proposal is warranted. Although the annual bonus program was entirely based on pre-set objective metrics and concerns regarding the FY21 structure will be mitigated in FY22, major concerns regarding the LTI program remain. Annual equity awards are entirely time-vesting, and some NEOs received off-cycle equity grants with relatively short vesting periods. Additionally, one NEO received a large sign-on award that also consists entirely of time-vested equity, with no explanation for its structure nor magnitude.
Credit Agricole SA	France	24-mai-22	Management	1	Approve Financial Statements and Statutory Reports	For	For	A vote FOR the election of this independent nominee is warranted in the absence of specific concerns (Item 7). Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (28.6 percent vs 33.3 percent recommended) (Items 8-13).
			Management	2	Approve Consolidated Financial Statements and Statutory Reports	For	For	
			Management	3	Approve Allocation of Income and Dividends of EUR 1.05 per Share	For	For	
			Management	4	Approve Transaction with les Caisses Regionales de Credit Agricole Re: Guarantee Agreement	For	For	
			Management	5	Approve Transaction with CACIB et CA Indosuez Wealth France Re: Tax Integration	For	For	
			Management	6	Approve Transaction with FNSEA Re: Service Agreement	For	For	
			Management	7	Elect Sonia Bonnet-Bernard as Director	For	For	
			Management	8	Elect Hugues Brasseur as Director	For	Against	
			Management	9	Elect Eric Vial as Director	For	Against	
			Management	10	Reelect Dominique Lefebvre as Director	For	Against	
			Management	11	Reelect Pierre Cambefort as Director	For	Against	
			Management	12	Reelect Jean-Pierre Gaillard as Director	For	Against	
			Management	13	Reelect Jean-Paul Kerrien as Director	For	Against	
			Management	14	Approve Remuneration Policy of Chairman of the Board	For	For	
			Management	15	Approve Remuneration Policy of CEO	For	For	
			Management	16	Approve Remuneration Policy of Vice-CEO	For	For	
			Management	17	Approve Remuneration Policy of Directors	For	For	
			Management	18	Approve Compensation of Dominique Lefebvre, Chairman of the Board	For	For	
			Management	19	Approve Compensation of Philippe Brassac, CEO	For	For	
			Management	20	Approve Compensation of Xavier Musca, Vice-CEO	For	For	
			Management	21	Approve Compensation Report of Corporate Officers	For	For	
			Management	22	Approve the Aggregate Remuneration Granted in 2021 to Senior Management, Responsible Officers and Regulated Risk-Takers	For	For	
			Management	23	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	
			Management	24	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 4.6 Billion	For	For	
			Management	25	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 908 Million	For	For	
			Management	26	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 908 Million	For	For	
			Management	27	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 24-26, 28-29 and 32-33	For	For	
			Management	28	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	For	
			Management	29	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	For	For	
			Management	30	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 4.6 Billion	For	For	
			Management	31	Authorize Capitalization of Reserves of Up to EUR 1 Billion for Bonus Issue or Increase in Par Value	For	For	
			Management	32	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For	
			Management	33	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of the Group's Subsidiaries	For	For	
			Management	34	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For	
			Management	35	Authorize Filing of Required Documents/Other Formalities	For	For	
Shareholder	A	Amend Employee Stock Purchase Plans	Against	Against	A vote AGAINST this item is proposed in the absence of concerns regarding the Board's decisions regarding employee stock purchase plans.			
NARI Technology Co., Ltd.	China	24-mai-22	Management	1	Approve Financial Statements	For	For	A vote AGAINST is warranted since: * The proposed related-party transactions include a financial service agreement with the group finance company, which may expose the company to unnecessary risks. * There are inherent risks associated with the financial services to be provided under this proposal.
			Management	2	Approve Profit Distribution and Capitalization of Capital Reserves	For	For	
			Management	3	Approve Report of the Independent Directors	For	For	
			Management	4	Approve Report of the Board of Directors	For	For	
			Management	5	Approve Report of the Board of Supervisors	For	For	
			Management	6	Approve Financial Budget Report	For	For	
			Management	7	Approve Related Party Transaction	For	For	
			Management	8	Approve Financial Business Services Agreement	For	Against	
			Management	9	Approve Appointment of Financial Auditor and Internal Control Auditor	For	For	
			Management	10	Approve Amendments to Articles of Association	For	For	
			Management	11	Amend Rules and Procedures Regarding General Meetings of Shareholders	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	12	Amend Rules and Procedures Regarding Meetings of Board of Directors	For	For	A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments. A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.
			Management	13	Amend Management System of Raised Funds	For	Against	
			Management	14	Amend Working System for Independent Directors	For	Against	
			Management	15	Approve Termination of Fund-raising Investment Project and Use Raised Funds to Replenish Working Capital	For	For	
			Management	16	Approve Purchase of Liability Insurance for Directors, Supervisors and Senior Management Members	For	For	
			Management	17	Approve Annual Report and Summary	For	For	
			Shareholder	18.1	Elect Leng Jun as Director	For	For	
			Shareholder	18.2	Elect Hu Jiangyi as Director	For	For	
			Shareholder	18.3	Elect Zheng Yuping as Director	For	For	
			Shareholder	18.4	Elect Chen Gang as Director	For	For	
			Shareholder	18.5	Elect Zhang Jianming as Director	For	For	
			Shareholder	18.6	Elect Liu Aihua as Director	For	For	
			Shareholder	18.7	Elect Jiang Yuanchen as Director	For	For	
			Shareholder	18.8	Elect Yan Wei as Director	For	For	
			Management	19.1	Elect Che Jie as Director	For	For	
			Management	19.2	Elect Huang Xuelliang as Director	For	For	
			Management	19.3	Elect Xiong Yanren as Director	For	For	
			Management	19.4	Elect Dou Xiaobo as Director	For	For	
			Shareholder	20.1	Elect Zheng Zongqiang as Supervisor	For	For	
			Shareholder	20.2	Elect Ding Haidong as Supervisor	For	For	
			Shareholder	20.3	Elect Xia Jun as Supervisor	For	For	
			Shareholder	20.4	Elect Zhan Guangsheng as Supervisor	For	For	
Sunny Optical Technology (Group) Company Limited	Cayman Islands	24-mai-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	A vote AGAINST incumbent board chair Liaoning Ye is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.  A vote AGAINST the general share issuance mandate in Item 5 is warranted given that the company has not specified the discount limit. A vote AGAINST the share reissuance request in Item 7 is warranted given that the reissuance of repurchased share would cause the aggregate share issuance limit to exceed 10 percent and the discount limit has not been specified.  A vote AGAINST the general share issuance mandate in Item 5 is warranted given that the company has not specified the discount limit. A vote AGAINST the share reissuance request in Item 7 is warranted given that the reissuance of repurchased share would cause the aggregate share issuance limit to exceed 10 percent and the discount limit has not been specified.
			Management	2	Approve Final Dividend	For	For	
			Management	3a	Elect Ye Liaoning as Director	For	Against	
			Management	3b	Elect Wang Wenjie as Director	For	For	
			Management	3c	Elect Zhang Yuqing as Director	For	For	
			Management	3d	Authorize Board to Fix Remuneration of Directors	For	For	
			Management	4	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	For	For	
			Management	5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	Against	
			Management	6	Authorize Repurchase of Issued Share Capital	For	For	
			Management	7	Authorize Reissuance of Repurchased Shares	For	Against	
			Management	8	Approve Proposed Amendments to the Existing Articles of Association and Adopt Amended and Restated Articles of Association	For	For	
Valeo SA	France	24-mai-22	Management	1	Approve Financial Statements and Statutory Reports	For	For	
			Management	2	Approve Consolidated Financial Statements and Statutory Reports	For	For	
			Management	3	Approve Allocation of Income and Dividends of EUR 0.35 per Share	For	For	
			Management	4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	For	
			Management	5	Reelect Bruno Bezard Devine as Director	For	For	
			Management	6	Reelect Bpifrance Participations as Director	For	For	
			Management	7	Reelect Gilles Michel as Director	For	For	
			Management	8	Approve Compensation Report of Corporate Officers	For	For	
			Management	9	Approve Compensation of Jacques Aschenbroich, Chairman and CEO	For	For	
			Management	10	Approve Compensation of Christophe Perillat, Vice-CEO Until 31 December 2021	For	For	
			Management	11	Approve Remuneration Policy of Directors	For	For	
			Management	12	Approve Remuneration Policy of Jacques Aschenbroich, Chairman and CEO From 1 January 2022 Until 26 January 2022 and Chairman of the Board Since 26 January 2022	For	For	
			Management	13	Approve Remuneration Policy of Christophe Perillat, Vice-CEO From 1 January 2022 Until 26 January 2022 and CEO Since 26 January 2022	For	For	
			Management	14	Renew Appointment of Ernst & Young et Autres as Auditor	For	For	
			Management	15	Renew Appointment of Mazars as Auditor	For	For	
			Management	16	Ratify Change Location of Registered Office to 100, rue de Courcelles, 75017 Paris and Amend Article 4 of Bylaws Accordingly	For	For	
			Management	17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	
			Management	18	Amend Article 20 of Bylaws Re: Alternate Auditors	For	For	
			Management	19	Authorize Filing of Required Documents/Other Formalities	For	For	
West Pharmaceutical Services, Inc.	USA	24-mai-22	Management	1a	Elect Director Mark A. Buthman	For	For	Votes AGAINST incumbent nominating committee chair William Feehery are warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
			Management	1b	Elect Director William F. Feehery	For	Against	
			Management	1c	Elect Director Robert F. Friel	For	For	
			Management	1d	Elect Director Eric M. Green	For	For	
			Management	1e	Elect Director Molly E. Joseph	For	For	
			Management	1f	Elect Director Thomas W. Hofmann	For	For	



Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	1g	Elect Director Deborah L. V. Keller	For	For	
			Management	1h	Elect Director Myla P. Lai-Goldman	For	For	
			Management	1i	Elect Director Douglas A. Michels	For	For	
			Management	1j	Elect Director Paolo Pucci	For	For	
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Management	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	
AIXTRON SE	Germany	25-mai-22	Management	2	Approve Allocation of Income and Dividends of EUR 0.30 per Share	For	For	
			Management	3	Approve Discharge of Management Board for Fiscal Year 2021	For	For	
			Management	4	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	For	
			Management	5	Approve Remuneration Report	For	For	
			Management	6	Approve Increase in Size of Board to Six Members	For	For	
			Management	7.1	Elect Kim Schindelbauer to the Supervisory Board	For	For	
			Management	7.2	Elect Stefan Traeger to the Supervisory Board	For	For	
			Management	8	Ratify KPMG AG as Auditors for Fiscal Year 2022	For	For	
			Management	9	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	For	
			Management	10	Approve Creation of EUR 41.5 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	For	For	
			Management	11	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Nominal Amount of EUR 450 Million; Approve Creation of EUR 15 Million Pool of Capital; Approve Reduction of Conditional Capital II 2012	For	For	
Amazon.com, Inc.	USA	25-mai-22	Management	1a	Elect Director Jeffrey P. Bezos	For	Against	A vote AGAINST longstanding members of the Leadership Development and Compensation Committee Daniel Huttenlocher and Judith McGrath is warranted for failure to manage and mitigate workplace health and safety related risks. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST board chair Jeffrey Bezos are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. A vote FOR all remaining director nominees is warranted at this time.
			Management	1b	Elect Director Andrew R. Jassy	For	For	
			Management	1c	Elect Director Keith B. Alexander	For	For	
			Management	1d	Elect Director Edith W. Cooper	For	For	
			Management	1e	Elect Director Jamie S. Gorelick	For	For	
			Management	1f	Elect Director Daniel P. Huttenlocher	For	Against	A vote AGAINST longstanding members of the Leadership Development and Compensation Committee Daniel Huttenlocher and Judith McGrath is warranted for failure to manage and mitigate workplace health and safety related risks. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST board chair Jeffrey Bezos are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. A vote FOR all remaining director nominees is warranted at this time.
			Management	1g	Elect Director Judith A. McGrath	For	Against	A vote AGAINST longstanding members of the Leadership Development and Compensation Committee Daniel Huttenlocher and Judith McGrath is warranted for failure to manage and mitigate workplace health and safety related risks. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST board chair Jeffrey Bezos are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. A vote FOR all remaining director nominees is warranted at this time.
			Management	1h	Elect Director Indra K. Nooyi	For	For	
			Management	1i	Elect Director Jonathan J. Rubinstein	For	For	
			Management	1j	Elect Director Patricia Q. Stonesifer	For	For	
			Management	1k	Elect Director Wendell P. Weeks	For	For	
			Management	2	Ratify Ernst & Young LLP as Auditors	For	For	
			Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	A vote AGAINST this proposal is warranted. A misalignment between CEO pay and company performance is driven by an excessive equity grant to the new CEO, which lacks performance conditions. Large time-vested awards were granted to other NEOs as well, and the compensation program lacks any link to pre-set performance criteria.
			Management	4	Approve 20:1 Stock Split	For	For	
			Shareholder	5	Report on Retirement Plan Options Aligned with Company Climate Goals	Against	For	A vote FOR this resolution is warranted. While the company offers an option to employees that want to invest more responsibly, it is unclear how well employees understand the retirement plans available to them. The information requested in the report would not only complement and enhance the company's existing commitments regarding climate change, but also allow shareholders to better evaluate the company's strategies and management of related risks.
			Shareholder	6	Commission Third Party Report Assessing Company's Human Rights Due Diligence Process	Against	For	A vote FOR this proposal is warranted. Shareholders would benefit from increased transparency and disclosure on how the company is managing human rights-related risks.
			Shareholder	7	Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	Against	For	A vote FOR this proposal is warranted, as the company faces significant controversies related to treatment of its employees.
			Shareholder	8	Report on Efforts to Reduce Plastic Use	Against	For	A vote FOR this proposal is warranted, as shareholders would benefit from additional information on how the company is managing risks related to the creation of plastic waste.
			Shareholder	9	Report on Worker Health and Safety Disparities	Against	For	A vote FOR this proposal is warranted as shareholders could benefit from being able to better understand and assess the company's workplace safety policies, programs, oversight mechanisms.
			Shareholder	10	Report on Risks Associated with Use of Concealment Clauses	Against	For	A vote FOR this proposal is warranted because more information could help shareholders better understand how the company is assessing and managing the risks of using of concealment clauses.
			Shareholder	11	Report on Charitable Contributions	Against	Against	A vote AGAINST this proposal is warranted because the company provides sufficient information regarding its charitable contributions, and absent self-dealing or gross negligence, management should be afforded discretion in determining the company's charitable giving strategy.
			Shareholder	12	Publish a Tax Transparency Report	Against	For	A vote FOR this proposal is warranted as the proposed GRI Tax Standard would enhance the company's transparency in communicating its tax practices to investors globally.

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Shareholder	13	Report on Protecting the Rights of Freedom of Association and Collective Bargaining	Against	For	A vote FOR this proposal is warranted. Shareholders would benefit from increased transparency and disclosure on how the company is managing human rights-related risks.
			Shareholder	14	Report on Lobbying Payments and Policy	Against	For	A vote FOR this proposal is warranted, as additional disclosure of the company's state level lobbying, indirect lobbying-related expenditures and board oversight mechanisms would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.
			Shareholder	15	Require More Director Nominations Than Open Seats	Against	Against	A vote AGAINST this proposal is warranted, as the proponent has not made a compelling case that the proposed change in the director election process would improve the composition of the board or the performance of the company.
			Shareholder	16	Commission a Third Party Audit on Working Conditions	Against	For	A vote FOR this proposal is warranted. Shareholders would benefit from increased disclosure through third-party auditing on warehouse working conditions.
			Shareholder	17	Report on Median Gender/Racial 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 and its management of related risks.
			Shareholder	19	Commission Third Party Study and Report on Risks Associated with Use of Rekognition	Against	For	A vote FOR this proposal is warranted. Shareholders would benefit from increased transparency and disclosure on how the company is managing human rights-related risks.
Aselsan Elektronik Sanayi ve Ticaret AS	Turkey	25-mai-22	Management	1	Open Meeting and Elect Presiding Council of Meeting	For	For	
			Management	2	Accept Board Report	For	For	
			Management	3	Accept Audit Report	For	For	
			Management	4	Accept Financial Statements	For	For	
			Management	5	Approve Discharge of Board	For	For	
			Management	6	Approve Allocation of Income	For	For	
			Management	7	Elect Directors	For	Against	A vote AGAINST this item is warranted, as the company has not disclosed all the names of the director nominees in a timely manner.
			Management	8	Approve Director Remuneration	For	Against	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision.
			Management	9	Ratify External Auditors	For	Against	A vote AGAINST is warranted because the name of the proposed auditor is not disclosed.
			Management	10	Amend Article 13 Re: Board Related	For	For	
			Management	13	Approve Upper Limit of Donations for 2022	For	Against	These items warrant a vote AGAINST due to a lack of disclosure on the resolutions.
			Management	14	Approve Upper Limit of Sponsorships to Be Made in 2022	For	Against	These items warrant a vote AGAINST due to a lack of disclosure on the resolutions.
			Management	15	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	For	For	
BlackRock, Inc.	USA	25-mai-22	Management	1a	Elect Director Bader M. Alsaad	For	For	
			Management	1b	Elect Director Pamela Daley	For	For	
			Management	1c	Elect Director Laurence D. Fink	For	For	
			Management	1d	Elect Director Beth Ford	For	For	
			Management	1e	Elect Director William E. Ford	For	For	
			Management	1f	Elect Director Fabrizio Freda	For	For	
			Management	1g	Elect Director Murry S. Gerber	For	For	
			Management	1h	Elect Director Margaret "Peggy" L. Johnson	For	For	
			Management	1i	Elect Director Robert S. Kapito	For	For	
			Management	1j	Elect Director Cheryl D. Mills	For	For	
			Management	1k	Elect Director Gordon M. Nixon	For	For	
			Management	1l	Elect Director Kristin C. Peck	For	For	
			Management	1m	Elect Director Charles H. Robbins	For	For	
			Management	1n	Elect Director Marco Antonio Slim Domit	For	For	
			Management	1o	Elect Director Hans E. Vestberg	For	For	
			Management	1p	Elect Director Susan L. Wagner	For	For	
			Management	1q	Elect Director Mark Wilson	For	For	
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Management	3	Ratify Deloitte LLP as Auditors	For	For	
			Shareholder	4	Adopt Policies to Curtail Corporate Activities that Externalize Social and Environmental Costs	Against	Against	A vote AGAINST this proposal is warranted. The proposal is overly broad in scope, and such disclosure is not a standard industry practice at this time.
Clean Harbors, Inc.	USA	25-mai-22	Management	1.1	Elect Director Andrea Robertson	For	For	
			Management	1.2	Elect Director Lauren C. States	For	For	
			Management	1.3	Elect Director Robert J. Willett	For	For	
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Vote AGAINST due to lack of sustainability factors to determine executive remuneration.
			Management	3	Ratify Deloitte & Touche LLP as Auditors	For	For	
Costa Group Holdings Limited	Australia	25-mai-22	Management	2	Approve Remuneration Report	For	For	
			Management	3	Elect Janette Kendall as Director	For	Against	Votes AGAINST incumbent Nominating Committee members Harry Debney, Janette Kendall and Elizabeth Jane Wilson are warranted for lack of diversity on the board.
			Management	4	Elect Jane Wilson as Director	For	Against	Votes AGAINST incumbent Nominating Committee members Harry Debney, Janette Kendall and Elizabeth Jane Wilson are warranted for lack of diversity on the board.
			Management	5	Elect Harry Debney as Director	For	Against	Votes AGAINST incumbent Nominating Committee members Harry Debney, Janette Kendall and Elizabeth Jane Wilson are warranted for lack of diversity on the board.
			Management	6	Approve the Increase in Non-Executive Directors' Fee Pool	None	For	
			Management	7	Approve Grant of STI Performance Rights to Sean Hallahan	For	For	
			Management	8	Approve Grant of LTI Options to Sean Hallahan	For	For	
Equinix, Inc.	USA	25-mai-22	Management	1.1	Elect Director Nanci Caldwell	For	For	
			Management	1.2	Elect Director Adaire Fox-Martin	For	For	
			Management	1.3	Elect Director Ron Guerrier	For	For	
			Management	1.4	Elect Director Gary Hromadko	For	For	
			Management	1.5	Elect Director Irving Lyons, III	For	For	
			Management	1.6	Elect Director Charles Meyers	For	For	
			Management	1.7	Elect Director Christopher Paisley	For	For	
			Management	1.8	Elect Director Sandra Rivera	For	For	
			Management	1.9	Elect Director Peter Van Camp	For	For	
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Management	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Shareholder	4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For	A vote FOR this proposal is warranted. Lowering the ownership threshold from 25 percent to 10 percent would improve shareholders' ability to use the special meeting right.
EssilorLuxottica SA	France	25-mai-22	Management	1	Approve Financial Statements and Statutory Reports	For	For	
			Management	2	Approve Consolidated Financial Statements and Statutory Reports	For	For	
			Management	3	Approve Treatment of Losses and Dividends of EUR 2.51 per Share	For	For	
			Management	4	Ratify Appointment of Virginie Mercier Pitre as Director	For	For	
			Management	5	Approve Auditors' Special Report on Related-Party Transactions	For	For	
			Management	6	Approve Compensation Report of Corporate Officers	For	For	
			Management	7	Approve Compensation of Leonardo Del Vecchio, Chairman of the Board	For	For	
			Management	8	Approve Compensation of Francesco Milleri, CEO	For	For	
			Management	9	Approve Compensation of Paul du Saillant, Vice-CEO	For	For	
			Management	10	Approve Remuneration Policy of Directors	For	For	
			Management	11	Approve Remuneration Policy of Chairman of the Board	For	For	
			Management	12	Approve Remuneration Policy of CEO	For	For	
			Management	13	Approve Remuneration Policy of Vice-CEO	For	For	
			Management	14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	
			Management	15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For	
			Management	16	Authorize Filing of Required Documents/Other Formalities	For	For	
Evonik Industries AG	Germany	25-mai-22	Management	2	Approve Allocation of Income and Dividends of EUR 1.17 per Share	For	For	
			Management	3	Approve Discharge of Management Board for Fiscal Year 2021	For	For	
			Management	4	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	For	
			Management	5	Ratify KPMG AG as Auditors for Fiscal Year 2022, for the Review of Interim Financial Statements for the First Half of Fiscal Year 2022 and for the Review of Interim Financial Statements Until 2023 AGM	For	For	
			Management	6	Approve Remuneration Policy	For	Against	A vote AGAINST the revised remuneration policy is warranted because: * The proposed LTI plan decreases the stringency of the plan. * The policy lacks disclosure surrounding the newly introduced sustainability criteria under the LTI. * The compensation committee is entirely non-independent.
			Management	7	Approve Remuneration Report	For	Against	A vote AGAINST the remuneration report is warranted because: * Pension contributions appear high compared to market standards and may be of concern to some shareholders. * Ex-post target disclosure surrounding individual and non-financial performance criteria remains underdeveloped and thus, a clear link between performance and pay is not assessable. * The compensation committee is entirely non-independent.
			Management	8	Approve Creation of EUR 116.5 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	For	Against	Item 8 A vote AGAINST the proposed authorization is warranted because it could potentially allow for a capital increase without preemptive rights for up to 20 percent of the issued share capital. Item 9 A vote FOR the proposed authorization is warranted.
			Management	9	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 1.25 Billion; Approve Creation of EUR 37.3 Million Pool of Capital to Guarantee Conversion Rights	For	For	
			Management	10	Amend Articles Re: Interim Dividend	For	For	
Exxon Mobil Corporation	USA	25-mai-22	Management	1.1	Elect Director Michael J. Angelakis	For	For	
			Management	1.2	Elect Director Susan K. Avery	For	Against	A vote AGAINST CEO and Chair Darren Woods, Lead Director Joseph Hooley, and Public Issues and Contributions Committee Chair Susan Avery is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST CEO/Chair Darren Woods are warranted given that the CEO and chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. A vote FOR the remaining director nominees is warranted at this time.
			Management	1.3	Elect Director Angela F. Braly	For	For	
			Management	1.4	Elect Director Ursula M. Burns	For	For	
			Management	1.5	Elect Director Gregory J. Goff	For	For	
			Management	1.6	Elect Director Kaisa H. Hietala	For	For	
			Management	1.7	Elect Director Joseph L. Hooley	For	Against	A vote AGAINST CEO and Chair Darren Woods, Lead Director Joseph Hooley, and Public Issues and Contributions Committee Chair Susan Avery is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST CEO/Chair Darren Woods are warranted given that the CEO and chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. A vote FOR the remaining director nominees is warranted at this time.
			Management	1.8	Elect Director Steven A. Kandarian	For	For	
			Management	1.9	Elect Director Alexander A. Karsner	For	For	
			Management	1.10	Elect Director Jeffrey W. Ubben	For	For	
			Management	1.11	Elect Director Darren W. Woods	For	Against	A vote AGAINST CEO and Chair Darren Woods, Lead Director Joseph Hooley, and Public Issues and Contributions Committee Chair Susan Avery is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST CEO/Chair Darren Woods are warranted given that the CEO and chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. A vote FOR the remaining director nominees is warranted at this time.
			Management	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	
			Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Shareholder	4	Remove Executive Perquisites	Against	For	A vote FOR this proposal is warranted. While the aggregated costs of NEO perquisites are not excessive, they represent a non-performance-based benefit that is not generally available to the broader employee population. Such perquisites are not considered to be a best practice and their elimination would be considered a pay program improvement. 0 A vote FOR this proposal is warranted, as additional information on the company's efforts to reduce its carbon footprint and align its operations with Paris Agreement goals would allow investors to better understand how the company is managing its transition to a low carbon economy and climate change related risks. Votes FOR this shareholder proposal are warranted as shareholders would benefit from a stronger alignment between the company's stated goals and its actions regarding corporate responsibility. A vote FOR this proposal is warranted because shareholders would benefit from greater disclosure about the company's risk of stranded assets, given its planned spending plan and business strategy. A vote FOR this proposal is warranted, as additional disclosure on metrics and targets related to ability of the company to transition from virgin polymer production would allow shareholders to better assess the company's management of associated financial, environmental, and reputational risks. A vote FOR this resolution is warranted as additional disclosure concerning Exxon's policies and memberships in trade associations and other political organizations would help shareholders assess the company's comprehensive political contribution activities and the company's management of associated risks and benefits.
			Shareholder	5	Amend Bylaws to Limit Shareholder Rights for Proposal Submission	Against	Against	
			Shareholder	6	Set GHG Emissions Reduction targets Consistent With Paris Agreement Goal	Against	For	
			Shareholder	7	Report on Low Carbon Business Planning	Against	For	
			Shareholder	8	Report on Scenario Analysis Consistent with International Energy Agency's Net Zero by 2050	Against	For	
			Shareholder	9	Report on Reducing Plastic Pollution	Against	For	
			Shareholder	10	Report on Political Contributions and Expenditures	Against	For	
Fidelity National Information Services, Inc.	USA	25-mai-22	Management	1a	Elect Director Elen R. Alemany	For	For	
			Management	1b	Elect Director Vijay D'Silva	For	For	
			Management	1c	Elect Director Jeffrey A. Goldstein	For	For	
			Management	1d	Elect Director Lisa A. Hook	For	For	
			Management	1e	Elect Director Keith W. Hughes	For	For	
			Management	1f	Elect Director Kenneth T. Lamneck	For	For	
			Management	1g	Elect Director Gary L. Lauer	For	For	
			Management	1h	Elect Director Gary A. Norcross	For	For	
			Management	1i	Elect Director Louise M. Parent	For	For	
			Management	1j	Elect Director Brian T. Shea	For	For	
			Management	1k	Elect Director James B. Stallings, Jr.	For	For	
			Management	1l	Elect Director Jeffrey E. Stiefler	For	For	
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Management	3	Approve Omnibus Stock Plan	For	For	
			Management	4	Approve Nonqualified Employee Stock Purchase Plan	For	For	
Management	5	Ratify KPMG LLP as Auditors	For	For				
Hapag-Lloyd AG	Germany	25-mai-22	Management	2	Approve Allocation of Income and Dividends of EUR 35.00 per Share	For	For	Items 6.1-6.4. Elect Directors Votes AGAINST the nominees are warranted because they are all non-independent and the company has failed to establish a sufficiently independent board, and because their proposed term lengths exceed four years. Votes AGAINST Jose Francisco Perez Mackenna and Sheikh Ali Al Thani are further warranted because they both hold an excessive number of mandates at publicly listed companies. Moreover, both are remuneration committee members and the company has failed to establish a sufficiently independent remuneration committee. In addition, both are incumbent nomination committee members, and the board is insufficiently gender diverse. Votes AGAINST Turiq Abdulrahman Alnowaiser and Oscar Eduardo Hasbun Martinez are further warranted as both are members of the audit committee and the company has failed to establish a sufficiently independent audit committee. Item 10. Elect Andreas Rittstieg to the Supervisory Board (Shareholder Proposal) Finally, a vote AGAINST the election of Andreas Rittstieg is warranted because of the failure to establish a majority-independent board, because his proposed term length exceeds four years, and because his election will adversely impact the board gender diversity.  Items 6.1-6.4. Elect Directors Votes AGAINST the nominees are warranted because they are all non-independent and the company has failed to establish a sufficiently independent board, and because their proposed term lengths exceed four years. Votes AGAINST Jose Francisco Perez Mackenna and Sheikh Ali Al Thani are further warranted because they both hold an excessive number of mandates at publicly listed companies. Moreover, both are remuneration committee members and the company has failed to establish a sufficiently independent remuneration committee. In addition, both are incumbent nomination committee members, and the board is insufficiently gender diverse. Votes AGAINST Turiq Abdulrahman Alnowaiser and Oscar Eduardo Hasbun Martinez are further warranted as both are members of the audit committee and the company has failed to establish a sufficiently independent audit committee. Item 10. Elect Andreas Rittstieg to the Supervisory Board (Shareholder Proposal) Finally, a vote AGAINST the election of Andreas Rittstieg is warranted because of the failure to establish a majority-independent board, because his proposed term length exceeds four years, and because his election will adversely impact the board gender diversity.  Items 6.1-6.4. Elect Directors Votes AGAINST the nominees are warranted because they are all non-independent and the company has failed to establish a sufficiently independent board, and because their proposed term lengths exceed four years. Votes AGAINST Jose Francisco Perez Mackenna and Sheikh Ali Al Thani are further warranted because they both hold an excessive number of mandates at publicly listed companies. Moreover, both are remuneration committee members and the company has failed to establish a sufficiently independent remuneration committee. In addition, both are incumbent nomination committee members, and the board is insufficiently gender diverse. Votes AGAINST Turiq Abdulrahman Alnowaiser and Oscar Eduardo Hasbun Martinez are further warranted as both are members of the audit committee and the company has failed to establish a sufficiently independent audit committee. Item 10. Elect Andreas Rittstieg to the Supervisory Board (Shareholder Proposal) Finally, a vote AGAINST the election of Andreas Rittstieg is warranted because of the failure to establish a majority-independent board, because his proposed term length exceeds four years, and because his election will adversely impact the board gender diversity.
			Management	3	Approve Discharge of Management Board for Fiscal Year 2021	For	For	
			Management	4	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	For	
			Management	5	Ratify KPMG AG as Auditors for Fiscal Year 2022	For	For	
			Management	6.1	Elect Oscar Martinez to the Supervisory Board	For	Against	
			Management	6.2	Elect Jose Mackenna to the Supervisory Board	For	Against	
			Management	6.3	Elect Ali bin Jassim Al-Thani to the Supervisory Board	For	Against	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	6.4	Elect Turqi Alnowaiser to the Supervisory Board	For	Against	Items 6.1-6.4. Elect Directors Votes AGAINST the nominees are warranted because they are all non-independent and the company has failed to establish a sufficiently independent board, and because their proposed term lengths exceed four years. Votes AGAINST Jose Francisco Perez Mackenna and Sheikh Ali Al Thani are further warranted because they both hold an excessive number of mandates at publicly listed companies. Moreover, both are remuneration committee members and the company has failed to establish a sufficiently independent remuneration committee. In addition, both are incumbent nomination committee members, and the board is insufficiently gender diverse. Votes AGAINST Turqi Abdulrahman Alnowaiser and Oscar Eduardo Hasbun Martinez are further warranted as both are members of the audit committee and the company has failed to establish a sufficiently independent audit committee. Item 10. Elect Andreas Rittstieg to the Supervisory Board (Shareholder Proposal) Finally, a vote AGAINST the election of Andreas Rittstieg is warranted because of the failure to establish a majority-independent board, because his proposed term length exceeds four years, and because his election will adversely impact the board gender diversity.
			Management	7	Approve Remuneration Policy	For	Against	A vote AGAINST the proposed remuneration policy is warranted because: * The supervisory board remains authorized to grant additional and guaranteed bonuses to executives. * The cap on total remuneration as well as base salaries have increased significantly without a detailed explanation. * The proposed additional new joiner awards appear excessive. * Long-term incentive awards vest in less than four years, which is not aligned with the respective local corporate governance code recommendation. * The compensation committee is entirely non-independent.
			Management	8	Approve Remuneration of Supervisory Board	For	Against	A vote AGAINST this resolution is warranted because: * The proposed increase in the fixed remuneration is excessive in light of the company's size and in the German market context.
			Management	9	Approve Remuneration Report	For	Against	A vote AGAINST the remuneration report is warranted because: * Disclosure practices deviate from common market practice and SRD II regarding the years assessed in the report (the company is reporting on 2020 performance instead of 2021 performance). * Two executives received guaranteed bonuses for fiscal 2020 (payout in 2021). * The compensation committee is entirely non-independent.
			Shareholder	10	Elect Andreas Rittstieg to the Supervisory Board	For	Against	Items 6.1-6.4. Elect Directors Votes AGAINST the nominees are warranted because they are all non-independent and the company has failed to establish a sufficiently independent board, and because their proposed term lengths exceed four years. Votes AGAINST Jose Francisco Perez Mackenna and Sheikh Ali Al Thani are further warranted because they both hold an excessive number of mandates at publicly listed companies. Moreover, both are remuneration committee members and the company has failed to establish a sufficiently independent remuneration committee. In addition, both are incumbent nomination committee members, and the board is insufficiently gender diverse. Votes AGAINST Turqi Abdulrahman Alnowaiser and Oscar Eduardo Hasbun Martinez are further warranted as both are members of the audit committee and the company has failed to establish a sufficiently independent audit committee. Item 10. Elect Andreas Rittstieg to the Supervisory Board (Shareholder Proposal) Finally, a vote AGAINST the election of Andreas Rittstieg is warranted because of the failure to establish a majority-independent board, because his proposed term length exceeds four years, and because his election will adversely impact the board gender diversity.
Intertek Group Plc	United Kingdom	25-mai-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	We prefer to vote AGAINST since the remuneration policy lacks concrete sustainability focused non-financial KPIs
			Management	2	Approve Remuneration Report	For	Against	
			Management	3	Approve Final Dividend	For	For	
			Management	4	Re-elect Andrew Martin as Director	For	For	
			Management	5	Re-elect Andre Lacroix as Director	For	For	
			Management	6	Re-elect Jonathan Timmis as Director	For	For	
			Management	7	Re-elect Graham Allan as Director	For	For	
			Management	8	Re-elect Gurnek Bains as Director	For	For	
			Management	9	Re-elect Lynda Clarizio as Director	For	For	
			Management	10	Re-elect Tamara Ingram as Director	For	For	
			Management	11	Re-elect Gill Rider as Director	For	For	
			Management	12	Re-elect Jean-Michel Valette as Director	For	For	
			Management	13	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For	
			Management	14	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	
			Management	15	Authorise Issue of Equity	For	For	
			Management	16	Authorise UK Political Donations and Expenditure	For	For	
			Management	17	Authorise Issue of Equity without Pre-emptive Rights	For	For	
			Management	18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	
			Management	19	Authorise Market Purchase of Ordinary Shares	For	For	
			Management	20	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	
Laureate Education, Inc.	USA	25-mai-22	Management	1.1	Elect Director Andrew B. Cohen	For	For	WITHHOLD votes are warranted for governance committee members William Cornog, Judith Rodin, and Ian Snow 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.
			Management	1.2	Elect Director William L. Cornog	For	Withhold	
			Management	1.3	Elect Director Pedro del Corro	For	For	
			Management	1.4	Elect Director Kenneth W. Freeman	For	For	
			Management	1.5	Elect Director Barbara Mair	For	For	
			Management	1.6	Elect Director George Munoz	For	For	
			Management	1.7	Elect Director Judith Rodin	For	Withhold	
			Management	1.8	Elect Director Eilif Serck-Hanssen	For	For	WITHHOLD votes are warranted for governance committee members William Cornog, Judith Rodin, and Ian Snow 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.
			Management	1.9	Elect Director Ian K. Snow	For	Withhold	
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Vote AGAINST due to lack of sustainability factors to determine executive remuneration.
			Management	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	
Meta Platforms, Inc.	USA	25-mai-22	Management	1.1	Elect Director Peggy Alford	For	Withhold	Concerns about a potential lack of independence of P. Alford
			Management	1.2	Elect Director Marc L. Andreessen	For	Withhold	Concerns about a potential lack of independence of L. Andreessen
			Management	1.3	Elect Director Andrew W. Houston	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	1.4	Elect Director Nancy Killefer	For	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * WITHHOLD votes for CEO/Chair Mark Zuckerberg are warranted given that the CEO and chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes FOR the remaining nominees are warranted.
			Management	1.5	Elect Director Robert M. Kimmitt	For	For	
			Management	1.6	Elect Director Sheryl K. Sandberg	For	For	
			Management	1.7	Elect Director Tracey T. Travis	For	For	
			Management	1.8	Elect Director Tony Xu	For	For	
			Management	1.9	Elect Director Mark Zuckerberg	For	Withhold	
			Management	2	Ratify Ernst & Young LLP as Auditors	For	For	
			Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	
			Shareholder	4	Approve Recapitalization Plan for all Stock to Have One-vote per Share	Against	For	
			Shareholder	5	Require Independent Board Chair	Against	For	
			Shareholder	6	Report on Risks Associated with Use of Concealment Clauses	Against	For	
			Shareholder	7	Report on External Costs of Misinformation and Impact on Diversified Shareholders	Against	For	
			Shareholder	8	Report on Community Standards Enforcement	Against	For	
			Shareholder	9	Report on User Risk and Advisory Vote on Metaverse Project	Against	For	
			Shareholder	10	Publish Third Party Human Rights Impact Assessment	Against	For	
			Shareholder	11	Report on Child Sexual Exploitation Online	Against	For	
			Shareholder	12	Commission a Workplace Non-Discrimination Audit	Against	Against	
			Shareholder	13	Report on Lobbying Payments and Policy	Against	For	
			Shareholder	14	Commission Assessment of Audit and Risk Oversight Committee	Against	For	
			Shareholder	15	Report on Charitable Contributions	Against	For	
MTR Corporation Limited	Hong Kong	25-mai-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
			Management	2	Approve Final Dividend	For	For	
			Management	3a	Elect Rex Auyeung Pak-kuen as Director	For	For	
			Management	3b	Elect Jacob Kam Chak-pui as Director	For	For	
			Management	3c	Elect Walter Chan Kar-lok as Director	For	For	
			Management	3d	Elect Cheng Yan-kee as Director	For	For	
			Management	3e	Elect Jimmy Ng Wing-ka as Director	For	For	
			Management	4	Elect Sunny Lee Wai-kwong as Director	For	For	
			Management	5	Elect Carlson Tong as Director	For	For	
			Management	6	Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration	For	For	
			Management	7	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	For	
			Management	8	Authorize Repurchase of Issued Share Capital	For	For	
			Management	9	Amend Articles of Association	For	For	
Partners Group Holding AG	Switzerland	25-mai-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
			Management	2	Approve Allocation of Income and Dividends of CHF 33.00 per Share	For	For	
			Management	3	Approve Discharge of Board and Senior Management	For	For	
			Management	4	Approve Remuneration Report	For	For	
			Management	5.1	Approve Short-Term Remuneration of Directors in the Amount of CHF 3.5 Million	For	For	
			Management	5.2	Approve Long-Term Remuneration of Directors in the Amount of CHF 5.7 Million	For	For	
			Management	5.3	Approve Technical Non-Financial Remuneration of Directors in the Amount of CHF 16.9 Million	For	For	
			Management	5.4	Approve Short-Term Remuneration of Executive Committee in the Amount of CHF 10 Million	For	For	
			Management	5.5	Approve Long-Term Remuneration of Executive Committee in the Amount of CHF 20.6 Million	For	For	
			Management	5.6	Approve Technical Non-Financial Remuneration of Executive Committee in the Amount of CHF 80,000	For	For	
			Management	5.7	Approve Variable Remuneration of Former Members of Executive Committee in the Amount of CHF 13 Million for Fiscal Year 2021	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	6.1.1	Elect Steffen Meister as Director and Board Chair	For	For	
			Management	6.1.2	Elect Marcel Erni as Director	For	For	
			Management	6.1.3	Elect Alfred Gantner as Director	For	For	
			Management	6.1.4	Elect Joseph Landy as Director	For	For	
			Management	6.1.5	Elect Anne Lester as Director	For	For	
			Management	6.1.6	Elect Martin Strobel as Director	For	For	
			Management	6.1.7	Elect Urs Wietlisbach as Director	For	For	
			Management	6.1.8	Elect Flora Zhao as Director	For	For	
			Management	6.2.1	Appoint Flora Zhao as Member of the Nomination and Compensation Committee	For	For	
			Management	6.2.2	Appoint Anne Lester as Member of the Nomination and Compensation Committee	For	For	
			Management	6.2.3	Appoint Martin Strobel as Member of the Nomination and Compensation Committee	For	For	We are comfortable with the current composition of the Board.
			Management	6.3	Designate Hotz & Goldmann as Independent Proxy	For	For	
			Management	6.4	Ratify KPMG AG as Auditors	For	For	
			Management	7	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.
Publicis Groupe SA	France	25-mai-22	Management	1	Approve Financial Statements and Statutory Reports	For	For	
			Management	2	Approve Consolidated Financial Statements and Statutory Reports	For	For	
			Management	3	Approve Allocation of Income and Dividends of EUR 2.40 per Share	For	For	
			Management	4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	For	
			Management	5	Reelect Elisabeth Badinter as Supervisory Board Member	For	For	
			Management	6	Elect Tidjane Thiam as Supervisory Board Member	For	For	
			Management	7	Approve Remuneration Policy of Chairman of Supervisory Board	For	For	
			Management	8	Approve Remuneration Policy of Supervisory Board Members	For	For	
			Management	9	Approve Remuneration Policy of Chairman of Management Board	For	For	
			Management	10	Approve Remuneration Policy of Management Board Members	For	For	
			Management	11	Approve Compensation Report of Corporate Officers	For	For	
			Management	12	Approve Compensation of Maurice Levy, Chairman Supervisory Board	For	For	
			Management	13	Approve Compensation of Arthur Sadoun, Chairman of Management Board	For	For	
			Management	14	Approve Compensation of Anne-Gabrielle Heilbronner, Management Board Member	For	For	
			Management	15	Approve Compensation of Steve King, Management Board Member	For	For	
			Management	16	Approve Compensation of Michel-Alain Proch, Management Board Member	For	For	
			Management	17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	
			Management	18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 30 Million	For	For	
			Management	19	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 9 Million	For	For	
			Management	20	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 9 Million	For	For	
			Management	21	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under 18-20	For	For	
			Management	22	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	For	For	
			Management	23	Authorize Capitalization of Reserves of Up to EUR 30 Million for Bonus Issue or Increase in Par Value	For	For	
			Management	24	Authorize Capital Increase of Up to EUR 9 Million for Future Exchange Offers	For	For	
			Management	25	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	For	
			Management	26	Authorize up to 3 Percent of Issued Capital for Use in Stock Option Plans	For	For	
			Management	27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For	
			Management	28	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	For	For	
			Management	29	Amend Article 18 of Bylaws Re: Alternate Auditors	For	For	
			Management	30	Amend Article 7 of Bylaws To Comply with Legal Changes	For	For	
			Management	31	Authorize Filing of Required Documents/Other Formalities	For	For	
Renault SA	France	25-mai-22	Management	1	Approve Financial Statements and Statutory Reports	For	For	
			Management	2	Approve Consolidated Financial Statements and Statutory Reports	For	For	
			Management	3	Approve Allocation of Income and Absence of Dividends	For	For	
			Management	4	Receive Auditor's Special Reports Re: Remuneration of Redeemable Shares	For	For	
			Management	5	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	For	
			Management	6	Reelect Catherine Barba as Director	For	For	
			Management	7	Reelect Pierre Fleuriot as Director	For	For	
			Management	8	Reelect Joji Tagawa as Director	For	For	
			Management	9	Approve Compensation Report of Corporate Officers	For	For	
			Management	10	Approve Compensation of Jean-Dominique Senard, Chairman of the Board	For	For	
			Management	11	Approve Compensation of Luca de Meo, CEO	For	For	
			Management	12	Approve Amendment of One Performance Criterion Related to the Acquisition of Performance Shares Allocated to the CEO under the 2020 LTI Plan	For	For	
			Management	13	Approve Remuneration Policy of Chairman of the Board	For	For	
			Management	14	Approve Remuneration Policy of CEO	For	Against	A vote AGAINST this remuneration policy is warranted because: * The grant in title of the co-investment plan represents a significant increase of the CEO's remuneration. This grant intervenes while the company has been struggling since 2020 a difficult business situation in terms of production and workforce cohesion, has benefited from public aid schemes and was unable to distribute dividend for 3 consecutive years. As such, it does not seem appropriate. * The executive could receive the full portion of the invested awards without application of a pro-rata in the event of retirement.
			Management	15	Approve Remuneration Policy of Directors	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	16	Ratify Change Location of Registered Office to 122-122 bis avenue du General Leclerc,92100 Boulogne-Billancourt and Amend Article 4 of Bylaws Accordingly	For	For	
			Management	17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	
			Management	18	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For	
			Management	19	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 350 Million	For	For	
			Management	20	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 120 Million	For	For	
			Management	21	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 60 Million	For	For	
			Management	22	Authorize Capital Increase of Up to EUR 120 Million for Future Exchange Offers	For	For	
			Management	23	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	For	
			Management	24	Authorize Capitalization of Reserves of Up to EUR 1 Billion for Bonus Issue or Increase in Par Value	For	For	
			Management	25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For	
			Management	26	Authorize up to 3 Percent of Issued Capital for Use in Restricted Stock Plans	For	For	
			Management	27	Amend Article 4, 10, 11, 13, 14, 15, 18, 30 of Bylaws to Comply with Legal Changes	For	For	
			Management	28	Authorize Filing of Required Documents/Other Formalities	For	For	
TKP Corp.	Japan	25-mai-22	Management	1	Amend Articles to Allow Sales of Supplementary Shares to Odd-Lot Holders - Disclose Shareholder Meeting Materials on Internet	For	For	
			Management	2.1	Elect Director Kawano, Takateru	For	For	
			Management	2.2	Elect Director Nakamura, Koji	For	For	
			Management	2.3	Elect Director Tsuji, Haruo	For	For	
			Management	2.4	Elect Director Watanabe, Kohei	For	For	
			Management	2.5	Elect Director Mark Dixon	For	For	
			Management	2.6	Elect Director Motoya, Fumiko	For	For	
Trimble Inc.	USA	25-mai-22	Management	1.1	Elect Director Steven W. Berglund	For	For	
			Management	1.2	Elect Director James C. Dalton	For	For	
			Management	1.3	Elect Director Borje Ekholm	For	For	
			Management	1.4	Elect Director Ann Fandozzi	For	For	
			Management	1.5	Elect Director Kaigham (Ken) Gabriel	For	For	
			Management	1.6	Elect Director Meaghan Lloyd	For	For	
			Management	1.7	Elect Director Sandra MacQuillan	For	For	
			Management	1.8	Elect Director Robert G. Painter	For	For	
			Management	1.9	Elect Director Mark S. Peek	For	For	
			Management	1.10	Elect Director Thomas Sweet	For	For	
			Management	1.11	Elect Director Johan Wiborgh	For	For	
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	We prefer to vote AGAINST since the remuneration policy lacks concrete sustainability focused non-financial KPIs
			Management	3	Ratify Ernst & Young LLP as Auditors	For	For	
Van Lanschot Kempen NV	Netherlands	25-mai-22	Management	3	Approve Remuneration Report	For	For	
			Management	4.a	Adopt Financial Statements	For	For	
			Management	4.b	Approve Dividends of EUR 2.00 Per Share Per Class A Ordinary Share	For	For	
			Management	6.a	Approve Discharge of Management Board	For	For	
			Management	6.b	Approve Discharge of Supervisory Board	For	For	
			Management	7	Ratify PricewaterhouseCoopers Accountants NV as Auditors	For	For	
			Management	9.b	Reelect Maarten Muller to Supervisory Board	For	For	
			Management	10	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	
			Management	11.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	For	
			Management	11.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	For	
Verisk Analytics, Inc.	USA	25-mai-22	Management	1a	Elect Director Jeffrey Dailey	For	For	
			Management	1b	Elect Director Constantine P. Iordanou	For	For	
			Management	1c	Elect Director Wendy Lane	For	For	
			Management	1d	Elect Director Lee M. Shavel	For	For	
			Management	1e	Elect Director Kimberly S. Stevenson	For	For	
			Management	2	Declassify the Board of Directors	For	For	
			Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Management	4	Ratify Deloitte & Touche LLP as Auditors	For	For	
Advantech Co., Ltd.	Taiwan	26-mai-22	Management	1	Approve Business Report and Financial Statements	For	For	
			Management	2	Approve Profit Distribution	For	For	
			Management	3	Approve Amendments to Articles of Association	For	For	
			Management	4	Amend Procedures Governing the Acquisition or Disposal of Assets	For	For	
			Management	5	Amend Rules and Procedures Regarding Shareholders' General Meeting	For	For	
J. FRONT RETAILING Co., Ltd.	Japan	26-mai-22	Management	1	Amend Articles to Disclose Shareholder Meeting Materials on Internet - Amend Provisions on Number of Directors	For	For	
			Management	2.1	Elect Director Yamamoto, Ryoichi	For	For	
			Management	2.2	Elect Director Hamada, Kazuko	For	For	
			Management	2.3	Elect Director Yago, Natsunosuke	For	For	
			Management	2.4	Elect Director Hakoda, Junya	For	For	
			Management	2.5	Elect Director Uchida, Akira	For	For	
			Management	2.6	Elect Director Sato, Rieko	For	For	
			Management	2.7	Elect Director Seki, Tadayuki	For	For	
			Management	2.8	Elect Director Koide, Hiroko	For	For	
			Management	2.9	Elect Director Yoshimoto, Tatsuya	For	For	
			Management	2.10	Elect Director Wakabayashi, Hayato	For	For	
Masimo Corporation	USA	26-mai-22	Management	1a	Elect Director Adam Mikkelsen	For	For	
			Management	1b	Elect Director Craig Reynolds	For	For	
			Management	2	Ratify Grant Thornton LLP as Auditors	For	For	



Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	A vote AGAINST this proposal is warranted given that the company recently modified a NEO agreement without removing the entitlement to a problematic modified single-trigger cash severance.
McDonald's Corporation	USA	26-mai-22	Management	1.1	Elect Director Lloyd Dean	For	For	WITHHOLD votes are warranted for Sustainability and Corporate Responsibility Committee members Sheila Penrose and Richard Lenny in light of the issues presented and the apparent room for improvement in the company's ESG efforts and communication as a signal that more attention is needed at the board level. Support FOR the remaining uncontested directors is warranted.
			Management	1.2	Elect Director Robert Eckert	For	For	
			Management	1.3	Elect Director Catherine Engelbert	For	For	
			Management	1.4	Elect Director Margaret Georgiadis	For	For	
			Management	1.5	Elect Director Enrique Hernandez, Jr.	For	For	
			Management	1.6	Elect Director Christopher Kempczinski	For	For	
			Management	1.7	Elect Director Richard Lenny	For	Withhold	
			Management	1.8	Elect Director John Mulligan	For	For	
			Management	1.9	Elect Director Sheila Penrose	For	Withhold	
			Management	1.10	Elect Director John Rogers, Jr.	For	For	
Management	1.11	Elect Director Paul Walsh	For	For				
Management	1.12	Elect Director Miles White	For	For				
Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For				
Shareholder	3	Ratify Ernst & Young LLP as Auditors	For	For				
Shareholder	4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For	A vote FOR this proposal is warranted as it would further enhance the existing shareholder right to call special meetings.			
Shareholder	5	Report on Efforts to Reduce Plastic Use	Against	For	A vote FOR this proposal is warranted, as shareholders would benefit from additional information on how the company intends to reduce plastic in its business.			
Shareholder	6	Report on Public Health Costs of Antibiotic Use and Impact on Diversified Shareholders	Against	For	A vote FOR this proposal is warranted for the following reasons: * Additional disclosure would benefit shareholders by increasing transparency regarding the company's efforts to address the risks related to the use of antibiotics; * Disclosure of the requested information would serve to provide greater assurance to shareholders that the firm's initiatives and practices sufficiently guard against potential financial, litigation and operational risks to the firm; and * Implementing the proposal should not be an unduly burdensome or prohibitively costly endeavor for the company to undertake.			
Shareholder	7	Report on Use of Gestation Stalls in Pork Supply Chain	Against	Against	A vote AGAINST this resolution is warranted because the company appears to be adequately communicating policies and goals regarding its animal welfare standards and practices.			
Shareholder	8	Report on Third-Party Civil Rights Audit	Against	For	A vote FOR this resolution is warranted, as an independent civil rights audit would help shareholders better assess the effectiveness of McDonald's efforts to address the issue of any inequality in its workforce and its management of related risks.			
Shareholder	9	Report on Lobbying Payments and Policy	Against	For	A vote FOR this proposal is warranted, as additional disclosure of the company's state level lobbying, indirect lobbying-related expenditures and board oversight mechanisms would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.			
Shareholder	10	Issue Transparency Report on Global Public Policy and Political Influence	Against	For	A vote FOR this proposal is warranted as transparency on corporate political activities benefits shareholders, enabling them to assess how a company is managing related risks.			
MEDIA DO Co., Ltd.	Japan	26-mai-22	Management	1	Amend Articles to Amend Business Lines - Disclose Shareholder Meeting Materials on Internet	For	For	
			Management	2.1	Elect Director Fujita, Yasushi	For	For	
			Management	2.2	Elect Director Niina, Shin	For	For	
			Management	2.3	Elect Director Mizoguchi, Atsushi	For	For	
			Management	2.4	Elect Director Kanda, Hiroshi	For	For	
			Management	2.5	Elect Director Kanamaru, Ayako	For	For	
			Management	2.6	Elect Director Miyagi, Haruo	For	For	
Management	3	Appoint Statutory Auditor Owada, Kazuyoshi	For	For				
Morgan Stanley	USA	26-mai-22	Management	1a	Elect Director Alistair Darling	For	For	
			Management	1b	Elect Director Thomas H. Glocer	For	For	
			Management	1c	Elect Director James P. Gorman	For	For	
			Management	1d	Elect Director Robert H. Herz	For	For	
			Management	1e	Elect Director Erika H. James	For	For	
			Management	1f	Elect Director Hironori Kamezawa	For	For	
			Management	1g	Elect Director Shelley B. Leibowitz	For	For	
			Management	1h	Elect Director Stephen J. Luczo	For	For	
			Management	1i	Elect Director Jami Miscik	For	For	
			Management	1j	Elect Director Masato Miyachi	For	For	
			Management	1k	Elect Director Dennis M. Nally	For	For	
			Management	1l	Elect Director Mary L. Schapiro	For	For	
			Management	1m	Elect Director Perry M. Traquina	For	For	
			Management	1n	Elect Director Rayford Wilkins, Jr.	For	For	
Management	2	Ratify Deloitte & Touche LLP as Auditors	For	For				
Shareholder	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For				
Shareholder	4	Adopt Fossil Fuel Lending and Underwriting Policy Consistent with IEA's Net Zero 2050 Scenario	Against	Against	A vote AGAINST this resolution is warranted, due to the company's disclosure of climate-related risks and current commitments to a low-carbon economy.			
Strix Group Plc	Isle of Man	26-mai-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	Vote FOR due to Raudres Wong is the only female board member and the only racially diverse board member. It would be counterproductive to the achievement of greater board diversity for her to be voted off the board.
			Management	2	Approve Remuneration Report	For	For	
			Management	3	Approve Final Dividend	For	For	
			Management	4	Re-elect Raudres Wong as Director	For	For	
			Management	5	Ratify PricewaterhouseCoopers LLC as Auditors	For	For	
			Management	6	Authorise Board to Fix Remuneration of Auditors	For	For	
			Management	7	Authorise Issue of Equity	For	For	
			Management	8	Authorise Issue of Equity without Pre-emptive Rights	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	9	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	
			Management	10	Authorise Market Purchase of Ordinary Shares	For	For	
SunOpta Inc.	Canada	26-mai-22	Management	1a	Elect Director Albert Bolles	For	Against	A vote AGAINST Albert Bolles is warranted for failing to attend at least 75 percent of his total board and committee meetings held during the fiscal year under review without disclosing the reason for his absences. A vote FOR the remaining director nominees is warranted.
			Management	1b	Elect Director Rebecca Fisher	For	For	
			Management	1c	Elect Director Joseph Ennen	For	For	
			Management	1d	Elect Director R. Dean Hollis	For	For	
			Management	1e	Elect Director Katrina Houde	For	For	
			Management	1f	Elect Director Leslie Starr Keating	For	For	
			Management	1g	Elect Director Kenneth Kempf	For	For	
			Management	1h	Elect Director Mahes S. Wickramasinghe	For	For	
			Management	2	Ratify Ernst & Young LLP as Auditors	For	For	
			Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Vote AGAINST due to lack of sustainability factors to determine executive remuneration.
			Management	4	Amend Shareholder Rights Plan	For	For	
			Management	5	Amend Articles to Allow for Meetings to be Held within the Minneapolis-St. Paul Metropolitan Area of Minnesota	For	For	
Vector, Inc.	Japan	26-mai-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 13	For	For	
			Management	2	Amend Articles to Amend Business Lines - Disclose Shareholder Meeting Materials on Internet - Allow Virtual Only Shareholder Meetings - Amend Provisions on Director Titles	For	Against	A vote AGAINST this proposal is warranted because: * The passage of this proposal will authorize the company to hold virtual only meetings permanently, without further need to consult shareholders, even after the current health crisis is resolved, and the proposed language fails to specify situations under which virtual meetings will be held.
			Management	3.1	Elect Director Nishie, Keiji	For	For	
			Management	3.2	Elect Director Hasegawa, Hajime	For	For	
			Management	3.3	Elect Director Kiryu, Saori	For	For	
			Management	3.4	Elect Director Goto, Yosuke	For	For	
			Management	3.5	Elect Director Nishiki, Takashi	For	For	
			Management	3.6	Elect Director Matsuda, Kota	For	For	
			Management	3.7	Elect Director Tomimura, Ryuichi	For	For	
			Management	3.8	Elect Director Naka, Michimasa	For	For	
			Management	3.9	Elect Director Nose, Yasunobu	For	For	
			Management	4	Appoint Alternate Statutory Auditor Tawa, Ryutaro	For	For	
			Management	5	Approve Compensation Ceiling for Directors	For	For	
			Management	6	Approve Restricted Stock Plan	For	For	
W.A.G. Payment Solutions Plc	United Kingdom	26-mai-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
			Management	2	Approve Remuneration Report	For	For	
			Management	3	Approve Remuneration Policy	For	For	
			Management	4	Elect Paul Manduca as Director	For	For	
			Management	5	Elect Martin Vohanka as Director	For	For	
			Management	6	Elect Magdalena Bartos as Director	For	For	
			Management	7	Elect Mirjana Blume as Director	For	For	
			Management	8	Elect Sharon Baylay-Bell as Director	For	For	
			Management	9	Elect Caroline Brown as Director	For	For	
			Management	10	Elect Susan Hooper as Director	For	For	
			Management	11	Elect Morgan Seigler as Director	For	For	
			Management	12	Appoint PricewaterhouseCoopers LLP as Auditors	For	For	
			Management	13	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For	For	
			Management	14	Authorise UK Political Donations and Expenditure	For	For	
			Management	15	Approve Waiver of Rule 9 of the Takeover Code	For	Against	A vote AGAINST this resolution is warranted: * Approval of the authority could result in the Concert Party gaining creeping control of the Company as a result of any market purchase by the Company of its own shares.
			Management	16	Authorise Issue of Equity	For	For	
			Management	17	Authorise Issue of Equity without Pre-emptive Rights	For	For	
			Management	18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	
			Management	19	Authorise Market Purchase of Ordinary Shares	For	For	
			Management	20	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	
BYD Company Limited	China	27-mai-22	Management	1.01	Approve Purpose of the Share Repurchase	For	For	
			Management	1.02	Approve The Share Repurchase Fulfills Relevant Conditions	For	For	
			Management	1.03	Approve Method and Purpose of the Share Repurchase	For	For	
			Management	1.04	Approve Price or Price Range and Pricing Principles of the Share Repurchase	For	For	
			Management	1.05	Approve Amount and Source of Capital for the Repurchase	For	For	
			Management	1.06	Approve Class, Quantity and Percentage to the Total Share Capital for the Shares Intended to be Repurchased	For	For	
			Management	1.07	Approve Share Repurchase Period	For	For	
			Management	1.08	Approve Validity Period of the Share Repurchase Resolution	For	For	
			Management	2	Approve Grant of Mandate to the Board and Its Authorized Persons to Deal with Matters in Relation to the Repurchase of A Shares in Full Discretion	For	For	
			Management	3	Approve BYD 2022 Employee Share Ownership Plan (Draft) and Its Summary	For	For	
			Management	4	Approve Management Measures for BYD 2022 Employee Share Ownership Plan	For	For	
			Management	5	Approve Grant of Authorization to the Board and Its Authorized Persons to Deal with Matters in Relation to the BYD 2022 Employee Share Ownership Plan in Full Discretion	For	For	
			Management	6	Approve Capital Injection to the Joint-Stock Company BYD Auto Finance Company Limited and Related Party Transaction	For	For	
Cleanaway Co., Ltd.	Taiwan	27-mai-22	Management	1	Approve Business Operations Report and Financial Statements	For	For	
			Management	2	Approve Plan on Profit Distribution	For	For	
			Management	3	Approve Amendments to Articles of Association	For	For	
			Management	4	Approve Amendment to Rules and Procedures for Election of Directors and Supervisors	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	5	Approve Amendments to Rules and Procedures Regarding Shareholder's General Meeting	For	For	
			Management	6	Approve Amendments to Procedures Governing the Acquisition or Disposal of Assets	For	For	
			Management	7.1	Elect Ching-Hsiang Yang, with Shareholder No. 00000001, as Non-independent Director	For	For	
			Management	7.2	Elect Yung-Fa Yang, with Shareholder No. S123794XXX, as Non-independent Director	For	For	
			Management	7.3	Elect Kun-Yu Chang, with Shareholder No. 00000215, as Non-independent Director	For	For	
			Management	7.4	Elect Cheng-Han Hsu, a Representative of KANG LAN ENTERPRISE CO., LTD. with Shareholder No. 00000009, as Non-independent Director	For	For	
			Management	7.5	Elect Wen-Tsai Yang, with Shareholder No. E101574XXX, as Independent Director	For	For	
			Management	7.6	Elect Jun-En Chan, with Shareholder No. N103009XXX, as Independent Director	For	For	
			Management	7.7	Elect Kuo-Shuh Fan, with Shareholder No. 00004542, as Independent Director	For	For	
			Management	7.8	Elect Joung-Shing Houg, with Shareholder No. T101532XXX, as Independent Director	For	For	
			Management	8	Approve Release of Restrictions of Competitive Activities of Newly Appointed Directors and Representatives	For	For	
Lowe's Companies, Inc.	USA	27-mai-22	Management	1.1	Elect Director Raul Alvarez	For	For	
			Management	1.2	Elect Director David H. Batchelder	For	For	
			Management	1.3	Elect Director Sandra B. Cochran	For	For	
			Management	1.4	Elect Director Laurie Z. Douglas	For	For	
			Management	1.5	Elect Director Richard W. Dreiling	For	For	
			Management	1.6	Elect Director Marvin R. Ellison	For	For	
			Management	1.7	Elect Director Daniel J. Heinrich	For	For	
			Management	1.8	Elect Director Brian C. Rogers	For	For	
			Management	1.9	Elect Director Bertram L. Scott	For	For	
			Management	1.10	Elect Director Colleen Taylor	For	For	
			Management	1.11	Elect Director Mary Beth West	For	For	
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Management	3	Ratify Deloitte & Touche LLP as Auditors	For	For	
			Management	4	Amend Omnibus Stock Plan	For	For	
			Shareholder	5	Report on Median Gender/Racial Pay Gap	Against	For	A vote FOR this proposal is warranted, as shareholders could benefit from the median pay gap statistics that would allow them to better measure the progress of the company's diversity and inclusion initiatives and its management of related risks.
			Shareholder	6	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.
			Shareholder	7	Report on Risks of State Policies Restricting Reproductive Health Care	Against	For	A vote FOR this resolution is warranted, as additional information on the potential risks and costs associated with proposed or enacted state policies that restrict reproductive healthcare, would allow shareholders to assess how the company is managing such risks.
			Shareholder	8	Commission a Civil Rights and Non-Discrimination Audit	Against	Against	A vote AGAINST this resolution is warranted, as the company has enhanced reporting around its diversity and inclusion initiatives, workplace composition, and relevant disclosures that allow shareholders to track the company's progress and policies on civil rights.
			Shareholder	9	Report on Risks from Company Vendors that Misclassify Employees as Independent Contractors	Against	For	A vote FOR this resolution is warranted, as a report on misclassifying employees as independent contractors would provide shareholders with additional information on how the company is managing any risks associated with this kind of misclassification by companies in its supply chain.
PagSeguro Digital Ltd.	Cayman Islands	27-mai-22	Management	1a	Elect Director Luis Frias	For	Against	A vote AGAINST non-independent director nominees Luiz (Luis) Frias, Ricardo Dutra da Silva, Eduardo Alcaro and Maria Judith de Brito is warranted for failing to establish a majority independent board and due to the company's lack of formal compensation and nominating committees. A vote FOR the remaining director nominees is warranted.
			Management	1b	Elect Director Maria Judith de Brito	For	Against	A vote AGAINST non-independent director nominees Luiz (Luis) Frias, Ricardo Dutra da Silva, Eduardo Alcaro and Maria Judith de Brito is warranted for failing to establish a majority independent board and due to the company's lack of formal compensation and nominating committees. A vote FOR the remaining director nominees is warranted.
			Management	1c	Elect Director Eduardo Alcaro	For	Against	A vote AGAINST non-independent director nominees Luiz (Luis) Frias, Ricardo Dutra da Silva, Eduardo Alcaro and Maria Judith de Brito is warranted for failing to establish a majority independent board and due to the company's lack of formal compensation and nominating committees. A vote FOR the remaining director nominees is warranted.
			Management	1d	Elect Director Noemia Mayumi Fukugauti Gushiken	For	For	
			Management	1e	Elect Director Cleveland Prates Teixeira	For	For	
			Management	1f	Elect Director Marcia Nogueira de Mello	For	For	
			Management	1g	Elect Director Ricardo Dutra da Silva	For	Against	A vote AGAINST non-independent director nominees Luiz (Luis) Frias, Ricardo Dutra da Silva, Eduardo Alcaro and Maria Judith de Brito is warranted for failing to establish a majority independent board and due to the company's lack of formal compensation and nominating committees. A vote FOR the remaining director nominees is warranted.
			Management	2	Accept Consolidated Financial Statements and Statutory Reports	For	For	
			Management	3	Amend Restricted Stock Plan	For	Against	A vote AGAINST this proposal is warranted because the plan provides for excise tax gross-ups (overriding factor).
			Management	4	Authorize Board to Ratify and Execute Approved Resolutions	For	For	
poenina holding ag	Switzerland	30-mai-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
			Management	2.1	Approve Allocation of Income and Dividends of CHF 1.10 per Share from Retained Earnings	For	For	
			Management	2.2	Approve Dividends of CHF 1.10 per Share from Capital Contribution Reserves	For	For	
			Management	3	Approve Discharge of Board and Senior Management	For	For	
			Management	4.1	Elect Diego Bruesch as Director and Board Chair	For	For	We are comfortable with current Board composition as well as with joint compensation and appointment boards.
			Management	4.2	Reelect Willy Hueppi as Director	For	For	We are comfortable with current Board composition as well as with joint compensation and appointment boards.
			Management	4.3	Reelect Thomas Kellenberger as Director	For	For	We are comfortable with current Board composition as well as with joint compensation and appointment boards.
			Management	4.4	Reelect Urs Ledermann as Director	For	For	We are comfortable with current Board composition as well as with joint compensation and appointment boards.
			Management	4.5	Reelect Sarah Meier-Bieri as Director	For	For	We are comfortable with current Board composition as well as with joint compensation and appointment boards.
			Management	5.1	Reappoint Urs Ledermann as Member of the Compensation Committee	For	For	We are comfortable with current Board composition as well as with joint compensation and appointment boards.
			Management	5.2	Reappoint Willy Hueppi as Member of the Compensation Committee	For	For	We are comfortable with current Board composition as well as with joint compensation and appointment boards.
			Management	5.3	Reappoint Sarah Meier-Bieri as Member of the Compensation Committee	For	For	We are comfortable with current Board composition as well as with joint compensation and appointment boards.
			Management	6	Designate KBT Treuhand AG as Independent Proxy	For	For	
			Management	7	Ratify BDO AG as Auditors	For	For	
			Management	8.1	Approve Remuneration Report	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	8.2	Approve Remuneration of Directors in the Amount of CHF 560,176	For	For	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 any 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.
			Management	8.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 1 Million	For	For	
			Management	8.4	Approve Variable Remuneration of Executive Committee in the Amount of CHF 160,872	For	For	
			Management	9	Approve Merger Agreement with Burkhalter Holding AG	For	For	
			Management	10	Transact Other Business (Voting)	For	Against	
Roize Corp.	Japan	30-mai-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 65	For	For	A vote AGAINST this nominee is warranted because the nominee is an incumbent representative director and there is a lack of diversity on the board.
			Management	2	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	
			Management	3.1	Elect Director Fujishiro, Yoshiyuki	For	Against	
			Management	3.2	Elect Director Nakamura, Hideharu	For	For	
			Management	3.3	Elect Director Hayasaki, Katsushi	For	For	
			Management	3.4	Elect Director Sakiya, Fumio	For	For	
			Management	3.5	Elect Director Hamori, Hiroshi	For	For	
			Management	3.6	Elect Director Morishita, Hidenori	For	For	
			Management	4	Approve Director Retirement Bonus	For	Against	
			Management	4	Approve Director Retirement Bonus	For	Against	
SINBON Electronics Co., Ltd.	Taiwan	30-mai-22	Management	1	Approve Business Operations Report and Financial Statements	For	For	A vote AGAINST this proposal is warranted because: * The bonus amount is not disclosed.
			Management	2	Approve Plan on Profit Distribution	For	For	
			Management	3	Approve Amendments to Rules and Procedures Regarding Shareholder's General Meeting	For	For	
			Management	4	Approve Amendments to Procedures Governing the Acquisition or Disposal of Assets	For	For	
			Management	5	Approve Amendments to Articles of Association	For	For	
Wuxi Lead Intelligent Equipment Co., Ltd.	China	30-mai-22	Management	1	Approve Report of the Board of Directors	For	For	Vote AGAINST as there is not concrete sustainability focused non-financial KPIs in their remuneration policy that is clearly communicated with the investors
			Management	2	Approve Report of the Board of Supervisors	For	For	
			Management	3	Approve Financial Statements	For	For	
			Management	4	Approve Annual Report and Summary	For	For	
			Management	5	Approve Profit Distribution	For	For	
			Management	6	Approve Capital Occupation by Controlling Shareholders and Other Related-parties and Provision of External Guarantees	For	For	
			Management	7	Approve Remuneration of Directors and Senior Management Members	For	Against	
			Management	8	Approve to Appoint Auditor	For	For	
			Management	9	Approve Formulation of Shareholder Return Plan	For	For	
			Management	10	Amend Articles of Association	For	Against	
			Management	11	Approve Authorization of Board to Handle All Related Matters Regarding Small and Fast Financing	For	For	
			Shareholder	12	Approve Repurchase and Cancellation of Performance Shares	For	For	
			Shareholder	13	Approve Change Registered Capital	For	For	
			Shareholder	14	Amend Articles of Association (II)	For	For	
			Shareholder	15	Elect Dai Jianjun as Independent Director	For	For	
Arista Networks, Inc.	USA	31-mai-22	Management	1.1	Elect Director Charles Giancarlo	For	Withhold	WITHHOLD votes are warranted for incumbent director nominees Daniel (Dan) Scheinman and Charles Giancarlo given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impact shareholder rights.
			Management	1.2	Elect Director Daniel Scheinman	For	Withhold	
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Management	3	Advisory Vote on Say on Pay Frequency	One Year	One Year	
			Management	4	Ratify Ernst & Young LLP as Auditors	For	For	
Hon Hai Precision Industry Co., Ltd.	Taiwan	31-mai-22	Management	1	Approve Business Operations Report and Financial Statements	For	For	WITHHOLD votes are warranted for incumbent director nominees Daniel (Dan) Scheinman and Charles Giancarlo given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impact shareholder rights.
			Management	2	Approve Plan on Profit Distribution	For	For	
			Management	3	Approve Amendments to Articles of Association	For	For	
			Management	4	Approve Amendments to Rules and Procedures Regarding Shareholder's General Meeting	For	For	
			Management	5	Approve Amendments to Procedures Governing the Acquisition or Disposal of Assets	For	For	
			Management	6	Approve Amendments to Lending Procedures and Caps	For	For	
			Management	7	Approve Initial Public Listing of the Company's Hong Kong listed Subsidiary FIH Mobile Limited (Cayman) Through Issuance of Rupee Common Stocks on the Indian Stock Exchange, Through Subsidiary Bharat FIH Limited	For	For	
			Management	8.1	Elect Liu, Yang Wei, with SHAREHOLDER NO.00085378 as Non-independent Director	For	For	
			Management	8.2	Elect Gou, Tai Ming (Terry Gou), with SHAREHOLDER NO.00000001, as Non-independent Director	For	For	
			Management	8.3	Elect Wang, Cheng Yang, a Representative of Hon Jin International Investment Co., Ltd., with SHAREHOLDER NO.00057132, as Non-independent Director	For	For	
			Management	8.4	Elect Dr. Christina Yee Ru Liu, a Representative of Hon Jin International Investment Co., Ltd. with SHAREHOLDER NO.00057132, as Non-independent Director	For	For	
			Management	8.5	Elect James Wang, with SHAREHOLDER NO.F120591XXX as Independent Director	For	For	
			Management	8.6	Elect Kuo, Ta Wei, with SHAREHOLDER NO.F121315XXX as Independent Director	For	For	
			Management	8.7	Elect Huang, Qing Yuan, with SHAREHOLDER NO.R101807XXX as Independent Director	For	For	
			Management	8.8	Elect Liu, Len Yu, with SHAREHOLDER NO.N120552XXX as Independent Director	For	For	
			Management	8.9	Elect Chen, Yue Min, with SHAREHOLDER NO.A201846XXX as Independent Director	For	For	
			Management	9	Approve Release of Restrictions of Competitive Activities of Newly Appointed Directors and Representatives	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
MediaTek, Inc.	Taiwan	31-mai-22	Management	1	Approve Business Report and Financial Statements	For	For	A vote AGAINST is warranted as the proposed amendments would grant the board full authority to decide on the company's cash dividend distribution plan without shareholder approval. Such amendment will undermine shareholder's right in deciding on cash dividend payments.
			Management	2	Approve Profit Distribution	For	For	
			Management	3	Approve Cash Distribution from Capital Reserve	For	For	
			Management	4	Approve Amendments to Articles of Association	For	Against	
			Management	5	Amend Procedures Governing the Acquisition or Disposal of Assets	For	For	A vote AGAINST is warranted because: * The proposed easing in lending restrictions and increase in lending cap may expose the company to unnecessary risks; and * The company has failed to provide a compelling rationale for such changes.
			Management	6	Amend Procedures for Endorsement and Guarantees	For	For	
			Management	7	Amend Procedures for Lending Funds to Other Parties	For	Against	
Recticel SA	Belgium	31-mai-22	Management	3.1	Adopt Financial Statements	For	For	A vote FOR the elections of Olivier Chapelle, Ingrid Merckx, Filip Balcaen and Elisa Vlerick is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates A vote AGAINST the election of Johnny Thijs is warranted because the board composition does not comply with Sustainability Advisory Services guidelines on gender diversity.
			Management	3.2	Approve Allocation of Income and Dividends of EUR 0.29 per Share	For	For	
			Management	4	Approve Discharge of Directors	For	For	
			Management	5	Approve Discharge of Auditors	For	For	
			Management	6.1	Reelect THIJS JOHNNY BV, Permanently Represented by Johnny Thijs, as Independent Director	For	Against	
			Management	6.2	Reelect OLIVIER CHAPELLE SRL, Permanently Represented by Olivier Chapelle, as Director	For	For	
			Management	6.3	Reelect MOROXCO BV, Permanently Represented by Elisa Vlerick, as Independent Director	For	For	
			Management	6.4	Reelect IMRADA BV, Permanently Represented by Ingrid Merckx, as Independent Director	For	For	
			Management	6.5	Approve Resignation of Carla Sinanian as Director	For	For	
			Management	6.6	Approve Resignation of COMPAGNIE DU BOIS SAUVAGE S.A., Permanently Represented by Frederic Van Gansberghe as Director and Replacement by BALTISSE SA, Permanently Represented by Filip Balcaen	For	For	
			Management	6.7	Approve Information on Resignation of COMPAGNIE DU BOISSAUVAGE SERVICES NV, Permanently Represented by Benoit Deckers, as Director	For	For	
			Management	6.8	Elect BALTISSE SA, Permanently Represented by Filip Balcaen, as Director	For	For	
			Management	7.1	Indicate THIJS JOHNNY BV, Permanently Represented by Johnny Thijs, as Independent Director	For	For	
			Management	7.2	Indicate MOROXCO BV, Permanently Represented by Elisa Vlerick, as Independent Director	For	For	
			Management	7.3	Indicate IMRADA BV, Permanently Represented by Ingrid Merckx, as Independent Director	For	For	
			Management	8.1	Approve Remuneration Report	For	Against	A vote AGAINST is warranted, because: * STI financial and non-financial performance metrics lacks sufficient disclosure (targets) to assess pay for performance; * the company did not provide compelling feedback related to shareholders' dissent on last year's remuneration report vote.
			Management	8.2	Approve Remuneration of Directors	For	Against	We prefer to vote AGAINST since the remuneration policy lacks concrete sustainability focused non-financial KPIs
Management	8.3	Approve Board Remuneration Re: Fee for Audit Committee Members	For	For	We prefer to vote AGAINST since the remuneration policy lacks concrete sustainability focused non-financial KPIs			
Management	8.4	Approve Board Remuneration Re: Fee for Remuneration and Nomination Committee Members	For	Against				
Management	8.5	Approve Deviation from Belgian Company Law Re: Variable Remuneration of Management Committee	For	Against	A vote AGAINST this item is warranted, as the amendment concerns a deviation from local corporate governance best practices and allows for a misalignment of the remuneration with shareholders' long-term interests.			
Management	9	Approve Stock Option Plan	For	For	A vote AGAINST is warranted because immediate vesting of equity-based payments in case of a change-of-control holds the risk of rewarding for underperformance.			
Management	10	Approve Change-of-Control Clause Re: Stock Option Plan	For	Against				
Adyen NV	Netherlands	01-juin-22	Management	2.b	Approve Remuneration Report	For	For	
			Management	2.c	Adopt Financial Statements and Statutory Reports	For	For	
			Management	3	Approve Discharge of Management Board	For	For	
			Management	4	Approve Discharge of Supervisory Board	For	For	
			Management	5	Reelect Pieter Willem van der Does to Management Board	For	For	
			Management	6	Reelect Roelant Prins to Management Board	For	For	
			Management	7	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	For	
			Management	8	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	For	
			Management	9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	
			Management	10	Ratify PwC as Auditors	For	For	
Alphabet Inc.	USA	01-juin-22	Management	1a	Elect Director Larry Page	For	For	Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factor(s): * The three-year average burn rate is excessive * The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary) * The plan permits liberal recycling of shares * The plan allows broad discretion to accelerate vesting
			Management	1b	Elect Director Sergey Brin	For	For	
			Management	1c	Elect Director Sundar Pichai	For	For	
			Management	1d	Elect Director John L. Hennessy	For	For	
			Management	1e	Elect Director Frances H. Arnold	For	For	
			Management	1f	Elect Director L. John Doerr	For	For	
			Management	1g	Elect Director Roger W. Ferguson, Jr.	For	For	
			Management	1h	Elect Director Ann Mather	For	For	
			Management	1i	Elect Director K. Ram Shriram	For	For	
			Management	1j	Elect Director Robin L. Washington	For	For	
			Management	2	Ratify Ernst & Young LLP as Auditors	For	For	
			Management	3	Amend Omnibus Stock Plan	For	Against	
			Management	4	Increase Authorized Common Stock	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Shareholder	5	Report on Lobbying Payments and Policy	Against	For	A vote FOR this resolution is warranted, as additional reporting on the company's lobbying-related practices and policies, such as its trade association memberships and payments, would benefit shareholders in assessing its management of related risks.
			Shareholder	6	Report on Climate Lobbying	Against	For	A vote FOR this proposal is warranted. The company and its shareholders are likely to benefit from a review of how the company's and its trade associations' lobbying positions align with Paris Agreement, in light of risks to the company caused by climate change and the company's public position.
			Shareholder	7	Report on Physical Risks of Climate Change	Against	For	A vote FOR this proposal is warranted. Shareholders would benefit from increased disclosure regarding how the company is assessing and managing climate change risks.
			Shareholder	8	Report on Metrics and Efforts to Reduce Water Related Risk	Against	For	A vote FOR this proposal is warranted. Shareholders would benefit from increased disclosure regarding how the company is managing climate-related water risks.
			Shareholder	9	Oversee and Report a Third-Party Racial Equity Audit	Against	For	A vote FOR this resolution is warranted, as an independent racial equity audit would help shareholders better assess the effectiveness of Alphabet's efforts to address the issue of any inequality in its workforce and its management of related risks.
			Shareholder	10	Report on Risks Associated with Use of Concealment Clauses	Against	For	A vote FOR this proposal is warranted because more information would help shareholders understand how the company is assessing and managing the risks of using of concealment clauses.
			Shareholder	11	Approve Recapitalization Plan for all Stock to Have One-vote per Share	Against	For	A vote FOR this proposal is warranted as it would convey to the board nonaffiliated shareholders' preference for a capital structure in which the levels of economic ownership and voting power are aligned.
			Shareholder	12	Report on Government Takedown Requests	Against	Against	A vote AGAINST this proposal is warranted, as the company has not faced significant controversies from its U.S. content takedowns, and it provides enough information for shareholders to assess its management of related risks.
			Shareholder	13	Report on Risks of Doing Business in Countries with Significant Human Rights Concerns	Against	For	A vote FOR this proposal is warranted. Shareholders would benefit from increased disclosure regarding how the company is managing human rights-related risks in high-risk countries.
			Shareholder	14	Report on Managing Risks Related to Data Collection, Privacy and Security	Against	For	A vote FOR this proposal is warranted. An increased disclosure and greater transparency regarding risks related to user data collection, privacy, and security and its potential business impacts would provide shareholders insights on how the company is managing these risks.
			Shareholder	15	Disclose More Quantitative and Qualitative Information on Algorithmic Systems	Against	For	A vote FOR this proposal is warranted, as the company has faced scrutiny over biases in its algorithmic systems and increased reporting would assist shareholders in assessing progress and management of related risks.
			Shareholder	16	Commission Third Party Assessment of Company's Management of Misinformation and Disinformation Across Platforms	Against	For	A vote FOR this proposal is warranted because an independent human rights assessment would help shareholders better evaluate the company's management of risks related to the human rights impacts of disinformation and misinformation.
			Shareholder	17	Report on External Costs of Misinformation and Impact on Diversified Shareholders	Against	For	A vote FOR this proposal is warranted. An increased disclosure and greater transparency regarding risks related to misinformation and its potential business impacts would provide shareholders insights on how the company is managing these risks.
			Shareholder	18	Report on Steps to Improve Racial and Gender Board Diversity	Against	For	A vote FOR this resolution is warranted as shareholders would benefit from additional information about how the company is ensuring gender and minority representation are included in the company's board nomination.
			Shareholder	19	Establish an Environmental Sustainability Board Committee	Against	For	By establishing a dedicated Environmental Sustainability Board Committee, the company will have a centralized device to continue, ensure, and promote its environmental policies and initiatives. The adoption of this resolution will also solidify the company's position among its peers as an industry leader in this area of environmental sustainability. As such, support FOR this proposal is warranted.
			Shareholder	20	Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	Against	Against	A vote AGAINST this proposal is warranted, as the company seems to listen employee feedback and has practices for employees to voice opinions.
			Shareholder	21	Report on Policies Regarding Military and Militarized Policing Agencies	Against	For	A vote FOR this proposal is warranted. Additional information on the company's policies regarding its military and militarized policing agency activities and their impacts on stakeholders, user communities, and the company's reputation and finances would help shareholders assess management's oversight of related risks.
Chegg, Inc.	USA	01-juin-22	Management	1.1	Elect Director John (Jed) York	For	For	
			Management	1.2	Elect Director Melanie Whelan	For	For	
			Management	1.3	Elect Director Sarah Bond	For	For	
			Management	1.4	Elect Director Marcela Martin	For	For	
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Management	3	Ratify Deloitte & Touche LLP as Auditors	For	For	
GoDaddy Inc.	USA	01-juin-22	Management	1a	Elect Director Amanpal (Aman) Bhatani	For	For	
			Management	1b	Elect Director Caroline Donahue	For	For	
			Management	1c	Elect Director Charles Robel	For	For	
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Management	3	Advisory Vote on Say on Pay Frequency	One Year	One Year	
			Management	4	Ratify Ernst & Young LLP as Auditors	For	For	
			Management	5	Declassify the Board of Directors	For	For	
			Management	6	Eliminate Certain Supermajority Voting Requirements	For	For	
			Management	7	Amend Certificate of Incorporation to Eliminate Certain Business Combination Restrictions	For	For	
			Management	8	Amend Certificate of Incorporation to Eliminate Inoperative Provisions and Implement Certain Other Miscellaneous Amendments	For	For	
D'leteren Group	Belgium	02-juin-22	Management	2	Approve Financial Statements, Allocation of Income, and Dividends of EUR 2.10 per Share	For	For	
			Management	3	Approve Remuneration Report	For	Against	A vote AGAINST is warranted, because: * The company provides limited disclosure regarding performance criteria of the variable remuneration; and * No performance metrics are disclosed for the long-term incentive plan.
			Management	4.1	Approve Discharge of Directors	For	For	
			Management	4.2	Approve Discharge of Auditors	For	For	
			Management	5.1	Elect Hugo De Stoop as Independent Director	For	For	
			Management	5.2	Reelect Pierre-Olivier Beckers SRL as Independent Director	For	For	
			Management	5.3	Reelect CB Management as Independent Director	For	For	
			Management	5.4	Reelect Sophie Gasperment as Independent Director	For	For	
			Management	5.5	Reelect Nayarit Participations SCA as Director	For	Against	A vote AGAINST the elections of Frederic de Vuyst and Denis Pettiaux is warranted as the proposed terms exceed four years. Furthermore, both non-independent nominees serve on the audit committee while the committee lacks sufficient independence among its members. A vote FOR the remaining director nominees are warranted at this time.
			Management	5.6	Reelect Societe Anonyme de Participation et de Gestion SA as Director	For	Against	A vote AGAINST the elections of Frederic de Vuyst and Denis Pettiaux is warranted as the proposed terms exceed four years. Furthermore, both non-independent nominees serve on the audit committee while the committee lacks sufficient independence among its members. A vote FOR the remaining director nominees are warranted at this time.
			Management	5.7	Reelect GEMA SRL as Director	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales				
Datadog, Inc.	USA	02-juin-22	Management	1a	Elect Director Titi Cole	For	For	WITHHOLD votes are warranted for incumbent directors Matthew (Matt) Jacobson and Julie Richardson given the board's failure to remove, or subject to a reasonable sunset requirement, the dual-class capital structure, the supermajority vote requirement to enact certain changes to the governing documents, and the classified board, each of which adversely impacts shareholder rights. A vote FOR new director Titi Cole is warranted.				
			Management	1b	Elect Director Matthew Jacobson	For	Withhold					
			Management	1c	Elect Director Julie G. Richardson	For	Withhold					
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For					
Exponent, Inc.	USA	02-juin-22	Management	3	Ratify Deloitte & Touche LLP as Auditors	For	For					
			Management	1.1	Elect Director George H. Brown	For	For					
			Management	1.2	Elect Director Catherine Ford Corrigan	For	For					
			Management	1.3	Elect Director Paul R. Johnston	For	For					
Fastned BV	Netherlands	02-juin-22	Management	1.4	Elect Director Carol Lindstrom	For	For					
			Management	1.5	Elect Director John B. Shoven	For	For					
			Management	1.6	Elect Director Debra L. Zumwalt	For	For					
			Management	2	Ratify KPMG LLP as Auditors	For	For					
			Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For					
			Management	4	Amend Articles of Association	For	For					
			Netflix, Inc.	USA	02-juin-22	Management	1a		Elect Director Timothy Haley	For	Withhold	WITHHOLD votes are warranted for incumbent director nominees Timothy (Tim) Haley, Leslie Kilgore and Ann Mather, due to poor stewardship of the compensation program and repeated failures to address shareholders' concerns expressed through low say-on-pay support. Cautionary support FOR Strive Masiyiwa, a member of the Nominating and Governance Committee, is warranted as the company has been partially responsive to last year's majority-supported proposal requesting a report on political contributions.
						Management	1b		Elect Director Leslie Kilgore	For	Withhold	
						Management	1c		Elect Director Strive Masiyiwa	For	For	
						Management	1d		Elect Director Ann Mather	For	Withhold	
Management	2	Declassify the Board of Directors				For	For					
Management	3	Eliminate Supermajority Voting Provisions				For	For					
Management	4	Provide Right to Call Special Meeting				For	For					
Management	5	Ratify Ernst & Young LLP as Auditors				For	For					
Management	6	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	A vote AGAINST this proposal is warranted. Despite several consecutive years of relatively low support for this proposal, the compensation committee has again failed to demonstrate meaningful responsiveness to shareholders' concerns. In addition, there are ongoing significant concerns regarding NEO pay structure. Pay almost entirely consists of base salaries and grants of fully-vested option awards, the specific allocation of which is at the individual's election, resulting in excessive base salaries for certain NEOs. Further, the lack of time- or performance-vesting incentives eliminates at-risk pay and diminishes the incentive value of compensation.							
Shareholder	7	Adopt Simple Majority Vote	Against	For	A vote FOR this proposal is warranted given that elimination of the supermajority vote requirements would enhance shareholders' rights.							
Shareholder	8	Report on Lobbying Payments and Policy	Against	For	A vote FOR this proposal is warranted, as additional disclosure of the company's state level lobbying, indirect lobbying-related expenditures and board oversight mechanisms would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.							
NVIDIA Corporation	USA	02-juin-22	Management	1a	Elect Director Robert K. Burgess	For	For					
			Management	1b	Elect Director Tench Cox	For	For					
			Management	1c	Elect Director John O. Dabiri	For	For					
			Management	1d	Elect Director Persis S. Drell	For	For					
			Management	1e	Elect Director Jen-Hsun Huang	For	For					
			Management	1f	Elect Director Dawn Hudson	For	For					
			Management	1g	Elect Director Harvey C. Jones	For	For					
			Management	1h	Elect Director Michael G. McCaffery	For	For					
			Management	1i	Elect Director Stephen C. Neal	For	For					
			Management	1j	Elect Director Mark L. Perry	For	For					
			Management	1k	Elect Director A. Brooke Seawell	For	For					
			Management	1l	Elect Director Aarti Shah	For	For					
			Management	1m	Elect Director Mark A. Stevens	For	For					
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For					
			Management	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For					
Management	4	Increase Authorized Common Stock	For	For								
Management	5	Amend Omnibus Stock Plan	For	For								
PayPal Holdings, Inc.	USA	02-juin-22	Management	1a	Elect Director Rodney C. Adkins	For	For					
			Management	1b	Elect Director Jonathan Christodoro	For	For					
			Management	1c	Elect Director John J. Donahoe	For	For					
			Management	1d	Elect Director David W. Dorman	For	For					
			Management	1e	Elect Director Belinda J. Johnson	For	For					
			Management	1f	Elect Director Enrique Lores	For	For					
			Management	1g	Elect Director Gail J. McGovern	For	For					
			Management	1h	Elect Director Deborah M. Messemer	For	For					
			Management	1i	Elect Director David M. Moffett	For	For					

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	1j	Elect Director Ann M. Samoff	For	For	
			Management	1k	Elect Director Daniel H. Schulman	For	For	
			Management	1l	Elect Director Frank D. Yeary	For	For	
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Management	3	Advisory Vote on Say on Pay Frequency	One Year	One Year	
			Management	4	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	
			Shareholder	5	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 from 20 percent to 10 percent would enhance shareholders' rights.
SunRun Inc.	USA	02-juin-22	Management	1.1	Elect Director Lynn Jurich	For	Withhold	WITHHOLD votes are warranted for incumbent director nominees Lynn Jurich and Alan Ferber given the board's failure to remove, or subject to a sunset requirement, the classified board and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. A vote FOR new nominee Manjula Talreja is warranted.
			Management	1.2	Elect Director Alan Ferber	For	Withhold	WITHHOLD votes are warranted for incumbent director nominees Lynn Jurich and Alan Ferber given the board's failure to remove, or subject to a sunset requirement, the classified board and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. A vote FOR new nominee Manjula Talreja is warranted.
			Management	1.3	Elect Director Manjula Talreja	For	For	
			Management	2	Ratify Ernst & Young LLP as Auditors	For	For	
			Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Shareholder	4	Report on Risks Associated with Use of Concealment Clauses	For	For	A vote FOR this proposal is warranted. The board supports the proposal and states that its practice is consistent with the spirit of this proposal.
Tattooed Chef, Inc.	USA	02-juin-22	Management	1.1	Elect Director Jennifer Fellner	For	Withhold	WITHHOLD votes are warranted for incumbent director nominees Jennifer (Jen) Fellner, Edward (Ed) Gelfand, and Daniel Williamson for the board's failure to remove, or subject to a sunset requirement, the classified board and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights.
			Management	1.2	Elect Director Edward Gelfand	For	Withhold	WITHHOLD votes are warranted for incumbent director nominees Jennifer (Jen) Fellner, Edward (Ed) Gelfand, and Daniel Williamson for the board's failure to remove, or subject to a sunset requirement, the classified board and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights.
			Management	1.3	Elect Director Daniel Williamson	For	Withhold	WITHHOLD votes are warranted for incumbent director nominees Jennifer (Jen) Fellner, Edward (Ed) Gelfand, and Daniel Williamson for the board's failure to remove, or subject to a sunset requirement, the classified board and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights.
			Management	2	Ratify Deloitte & Touche, LLP as Auditors	For	For	
			Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	We prefer to vote AGAINST since the remuneration policy lacks concrete sustainability focused non-financial KPIs
			Management	4	Advisory Vote on Say on Pay Frequency	Three Years	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.
Trane Technologies Plc	Ireland	02-juin-22	Management	1a	Elect Director Kirk E. Arnold	For	For	
			Management	1b	Elect Director Ann C. Berzin	For	For	
			Management	1c	Elect Director April Miller Boise	For	For	
			Management	1d	Elect Director John Bruton	For	For	
			Management	1e	Elect Director Jared L. Cohon	For	For	
			Management	1f	Elect Director Gary D. Forsee	For	For	
			Management	1g	Elect Director Linda P. Hudson	For	For	
			Management	1h	Elect Director Myles P. Lee	For	For	
			Management	1i	Elect Director David S. Regnery	For	For	
			Management	1j	Elect Director John P. Surma	For	For	
			Management	1k	Elect Director Tony L. White	For	For	
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Management	3	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For	
			Management	4	Authorize Issue of Equity	For	For	
			Management	5	Authorize Issue of Equity without Pre-emptive Rights	For	For	
			Management	6	Authorize Reissuance of Repurchased Shares	For	For	
Xinyi Solar Holdings Limited	Cayman Islands	02-juin-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
			Management	2	Approve Final Dividend	For	For	
			Management	3A1	Elect Li Man Yin as Director	For	For	
			Management	3A2	Elect Lo Wan Sing, Vincent as Director	For	For	
			Management	3A3	Elect Kan E-ting, Martin as Director	For	For	
			Management	3B	Authorize Board to Fix Remuneration of Directors	For	Against	We prefer to vote AGAINST since the remuneration policy lacks concrete sustainability focused non-financial KPIs
			Management	4	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	For	For	
			Management	5A	Authorize Repurchase of Issued Share Capital	For	For	
			Management	5B	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.
			Management	5C	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.
			Management	6	Elect Leong Chong Peng as Director	For	For	
Hoffmann Green Cement Technologies SA	France	03-juin-22	Management	1	Approve Financial Statements and Statutory Reports	For	For	
			Management	2	Approve Consolidated Financial Statements and Statutory Reports	For	For	
			Management	3	Approve Treatment of Losses	For	For	
			Management	4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	For	
			Management	5	Reelect Eric Cougnaud as Supervisory Board Member	For	For	
			Management	6	Reelect Philippe Duval as Supervisory Board Member	For	For	



Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	7	Approve Remuneration of Supervisory Board Members in the Aggregate Amount of EUR 10,000	For	For	A vote AGAINST is warranted as the share repurchase program can be continued during a takeover period.
			Management	8	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	Against	
			Management	9	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 1 Million	For	For	
			Management	10	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 1 Million	For	For	
			Management	11	Approve Issuance of Equity or Equity-Linked Securities for Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 1 Million	For	For	
			Management	12	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	For	For	
			Management	13	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For	
			Management	14	Set Total Limit for Capital Increase to Result from all Issuance Requests Under Items 9 to 13 at EUR 1 Million	For	For	
			Management	15	Authorize up to 10 Percent of Issued Capital for Use in Restricted Stock Plans	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 sufficiently long-term oriented. * The performance period is not disclosed.
			Management	16	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	For	For	
OMV AG	Austria	03-juin-22	Management	2	Approve Allocation of Income and Dividends of EUR 2.30 per Share	For	For	
			Management	3	Approve Discharge of Management Board for Fiscal Year 2021	For	For	
			Management	4	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	For	
			Management	5	Approve Remuneration of Supervisory Board Members	For	For	
			Management	6	Ratify Ernst & Young as Auditors for Fiscal Year 2022	For	For	
			Management	7	Approve Remuneration Report	For	For	
			Management	8	Approve Remuneration Policy	For	For	
			Management	9.1	Approve Long Term Incentive Plan 2022 for Key Employees	For	For	
			Management	9.2	Approve Equity Deferral Plan	For	For	
			Management	10.1	Elect Edith Hlawati as Supervisory Board Member	For	For	
			Management	10.2	Elect Elisabeth Stadler as Supervisory Board Member	For	For	
			Management	10.3	Elect Robert Stajic as Supervisory Board Member	For	For	
			Management	10.4	Elect Jean-Baptiste Renard as Supervisory Board Member	For	For	
Management	10.5	Elect Stefan Doboczky as Supervisory Board Member	For	For				
Management	10.6	Elect Gertrude Tumpel-Gugereit as Supervisory Board Member	For	For				
Management	11.1	New/Amended Proposals from Management and Supervisory Board	None	Against				
Management	11.2	New/Amended Proposals from Shareholders	None	Against				
Shandong Weigao Group Medical Polymer Company Limited	China	06-juin-22	Management	1	Approve Audited Consolidated Financial Statements	For	For	
			Management	2	Approve Report of the Board of Directors	For	For	
			Management	3	Approve Report of the Supervisory Committee	For	For	
			Management	4	Approve Final Dividend	For	For	
			Management	5	Approve Deloitte Touche Tohmatsu as Auditor and Authorize Board to Fix Their Remuneration	For	For	
			Management	6	Authorize Board to Fix Remuneration of Directors	For	Against	
			Management	7	Elect Lu Junqiang as Director	For	For	
			Management	8	Elect Ni Shili as Director	For	For	
			Management	9	Elect Long Jing as Director	For	For	
			Management	10	Elect Li Guohui as Director	For	For	
			Management	11	Elect Song Dapeng as Supervisor	For	For	
			Management	12	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for New H shares and Non-listed Domestic Shares	For	Against	
			Management	13	Authorize Repurchase of Issued H Share Capital	For	For	
			Management	14	Approve Issuance of Debt Securities	For	Against	
			Management	15	Amend Articles of Association	For	For	
Sino Biopharmaceutical Limited	Cayman Islands	06-juin-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
			Management	2	Approve Final Dividend	For	For	
			Management	3	Elect Tse, Theresa Y Y as Director	For	For	
			Management	4	Elect Tse, Eric S Y as Director	For	For	
			Management	5	Elect Tse Hsin as Director	For	For	
			Management	6	Elect Lu Zhengfei as Director	For	For	
			Management	7	Elect Li Dakui as Director	For	For	
			Management	8	Authorize Board to Fix Remuneration of Directors	For	Against	
			Management	9	Approve Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration	For	For	
			Management	10A	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	Against	
			Management	10B	Authorize Repurchase of Issued Share Capital	For	For	
Management	10C	Authorize Reissuance of Repurchased Shares	For	Against				
Management	11	Adopt Amended and Restated Articles of Association	For	For				
UnitedHealth Group Incorporated	USA	06-juin-22	Management	1a	Elect Director Timothy P. Flynn	For	For	
			Management	1b	Elect Director Paul R. Garcia	For	For	
			Management	1c	Elect Director Stephen J. Hemsley	For	For	
			Management	1d	Elect Director Michele J. Hooper	For	For	
			Management	1e	Elect Director F. William McNabb, III	For	For	
			Management	1f	Elect Director Valerie C. Montgomery Rice	For	For	
			Management	1g	Elect Director John H. Noseworthy	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	1h	Elect Director Andrew Witty	For	For	A vote FOR this item is warranted given that the proposal applies only to future severance arrangements, the current agreements will not be affected, and the proposal offers flexibility as to when the board may seek shareholder approval of a new or renewed severance arrangement, such as at the next annual meeting. A vote FOR this proposal is warranted, as a report on the company's congruence of political expenditures with stated values would enable shareholders to have a more comprehensive understanding of how the company oversees and manages risks related to its political partnerships.
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Management	3	Ratify Deloitte & Touche LLP as Auditors	For	For	
			Shareholder	4	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against	For	
			Shareholder	5	Report on Congruency of Political Spending with Company Values and Priorities	Against	For	
BIM Birlesik Magazalar AS	Turkey	07-juin-22	Management	1	Open Meeting, Elect Presiding Council of Meeting and Authorize Presiding Council to Sign Minutes of Meeting	For	For	A vote AGAINST this bundled proposal is warranted because Paul Foley is the incumbent nominating committee chair and there is a lack of diversity on the board.
			Management	2	Accept Board Report	For	For	
			Management	3	Accept Audit Report	For	For	
			Management	4	Accept Financial Statements	For	For	
			Management	5	Approve Discharge of Board	For	For	
			Management	6	Approve Allocation of Income	For	For	
			Management	7	Amend Corporate Purpose	For	For	
			Management	8	Elect Directors and Approve Their Remuneration	For	Against	
			Management	9	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	For	For	
			Management	13	Ratify External Auditors	For	For	
Cognizant Technology Solutions Corporation	USA	07-juin-22	Management	1a	Elect Director Zein Abdalla	For	For	A vote AGAINST this proposal is warranted. There appears to be no compelling reason to support this shareholder proposal as the existing one-year holding period requirement is not especially problematic, is consistent with SEC requirements for filing shareholder proposals, and provides a reasonable safeguard against abuse of the right.
			Management	1b	Elect Director Vinita Bali	For	For	
			Management	1c	Elect Director Maureen Breakiron-Evans	For	For	
			Management	1d	Elect Director Archana Deskus	For	For	
			Management	1e	Elect Director John M. Dineen	For	For	
			Management	1f	Elect Director Brian Humphries	For	For	
			Management	1g	Elect Director Leo S. Mackay, Jr.	For	For	
			Management	1h	Elect Director Michael Patsalos-Fox	For	For	
			Management	1i	Elect Director Stephen J. Rohleder	For	For	
			Management	1j	Elect Director Joseph M. Velli	For	For	
			Management	1k	Elect Director Sandra S. Wijnberg	For	For	
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Management	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	
			Shareholder	4	Amend Governing Documents Regarding Requirements to Call for a Special Meeting	Against	Against	
Shopify Inc.	Canada	07-juin-22	Management	1A	Elect Director Tobias Lutke	For	For	Vote AGAINST the creation of the Founder Share as it does not meet the exceptional set of circumstances under which such multi-class share structure might be considered appropriate in the Canadian market, nor does there appear to be sufficient rationale that suggests the proposed multi-class share structure should potentially be perpetuated in the form presented.
			Management	1B	Elect Director Robert Ashe	For	For	
			Management	1C	Elect Director Gail Goodman	For	For	
			Management	1D	Elect Director Colleen Johnston	For	For	
			Management	1E	Elect Director Jeremy Levine	For	For	
			Management	1F	Elect Director John Phillips	For	For	
			Management	1G	Elect Director Fikji Simo	For	For	
			Management	2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For	
			Management	3	Authorize New Class of Common Stock and Issuance of Such Founder Share to the Founder and Chief Executive Officer	For	Against	
			Management	4	Approve Stock Split	For	For	
Management	5	Advisory Vote on Executive Compensation Approach	For	For				
BYD Company Limited	China	08-juin-22	Management	1	Approve Report of the Board of Directors	For	For	A vote AGAINST Item 8 is warranted as the company has failed to disclose pertinent details regarding this proposal. A vote FOR Item 12 is warranted given that the proposed guarantee is made within the context of the company's business. 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. 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. A vote AGAINST this resolution is warranted given the limited disclosure regarding the proposed issuance of debt financing instruments.
			Management	2	Approve Report of the Supervisory Committee	For	For	
			Management	3	Approve Audited Financial Statements	For	For	
			Management	4	Approve Annual Reports and Its Summary	For	For	
			Management	5	Approve Profit Distribution Plan	For	For	
			Management	6	Approve Alignment in Preparation of Financial Statements	For	For	
			Management	7	Approve Ernst & Young Hua Ming (LLP) as Sole External Auditor and Internal Control Audit Institution and Authorize Board to Fix Their Remuneration	For	For	
			Management	8	Approve Provision of Guarantee by the Group	For	Against	
			Management	9	Approve Estimated Cap of Ordinary Connected Transactions for the Year 2022	For	For	
			Management	10	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for H Shares	For	Against	
			Management	11	Approve Issuance by BYD Electronic (International) Company Limited of Equity or Equity-Linked Securities without Preemptive Rights	For	Against	
			Management	12	Approve Provision of Phased Guarantee for Mortgage-Backed Car Buyers to BYD Auto Finance Company Limited	For	For	
			Management	13	Approve Authorization to the Board to Determine the Proposed Plan for the Issuance of Debt Financing Instruments	For	Against	
Caterpillar Inc.	USA	08-juin-22	Management	1.1	Elect Director Kelly A. Ayotte	For	For	
			Management	1.2	Elect Director David L. Calhoun	For	For	
			Management	1.3	Elect Director Daniel M. Dickinson	For	For	
			Management	1.4	Elect Director Gerald Johnson	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	1.5	Elect Director David W. MacLennan	For	For	A vote FOR this proposal is warranted, as additional information on the company's efforts to reduce its carbon footprint and align its operations with Paris Agreement goals would allow investors to better understand how the company is managing its transition to a low carbon economy and climate change related risks.
			Management	1.6	Elect Director Debra L. Reed-Klages	For	For	
			Management	1.7	Elect Director Edward B. Rust, Jr.	For	For	
			Management	1.8	Elect Director Susan C. Schwab	For	For	
			Management	1.9	Elect Director D. James Umpleby, III	For	For	
			Management	1.10	Elect Director Rayford Wilkins, Jr.	For	For	
			Management	2	Ratify PricewaterhouseCoopers as Auditors	For	For	
Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For				
Shareholder	4	Report on Long-Term Greenhouse Gas Targets Aligned with Paris Agreement	For	For				
Shareholder	5	Report on Lobbying Payments and Policy	Against	For	A vote FOR this proposal is warranted, as additional disclosure of the company's direct and indirect lobbying and board oversight would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.			
Shareholder	6	Report on Risks of Doing Business in Conflict-Affected Areas	Against	Against	A vote AGAINST this proposal is warranted, as the company provides sufficient disclosure related to its policies, processes, and oversight mechanisms related to managing and mitigating human rights related risks of its operations and business activities.			
Shareholder	7	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For	A vote FOR this proposal is warranted as a lower ownership threshold would provide for a more useful special meeting right for shareholders.			
Gerresheimer AG	Germany	08-juin-22	Management	2	Approve Allocation of Income and Dividends of EUR 1.25 per Share	For	For	
			Management	3	Approve Discharge of Management Board for Fiscal Year 2021	For	For	
			Management	4	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	For	
			Management	5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2022 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2022	For	For	
			Management	6.1	Elect Axel Herberg to the Supervisory Board	For	For	
			Management	6.2	Elect Andrea Abt to the Supervisory Board	For	For	
Management	6.3	Elect Annette Koehler to the Supervisory Board	For	For				
Management	6.4	Elect Karin Dorrepaal to the Supervisory Board	For	For				
Management	6.5	Elect Peter Noe to the Supervisory Board	For	For				
Management	6.6	Elect Udo Vetter to the Supervisory Board	For	For				
MercadoLibre, Inc.	USA	08-juin-22	Management	1.1	Elect Director Richard Sanders	For	For	
			Management	1.2	Elect Director Emiliano Calemzuk	For	For	
			Management	1.3	Elect Director Marcos Galperin	For	For	
			Management	1.4	Elect Director Andrea Mayumi Petroni Merthy	For	For	
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
Management	3	Ratify Pistrelli, Henry Martin y Asociados S.R.L. as Auditors	For	For				
SalMar ASA	Norway	08-juin-22	Management	1	Elect Chairman of Meeting; Designate Inspector(s) of Minutes of Meeting	For	For	We prefer to vote AGAINST since disclosure is missing around bonus setting requirements and the non-financial section is difficult to quantify and not hugely linked to sustainability. A vote AGAINST this resolution is warranted because the concrete performance conditions have not been disclosed. Further, vesting period for restricted stock is less than three years
			Management	2	Approve Notice of Meeting and Agenda	For	For	
			Management	4	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 20 Per Share	For	For	
			Management	5	Approve Remuneration of Directors; Approve Remuneration for Committee Work; Approve Remuneration of Nominating Committee	For	For	
			Management	6	Approve Remuneration of Auditors	For	For	
			Management	7	Approve Company's Corporate Governance Statement	For	For	
			Management	8	Approve Remuneration Statement	For	Against	
			Management	9	Approve Share-Based Incentive Plan	For	Against	
			Management	10.1a	Elect Arnhild Holstad as Director	For	For	
			Management	10.1b	Elect Morten Loktu as Director	For	For	
			Management	10.1c	Elect Gustav Witzoe (Chair) as Director	For	For	
			Management	10.1d	Elect Leif Inge Nordhammer as Director	For	For	
			Management	10.2a	Elect Stine Rolstad Brenna as Deputy Director	For	For	
			Management	10.2b	Elect Magnus Dybvad as Deputy Director	For	For	
			Management	11	Reelect Endre Kolbjornsen as Member of Nominating Committee	For	For	
Management	12	Approve Creation of NOK 1.47 Million Pool of Capital without Preemptive Rights	For	For				
Management	13	Approve Issuance of Convertible Loans without Preemptive Rights up to Aggregate Nominal Amount of NOK 3 Billion; Approve Creation of NOK 1.47 Million Pool of Capital to Guarantee Conversion Rights	For	For				
Management	14	Approve Equity Plan Financing Through Acquisition of Own Shares	For	Against				
Management	15	Authorize Share Repurchase Program and Cancellation of Repurchased Shares	For	For				
SIPEF	Belgium	08-juin-22	Management	3.2	Approve Financial Statements, Allocation of Income, and Dividends of EUR 2.00 per Share	For	For	A vote AGAINST all nominees is warranted because the board lacks sufficient independence among its members whereas all nominees are considered non-independent. A vote AGAINST all nominees is warranted because the board lacks sufficient independence among its members whereas all nominees are considered non-independent. A vote AGAINST all nominees is warranted because the board lacks sufficient independence among its members whereas all nominees are considered non-independent. A vote AGAINST is warranted because the remuneration report fails to report on the STI performance framework. There is no disclosure on the applied performance metrics and the performance achievement against these metrics. Although there are no problematic pay practices, in the absence of sufficient information on the pay for performance alignment, support is not warranted.
			Management	4	Approve Discharge of Directors	For	For	
			Management	5	Approve Discharge of Auditors	For	For	
			Management	6.1.a	Reelect Tom Bamelis as Director	For	Against	
			Management	6.1.b	Reelect Priscilla Bracht as Director	For	Against	
			Management	6.2	Elect Alexandre Delen as Director	For	Against	
Management	7	Approve Remuneration Report	For	Against				
Taiwan Semiconductor Manufacturing Co., Ltd.	Taiwan	08-juin-22	Management	1	Approve Business Operations Report and Financial Statements	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	2	Approve Amendments to Articles of Association	For	For	
			Management	3	Amend Procedures Governing the Acquisition or Disposal of Assets	For	For	
			Management	4	Approve Issuance of Restricted Stocks	For	For	
			Management	1	Approve Business Operations Report and Financial Statements	For	For	
			Management	2	Approve Amendments to Articles of Association	For	For	
			Management	3	Amend Procedures Governing the Acquisition or Disposal of Assets	For	For	
			Management	4	Approve Issuance of Restricted Stocks	For	For	
Amedisys, Inc.	USA	09-juin-22	Management	1A	Elect Director Vickie L. Capps	For	For	
			Management	1B	Elect Director Molly J. Coye	For	For	
			Management	1C	Elect Director Christopher T. Gerard	For	For	
			Management	1D	Elect Director Julie D. Klapstein	For	For	
			Management	1E	Elect Director Teresa L. Kline	For	For	
			Management	1F	Elect Director Paul B. Kusserow	For	For	
			Management	1G	Elect Director Bruce D. Perkins	For	For	
			Management	1H	Elect Director Jeffrey A. Rideout	For	For	
			Management	1I	Elect Director Ivanetta Davis Samuels	For	For	
			Management	2	Ratify KPMG LLP as Auditors	For	For	
			Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
DWS Group GmbH & Co. KGaA	Germany	09-juin-22	Management	1	Accept Financial Statements and Statutory Reports for Fiscal Year 2021	For	For	
			Management	2	Approve Allocation of Income and Dividends of EUR 2.00 per Share	For	For	
			Management	3	Approve Discharge of Personally Liable Partner for Fiscal Year 2021	For	For	
			Management	4	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	For	
			Management	5	Ratify KPMG AG as Auditors for Fiscal Year 2022 and for the Review of Interim Financial Statements	For	For	
			Management	6	Approve Remuneration Report	For	For	
			Management	7	Approve Creation of EUR 20 Million Pool of Authorized Capital 2022/I with or without Exclusion of Preemptive Rights	For	For	
			Management	8	Approve Creation of EUR 60 Million Pool of Authorized Capital 2022/II with Preemptive Rights	For	For	
			Management	9	Approve Cancellation of Conditional Capital and of the Existing Authorization for Issuance of Warrants/Bonds	For	For	
			Management	10	Approve Issuance of Participatory Certificates and Other Hybrid Debt Securities up to Aggregate Nominal Value of EUR 500 Million	For	For	
FleetCor Technologies Inc.	USA	09-juin-22	Management	1a	Elect Director Steven T. Stull	For	For	
			Management	1b	Elect Director Michael Buckman	For	For	
			Management	1c	Elect Director Ronald F. Clarke	For	For	
			Management	1d	Elect Director Joseph W. Farrelly	For	For	
			Management	1e	Elect Director Thomas M. Hagerty	For	For	
			Management	1f	Elect Director Mark A. Johnson	For	For	
			Management	1g	Elect Director Archie L. Jones, Jr.	For	For	
			Management	1h	Elect Director Hala G. Moddelmog	For	For	
			Management	1i	Elect Director Richard Macchia	For	For	
			Management	1j	Elect Director Jeffrey S. Sloan	For	For	
			Management	2	Ratify Ernst & Young LLP as Auditors	For	For	
			Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	A vote AGAINST this proposal is warranted. The compensation committee granted another front-loaded equity award to the CEO that, while conditioned upon achievement of stock price hurdles, is excessive even when annualized over the four years the award is intended to cover. The company has a history of periodic grants of excessive equity awards to the CEO, and the CEO's pay magnitude has been noted as a topic of shareholder feedback in the past. In addition, although annual and long-term incentives are sufficiently performance-based, annual LTI awards lack a long-term focus and disclosure of certain annual and LTI performance targets is lacking.
			Management	4	Amend Omnibus Stock Plan	For	For	
			Management	5	Provide Right to Act by Written Consent	For	For	
			Shareholder	6	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For	A vote FOR this proposal is warranted as the proposed 10 percent ownership threshold for shareholders to call a special meeting would enhance shareholders' ability to make use of the right, and the likelihood of abuse of the right is small.
Grifols SA	Spain	09-juin-22	Management	1	Approve Standalone Financial Statements and Allocation of Income	For	For	
			Management	2	Approve Consolidated Financial Statements	For	For	
			Management	3	Approve Non-Financial Information Statement	For	For	
			Management	4	Approve Discharge of Board	For	For	
			Management	5	Renew Appointment of KPMG Auditores as Auditor of Consolidated Financial Statements	For	For	
			Management	6.1	Dismiss Belen Villalonga Morenes as Director	For	For	
			Management	6.2	Dismiss Marla E. Salmon as Director	For	For	
			Management	6.3	Elect Montserrat Munoz Abellana as Director	For	For	
			Management	6.4	Elect Susana Gonzalez Rodriguez as Director	For	For	
			Management	7.1	Amend Article 16 and 17.bis Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	For	For	
			Management	7.2	Amend Article 20.bis Re: Director Remuneration	For	For	
			Management	7.3	Amend Article 24.ter Re: Audit Committee	For	For	
			Management	7.4	Amend Article 25 Re: Annual Accounts	For	For	
			Management	8.1	Amend Article 9 of General Meeting Regulations Re: Right to Information Prior to the Meeting	For	For	
			Management	8.2	Amend Articles of General Meeting Regulations Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	For	For	
			Management	10	Advisory Vote on Remuneration Report	For	For	
			Management	11	Approve Remuneration Policy	For	For	
			Management	12	Authorize Company to Call EGM with 15 Days' Notice	For	For	
			Management	13	Authorize Board to Ratify and Execute Approved Resolutions	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
Salesforce, Inc.	USA	09-juin-22	Management	1a	Elect Director Marc Benioff	For	For	A vote FOR this proposal is warranted given the importance of having an independent board chair. A vote FOR this proposal is warranted, as it would strengthen the company's commitment towards addressing diversity, equity, and inclusion efforts in its business operations and ventures. In addition, it would allow shareholders to better assess the effectiveness of the company's diversity initiatives and its management of related risks.
			Management	1b	Elect Director Bret Taylor	For	For	
			Management	1c	Elect Director Laura Alber	For	For	
			Management	1d	Elect Director Craig Conway	For	For	
			Management	1e	Elect Director Parker Harris	For	For	
			Management	1f	Elect Director Alan Hassenfeld	For	For	
			Management	1g	Elect Director Neelle Kroes	For	For	
			Management	1h	Elect Director Oscar Munoz	For	For	
			Management	1i	Elect Director Sanford Robertson	For	For	
			Management	1j	Elect Director John V. Roos	For	For	
			Management	1k	Elect Director Robin Washington	For	For	
			Management	1l	Elect Director Maynard Webb	For	For	
			Management	1m	Elect Director Susan Wojcicki	For	For	
			Management	2	Amend Omnibus Stock Plan	For	For	
			Management	3	Amend Qualified Employee Stock Purchase Plan	For	For	
			Management	4	Ratify Ernst & Young LLP as Auditors	For	For	
			Shareholder	5	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
Shareholder	6	Require Independent Board Chair	Against	For				
Shareholder	7	Oversee and Report a Racial Equity Audit	Against	For				
ServiceNow, Inc.	USA	09-juin-22	Management	1a	Elect Director Susan L. Bostrom	For	For	A vote AGAINST this proposal is warranted. NEOs received sizable one-time option awards in FY21 in addition to their regular annual LTI awards. While the options maintain performance vesting conditions, the magnitude of the grants is excessive, particularly for the CEO at approximately \$200 million. The CEO's regular incentive opportunities were also increased in FY21, further compounding pay magnitude concerns. In addition, while the annual and long-term incentives are primarily performance-based for FY21, certain concerns remain regarding the lack of disclosure of performance metric achievement and the continued over-reliance on a single performance measurement period for both programs. Further, while the company provided disclosure about the rationale, the continued use of primarily one-year performance periods under the LTI program is concerning, particularly as shareholders have expressed a desire for long-term performance metrics under the program and a new three-year relative TSR metric only applies to a fraction of the annual LTI awards.
			Management	1b	Elect Director Teresa Briggs	For	For	
			Management	1c	Elect Director Jonathan C. Chadwick	For	For	
			Management	1d	Elect Director Paul E. Chamberlain	For	For	
			Management	1e	Elect Director Lawrence J. Jackson, Jr.	For	For	
			Management	1f	Elect Director Frederic B. Luddy	For	For	
			Management	1g	Elect Director Jeffrey A. Miller	For	For	
			Management	1h	Elect Director Joseph "Larry" Quinlan	For	For	
			Management	1i	Elect Director Sukumar Rathnam	For	For	
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	
			Management	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	
			Veeva Systems Inc.	USA	09-juin-22	Management	1a	
Management	1b	Elect Director Mark Carges				For	For	
Management	1c	Elect Director Paul E. Chamberlain				For	For	
Management	1d	Elect Director Peter P. Gassner				For	For	
Management	1e	Elect Director Mary Lynne Hedley				For	For	
Management	1f	Elect Director Priscilla Hung				For	For	
Management	1g	Elect Director Tina Hunt				For	For	
Management	1h	Elect Director Marshall Mohr				For	For	
Management	1i	Elect Director Gordon Ritter				For	For	
Management	1j	Elect Director Paul Sekhri				For	For	
Management	1k	Elect Director Matthew J. Wallach				For	For	
Management	2	Amend Omnibus Stock Plan				For	Against	
Management	3	Ratify KPMG LLP as Auditors				For	For	
HBM Healthcare Investments AG	Switzerland	10-juin-22				Management	1	Accept Financial Statements and Statutory Reports
			Management	2	Approve Discharge of Board and Senior Management	For	For	
			Management	3	Approve Allocation of Income and Omission of Dividends	For	For	
			Management	4.1.1	Reelect Hans Hasler as Director and Board Chair	For	For	
			Management	4.1.2	Reelect Rudolf Lanz as Director	For	For	
			Management	4.1.3	Reelect Mario Giuliani as Director	For	For	
			Management	4.1.4	Reelect Stella Xu as Director	For	For	
			Management	4.1.5	Reelect Elaine Jones as Director	For	Against	
			Management	4.2.1	Reappoint Mario Giuliani as Member of the Compensation Committee	For	For	
			Management	4.2.2	Reappoint Stella Xu as Member of the Compensation Committee	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	4.2.3	Reappoint Elaine Jones as Member of the Compensation Committee	For	Against	Board elections (Items 4.1.1 – 4.1.5) A vote AGAINST Elaine Jones is warranted because she holds an excessive number of mandates at listed companies. Votes FOR the remaining nominees are warranted. However, some shareholders may be concerned that board chair Hans Hasler is also considered to hold an excessive number of mandates at listed companies. However, Sustainability Advisory Services will target his other non-chair, non-executive mandates. Committee Elections (Items 4.2.1 – 4.2.3) A vote AGAINST Elaine Jones is warranted because her election to the board does not warrant support. Votes FOR the remaining nominees are warranted due to a lack of concerns.
			Management	5.1	Approve Fixed Remuneration of Directors in the Amount of CHF 400,000	For	For	
			Management	5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 350,000	For	For	
			Management	6	Ratify Ernst & Young AG as Auditors	For	For	
			Management	7	Designate KBT Treuhand AG as Independent Proxy	For	For	
			Management	8	Approve CHF 67.5 Million Reduction in Share Capital via Reduction in Par Value and Repayment of CHF 9.70 per Share	For	For	
			Management	9	Authorize Repurchase of up to Ten Percent of Issued Share Capital	For	For	
			Management	10	Transact Other Business (Voting)	For	Against	
			Management	9	Authorize Repurchase of up to Ten Percent of Issued Share Capital	For	Against	
			Management	10	Transact Other Business (Voting)	For	Against	
Toyota Industries Corp.	Japan	10-juin-22	Management	1	Amend Articles to Disclose Shareholder Meeting Materials on Internet - Allow Virtual Only Shareholder Meetings	For	Against	A vote AGAINST this proposal is warranted because: * The passage of this proposal will authorize the company to hold virtual only meetings permanently, without further need to consult shareholders, even after the current health crisis is resolved, and the proposed language fails to specify situations under which virtual meetings will be held. A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation. * The nominee is an incumbent representative director and there is a lack of diversity on the board. A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation. * The nominee is an incumbent representative director and there is a lack of diversity on the board. A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation. * The nominee is an incumbent representative director and there is a lack of diversity on the board. A vote AGAINST this director nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.
			Management	2.1	Elect Director Toyoda, Tetsuro	For	Against	
			Management	2.2	Elect Director Onishi, Akira	For	Against	
			Management	2.3	Elect Director Mizuno, Yojiro	For	Against	
			Management	2.4	Elect Director Sumi, Shuzo	For	For	
			Management	2.5	Elect Director Maeda, Masahiko	For	For	
			Management	2.6	Elect Director Handa, Junichi	For	For	
			Management	3	Appoint Alternate Statutory Auditor Furusawa, Hitoshi	For	For	
			Management	4	Approve Annual Bonus	For	For	
Management	5	Approve Compensation Ceiling for Directors	For	For				
Construcciones y Auxiliar de Ferrocarriles SA	Spain	11-juin-22	Management	1	Approve Consolidated and Standalone Financial Statements and Discharge of Board	For	For	A vote AGAINST the reelection of NI-NEDs under Items 4.1-4.3 is warranted, as the board does not meet the 50 percent independence guideline applicable to Spain-incorporated, non-controlled companies. A vote AGAINST the reelection of NI-NEDs under Items 4.1-4.3 is warranted, as the board does not meet the 50 percent independence guideline applicable to Spain-incorporated, non-controlled companies. A vote AGAINST the reelection of NI-NEDs under Items 4.1-4.3 is warranted, as the board does not meet the 50 percent independence guideline applicable to Spain-incorporated, non-controlled companies. A vote AGAINST the contingent capital through convertible debt securities is warranted because the potential dilution exceeds the 10-percent limit for non-preemptive issues. A vote AGAINST this item is warranted because the board has not improved the terms of the company's remuneration policy. A vote AGAINST this item is warranted because the board is not responsive to minority concerns over disclosure and pay practice, including the following items: * The CEO's pay mix is suboptimal: at-risk, performance-based pay represents c. 7.2 percent of the former CEO's pay package (salary + bonus + pension) and 11.2 percent of the new CEO's package. * Information on performance outcome under the STI scheme is insufficient. * Pension contributions to the former CEO's have been excessive.
			Management	2	Approve Non-Financial Information Statement	For	For	
			Management	3	Approve Allocation of Income and Dividends	For	For	
			Management	4.1	Reelect Andres Arizkorreta Garcia as Director	For	Against	
			Management	4.2	Reelect Luis Miguel Arconada Echarrri as Director	For	Against	
			Management	4.3	Reelect Juan Jose Arrieta Sudepu as Director	For	Against	
			Management	4.4	Fix Number of Directors at 11	For	For	
			Management	5	Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities with Exclusion of Preemptive Rights up to 20 Percent of Capital	For	Against	
			Management	6	Amend Remuneration Policy	For	Against	
Management	7	Advisory Vote on Remuneration Report	For	Against				
Management	9	Authorize Board to Ratify and Execute Approved Resolutions	For	For				
Block, Inc.	USA	14-juin-22	Management	1.1	Elect Director Jack Dorsey	For	Withhold	WITHHOLD votes are warranted for director nominees Jack Dorsey and Lord Paul Deighton 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 director nominees Jack Dorsey and Lord Paul Deighton 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 this proposal is warranted, as it would provide all shareholders with equal voting rights on all matters and would make the company eligible for inclusion in the S&P 500 index.
			Management	1.2	Elect Director Paul Deighton	For	Withhold	
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Management	3	Advisory Vote on Say on Pay Frequency	One Year	One Year	
			Management	4	Ratify Ernst & Young LLP as Auditors	For	For	
Shareholder	5	Approve Recapitalization Plan for all Stock to Have One-vote per Share	Against	For				
Delta Electronics, Inc.	Taiwan	14-juin-22	Management	1	Approve Financial Statements	For	For	
			Management	2	Approve Plan on Profit Distribution	For	For	
			Management	3	Approve Amendments to Articles of Association	For	For	
			Management	4	Approve Amendments to Rules and Procedures Regarding Shareholder's General Meeting	For	For	
			Management	5	Approve Amendments to Procedures Governing the Acquisition or Disposal of Assets	For	For	
			Management	6	Amend Procedures for Lending Funds to Other Parties	For	For	
			Management	7.1	Elect SS Guo, with SHAREHOLDER NO.5436 as Non-independent Director	For	For	
			Management	7.2	Elect Audrey Tseng, with SHAREHOLDER NO.A220289XXX as Independent Director	For	For	
Management	8	Approve Release of Restrictions of Competitive Activities of Directors	For	For				
Atyren SAS	France	15-juin-22	Management	1	Approve Financial Statements and Statutory Reports	For	For	
			Management	2	Approve Treatment of Losses	For	For	
			Management	3	Approve Discharge of Chairman, CEO and Directors	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	4	Approve Auditors' Special Report on Related-Party Transactions	For	Against	<p>This proposal warrants a vote AGAINST because: * the mandate agreement with the non-executive chairman foresees the grant of warrants. * the consulting agreement with the non-executive chairman lacks a compelling rationale.</p> <p>A vote AGAINST is warranted as the share repurchase program can be continued during a takeover period.</p> <p>* In the absence of specific concerns, a vote FOR this proposal is warranted. (Item 6) * A vote AGAINST board member (Caroline Label) is warranted as the overall level of independence lies below one-third of board members (Item 7).</p> <p>* Votes AGAINST the authorizations under Items 9-11 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 13 is warranted as it limits shareholder dilution under all authorizations together. * Votes AGAINST Items 9-11 are warranted as they explicitly allow the possibility of implementing capital increases during takeover periods.</p> <p>* Votes AGAINST the authorizations under Items 9-11 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 13 is warranted as it limits shareholder dilution under all authorizations together. * Votes AGAINST Items 9-11 are warranted as they explicitly allow the possibility of implementing capital increases during takeover periods.</p> <p>* Votes AGAINST the authorizations under Items 9-11 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 13 is warranted as it limits shareholder dilution under all authorizations together. * Votes AGAINST Items 9-11 are warranted as they explicitly allow the possibility of implementing capital increases during takeover periods.</p> <p>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. * There is no sufficient information on performance criteria</p> <p>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. * There is no sufficient information on performance criteria</p>
			Management	5	Approve Non-Deductible Expenses	For	For	
			Management	6	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	Against	
			Management	7	Elect Caroline Label as Director	For	Against	
			Management	8	Elect Patrizia Marraghini as Director	For	For	
			Management	9	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 225,000	For	Against	
			Management	10	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 175,000	For	Against	
			Management	11	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	For	Against	
			Management	12	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For	
			Management	13	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 350,000	For	For	
			Management	14	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For	
			Management	15	Authorize Issuance of 1,679,297 Warrants (BSA2022) without Preemptive Rights Reserved for Specific Beneficiaries	For	Against	
			Management	16	Authorize Issuance of 1,679,297 Warrants (BSPCE2022) without Preemptive Rights Reserved for Specific Beneficiaries	For	Against	
			Management	17	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 28-29 from 11 June 2021 General Meeting and Items 15-16 from Current Meeting at EUR 33,585.94	For	For	
			Management	18	Authorize Filing of Required Documents/Other Formalities	For	For	
CTP NV	Netherlands	15-juin-22	Management	2	Approve Business Combination	For	For	
Parade Technologies Ltd.	Cayman Islands	15-juin-22	Management	1	Approve Business Operations Report	For	For	
			Management	2	Approve Consolidated Financial Statements	For	For	
			Management	3	Approve Profit Distribution	For	For	
			Management	4	Amend Articles of Association	For	For	
			Management	5	Amend Procedures Governing the Acquisition or Disposal of Assets	For	For	
			Management	6	Amend Rules and Procedures Regarding Shareholder's General Meeting	For	For	
			Management	7.1	Elect JI ZHAO, with ID NO.AC02599XXX, as Non-Independent Director	For	For	
			Management	7.2	Elect MING QU, with ID NO.AC03272XXX, as Non-Independent Director	For	For	
			Management	7.3	Elect HUANG, TA-LUN, with SHAREHOLDER NO.49, as Non-Independent Director	For	For	
			Management	7.4	Elect YANG, JUNG KUNG, with SHAREHOLDER NO.6, as Non-Independent Director	For	For	
			Management	7.5	Elect DENNIS LYNN SEGERS, with ID NO.AC03272XXX, as Independent Director	For	For	
			Management	7.6	Elect SHEN, JEN LIN, with ID NO.F103573XXX, as Independent Director	For	For	
			Management	7.7	Elect LAURA HUANG, with ID NO.H201105XXX, as Independent Director	For	For	
Rocket Companies, Inc.	USA	15-juin-22	Management	1.1	Elect Director Dan Gilbert	For	Withhold	<p>WITHHOLD votes are warranted for incumbent director nominees Daniel (Dan) Gilbert and Nancy Tellem given the board's failure to remove, or subject to a sunset requirement, the multi-class capital structure, the classified board and the pop-up supermajority vote requirements to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. WITHHOLD votes are further warranted for non-independent director nominee Daniel (Dan) Gilbert for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are also warranted for Daniel (Dan) Gilbert for serving as a non-independent member of a key board committee.</p> <p>WITHHOLD votes are warranted for incumbent director nominees Daniel (Dan) Gilbert and Nancy Tellem given the board's failure to remove, or subject to a sunset requirement, the multi-class capital structure, the classified board and the pop-up supermajority vote requirements to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. WITHHOLD votes are further warranted for non-independent director nominee Daniel (Dan) Gilbert for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are also warranted for Daniel (Dan) Gilbert for serving as a non-independent member of a key board committee.</p>
			Management	1.2	Elect Director Nancy Tellem	For	Withhold	
			Management	2	Ratify Ernst & Young LLP as Auditors	For	For	
			Management	3	Amend Nonqualified Employee Stock Purchase Plan	For	For	
Roper Technologies, Inc.	USA	15-juin-22	Management	1.1	Elect Director Shellye L. Archambeau	For	For	
			Management	1.2	Elect Director Amy Woods Brinkley	For	For	
			Management	1.3	Elect Director Irene M. Esteves	For	For	
			Management	1.4	Elect Director L. Neil Hunn	For	For	
			Management	1.5	Elect Director Robert D. Johnson	For	For	
			Management	1.6	Elect Director Thomas P. Joyce, Jr.	For	For	
			Management	1.7	Elect Director Laura G. Thatcher	For	For	
			Management	1.8	Elect Director Richard F. Wallman	For	For	
			Management	1.9	Elect Director Christopher Wright	For	For	
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Management	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	
Sonova Holding AG	Switzerland	15-juin-22	Management	1.1	Accept Financial Statements and Statutory Reports	For	For	
			Management	1.2	Approve Remuneration Report (Non-Binding)	For	For	
			Management	2	Approve Allocation of Income and Dividends of CHF 4.40 per Share	For	For	
			Management	3	Approve Discharge of Board and Senior Management	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	4	Approve Increase in Minimum Size of Board to Five Members and Maximum Size to Ten Members	For	For	
			Management	5.1.1	Reelect Robert Spoerly as Director and Board Chair	For	For	
			Management	5.1.2	Reelect Stacy Seng as Director	For	For	
			Management	5.1.3	Reelect Lynn Bleil as Director	For	For	
			Management	5.1.4	Reelect Gregory Behar as Director	For	For	
			Management	5.1.5	Reelect Lukas Braunschweiler as Director	For	For	
			Management	5.1.6	Reelect Roland Diggelmann as Director	For	For	
			Management	5.1.7	Reelect Ronald van der Vis as Director	For	For	
			Management	5.1.8	Reelect Jnlong Wang as Director	For	For	
			Management	5.1.9	Reelect Adrian Widmer as Director	For	For	
			Management	5.2	Elect Julie Tay as Director	For	For	
			Management	5.3.1	Reappoint Stacy Seng as Member of the Nomination and Compensation Committee	For	For	
			Management	5.3.2	Reappoint Lukas Braunschweiler as Member of the Nomination and Compensation Committee	For	For	
			Management	5.3.3	Reappoint Roland Diggelmann as Member of the Nomination and Compensation Committee	For	For	
			Management	5.4	Ratify Ernst & Young AG as Auditors	For	For	
			Management	5.5	Designate Keller KLG as Independent Proxy	For	For	
			Management	6.1	Approve Remuneration of Directors in the Amount of CHF 3.5 Million	For	For	
			Management	6.2	Approve Remuneration of Executive Committee in the Amount of CHF 16 Million	For	For	
			Management	7.1	Approve CHF 100,621.90 Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	For	For	
			Management	7.2	Approve Extension of Existing Authorized Capital Pool of CHF 305,798.59 with or without Exclusion of Preemptive Rights	For	For	
			Management	8	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.
Veolia Environnement SA	France	15-juin-22	Management	1	Approve Financial Statements and Statutory Reports	For	For	
			Management	2	Approve Consolidated Financial Statements and Statutory Reports	For	For	
			Management	3	Approve Non-Deductible Expenses	For	For	
			Management	4	Approve Allocation of Income and Dividends of EUR 1 per Share	For	For	
			Management	5	Approve Auditors' Special Report on Related-Party Transactions	For	For	
			Management	6	Reelect Antoine Frerot as Director	For	For	
			Management	7	Elect Estelle Brachianoff as Director	For	For	
			Management	8	Elect Agata Mazurek-Bak as Director	For	For	
			Management	9	Approve Compensation of Antoine Frerot, Chairman and CEO	For	For	
			Management	10	Approve Compensation Report of Corporate Officers	For	For	
			Management	11	Approve Remuneration Policy of Chairman and CEO From 1 January 2022 to 30 June 2022	For	For	
			Management	12	Approve Remuneration Policy of Chairman and CEO From 1 January 2022 to 30 June 2022 (Stock Bonus)	For	Against	A vote AGAINST this exceptional remuneration policy is warranted as it seems that the Suez acquisition achievement is rewarded twice, by the exceptional grant of 30,000 shares and the decision to maintain full potential vesting of the 2020 and 2021 plans without prorata temporis despite Antoine Frerot not being an executive anymore after July, 1st.
			Management	13	Approve Remuneration Policy of Chairman of the Board From 1 July to 31 December 2022	For	For	
			Management	14	Approve Remuneration Policy of CEO From 1 July to 31 December 2022	For	For	
			Management	15	Approve Remuneration Policy of Corporate Officers	For	For	
			Management	16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	
			Management	17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 1,049,587,899	For	For	
			Management	18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 349,862,633	For	For	
			Management	19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 349,862,633	For	For	
			Management	20	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	For	
			Management	21	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 17 and 18	For	For	
			Management	22	Authorize Capitalization of Reserves of Up to EUR 400 Million for Bonus Issue or Increase in Par Value	For	For	
			Management	23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For	
			Management	24	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	For	For	
			Management	25	Authorize up to 0.35 Percent of Issued Capital for Use in Restricted Stock Plans	For	For	
			Management	26	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For	
			Management	27	Authorize Filing of Required Documents/Other Formalities	For	For	
Befesa SA	Luxembourg	16-juin-22	Management	2	Approve Consolidated Financial Statements	For	For	
			Management	3	Approve Financial Statements	For	For	
			Management	4	Approve Allocation of Income and Dividends	For	For	
			Management	5	Approve Discharge of Directors	For	For	
			Management	6	Reelect Georg Graf von Waldersee as Non-Executive Director	For	For	
			Management	7	Reelect Frauke Heistermann as Non-Executive Director	For	For	



Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales				
			Management	8	Reelect Romeo Kreinberg as Non-Executive Director	For	Against	A vote FOR the elections of Javier Molina Montes, Natalia Latorre Arranz, Jose Dominguez Abascal, Frauke Heistermann, Wolf Lehmann, Georg Graf von Walderssee, Helmut Wieser and Asier Zarranandia Ayo is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates A vote AGAINST the reelection of chairman of the nominating committee Romeo Kreinberg is warranted because the board composition is insufficiently diverse.				
			Management	9	Reelect Wolf Lehmann as Executive Director	For	For					
			Management	10	Reelect Javier Molina Montes as Executive Director	For	For					
			Management	11	Reelect Helmut Wieser as Non-Executive Director	For	For					
			Management	12	Reelect Asier Zarranandia Ayo as Executive Director	For	For					
			Management	13	Elect Natalia Latorre Arranz as Non-Executive Director	For	For					
			Management	14	Elect Jose Dominguez Abascal as Non-Executive Director	For	For					
			Management	15	Approve Fixed Remuneration of Non-Executive Directors	For	For					
			Management	16	Approve Remuneration Policy	For	Against					
			Management	17	Approve Remuneration Report	For	Against					
			Management	18	Renew Appointment of KPMG Luxembourg as Auditor	For	For					
			Fujitsu General Ltd.	Japan	16-juin-22	Management	1		Approve Allocation of Income, with a Final Dividend of JPY 16	For	For	
			Management	2	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For					
			Management	3.1	Elect Director Saito, Etsuro	For	For					
			Management	3.2	Elect Director Niwayama, Hiroshi	For	For					
			Management	3.3	Elect Director Sakamaki, Hisashi	For	For					
			Management	3.4	Elect Director Terasaka, Fumiaki	For	For					
			Management	3.5	Elect Director Kuwayama, Mieko	For	For					
Management	3.6	Elect Director Maehara, Osami	For	For								
Management	3.7	Elect Director Yamaguchi, Hirohisa	For	For								
Management	3.8	Elect Director Kosuda, Tsunenao	For	For								
Management	3.9	Elect Director Hasegawa, Tadashi	For	For								
Management	3.10	Elect Director Yokoyama, Hiroyuki	For	For								
Management	3.11	Elect Director Sugiyama, Masaki	For	For								
Management	4	Appoint Alternate Statutory Auditor Nishimura, Yasuo	For	For								
Management	5	Approve Annual Bonus	For	For								
Management	6	Approve Restricted Stock Plan	For	For								
Iberdrola SA	Spain	16-juin-22	Management	1	Approve Consolidated and Standalone Financial Statements	For	For					
Management	2	Approve Consolidated and Standalone Management Reports	For	For								
Management	3	Approve Non-Financial Information Statement	For	For								
Management	4	Approve Discharge of Board	For	For								
Management	5	Renew Appointment of KPMG Auditores as Auditor	For	For								
Management	6	Amend Preamble and Article 7 Re: Company's Purpose, Values and Social Dividend	For	For								
Management	7	Amend Article 16 Re: Engagement Dividend	For	For								
Management	8	Amend Article 11 of General Meeting Regulations Re: Engagement Dividend	For	For								
Management	9	Approve Engagement Dividend	For	For								
Management	10	Approve Allocation of Income and Dividends	For	For								
Management	11	Approve Scrip Dividends	For	For								
Management	12	Approve Scrip Dividends	For	For								
Management	13	Approve Reduction in Share Capital via Amortization of Treasury Shares	For	For								
Management	14	Advisory Vote on Remuneration Report	For	For								
Management	15	Reelect Anthony L. Gardner as Director	For	For								
Management	16	Ratify Appointment of and Elect Maria Angeles Alcalá Diaz as Director	For	For								
Management	17	Ratify Appointment of and Elect Isabel Garcia Tejerina as Director	For	For								
Management	18	Fix Number of Directors at 14	For	For								
Management	19	Authorize Share Repurchase Program	For	For								
Management	20	Authorize Board to Ratify and Execute Approved Resolutions	For	For								
Oatly Group AB	Sweden	16-juin-22	Management	2	Elect Chairman of Meeting	For	For					
Management	3	Prepare and Approve List of Shareholders	For	For								
Management	4	Approve Agenda of Meeting	For	For								
Management	5	Designate Inspector(s) of Minutes of Meeting	For	For								
Management	6	Acknowledge Proper Convening of Meeting	For	For								
Management	8	Accept Financial Statements and Statutory Reports	For	For								
Management	9	Approve Allocation of Income and Omission of Dividends	For	For								
Management	10	Approve Discharge of Board and President	For	For								
Management	11	Determine Number of Members (12) and Deputy Members (0) of Board	For	For								
Management	12	Approve Remuneration of Directors in the Amount of USD 60,000 for Each Directors;	For	For								
Management	13	Approve Remuneration for Committee Work	For	For								
Management	14	Approve Remuneration of Auditors	For	For								
Management	14	Ratify Ernst & Young as Auditors	For	For								
Management	15	Amend Articles Re: Set Minimum (250 Million) and Maximum (1 Billion) Number of Shares	For	For								
Management	16	Approve Issuance of up to 20 Percent of Share Capital without Preemptive Rights	For	Against								

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
Toyoda Gosei Co., Ltd.	Japan	16-juin-22	Management	1	Amend Articles to Amend Business Lines - Disclose Shareholder Meeting Materials on Internet	For	For	
			Management	2.1	Elect Director Koyama, Toru	For	For	
			Management	2.2	Elect Director Yamada, Tomonobu	For	For	
			Management	2.3	Elect Director Yasuda, Hiroshi	For	For	
			Management	2.4	Elect Director Oka, Masaki	For	For	
			Management	2.5	Elect Director Ishikawa, Takashi	For	For	
			Management	2.6	Elect Director Miyazaki, Naoki	For	For	
			Management	2.7	Elect Director Tsuchiya, Sojiro	For	For	
			Management	2.8	Elect Director Yamaka, Kimio	For	For	
			Management	2.9	Elect Director Matsumoto, Mayumi	For	For	
			Management	3	Appoint Statutory Auditor Kuwayama, Hitoshi	For	For	
TURKCELL İletisim Hizmetleri AS	Turkey	16-juin-22	Management	1	Open Meeting and Elect Presiding Council of Meeting	For	For	
			Management	2	Accept Board Report	For	For	
			Management	3	Accept Audit Report	For	For	
			Management	4	Accept Financial Statements	For	For	
			Management	5	Approve Discharge of Board	For	For	
			Management	6	Amend Company Articles 9, 17 and 19	For	For	
			Management	7	Approve Upper Limit of Donations for 2022 and Receive Information on Donations Made in 2021	For	For	
			Management	8	Ratify Director Appointments	For	Against	A vote AGAINST this item is warranted, as no director nominees have been proposed at the time of writing, and it is uncertain that an independent director would be appointed at the general meeting under this item whereas the board is not one third independent.
			Management	9	Approve Director Remuneration	For	Against	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision.
			Management	10	Approve Working Principles of the General Assembly	For	For	
			Management	11	Ratify External Auditors	For	For	
			Management	12	Approve Allocation of Income	For	For	
			Management	13	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	For	For	
Aon plc	Ireland	17-juin-22	Management	1.1	Elect Director Lester B. Knight	For	For	
			Management	1.2	Elect Director Gregory C. Case	For	For	
			Management	1.3	Elect Director Jin-Yong Cai	For	For	
			Management	1.4	Elect Director Jeffrey C. Campbell	For	For	
			Management	1.5	Elect Director Fulvio Conti	For	For	
			Management	1.6	Elect Director Cheryl A. Francis	For	For	
			Management	1.7	Elect Director J. Michael Losh	For	For	
			Management	1.8	Elect Director Richard C. Notebaert	For	For	
			Management	1.9	Elect Director Gloria Santona	For	For	
			Management	1.10	Elect Director Byron O. Spruell	For	For	
			Management	1.11	Elect Director Carolyn Y. Woo	For	For	
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Management	3	Ratify Ernst & Young LLP as Auditors	For	For	
			Management	4	Ratify Ernst & Young Chartered Accountants as Statutory Auditor	For	For	
			Management	5	Authorize Board to Fix Remuneration of Auditors	For	For	
Cathay Financial Holdings Co. Ltd.	Taiwan	17-juin-22	Management	1	Approve Business Operations Report and Financial Statements	For	For	
			Management	2	Approve Profit Distribution	For	For	
			Management	3	Approve Amendments to Articles of Association	For	For	
			Management	4	Approve Amendments to Rules and Procedures Regarding Shareholder's General Meeting	For	For	
			Management	5	Amend Procedures Governing the Acquisition or Disposal of Assets	For	For	
			Management	6	Approve to Raise Long-term Capital	For	For	
			Management	7.1	Elect CHENG-TA TSAI, a Representative of CHIA YI CAPITAL CO., LTD., with SHAREHOLDER NO.572870, as Non-Independent Director	For	For	
			Management	7.2	Elect HONG-TU TSAI, with SHAREHOLDER NO.1372, as Non-Independent Director	For	For	
			Management	7.3	Elect CHENG-CHIU TSAI, a Representative of CHEN-SHENG INDUSTRIAL CO., LTD., with SHAREHOLDER NO.552922, as Non-Independent Director	For	For	
			Management	7.4	Elect CHI-WEI JOONG, a Representative of CHIA YI CAPITAL CO., LTD., with SHAREHOLDER NO.572870, as Non-Independent Director	For	For	
			Management	7.5	Elect ANDREW MING-JIAN KUO, a Representative of CATHAY UNITED BANK FOUNDATION, with SHAREHOLDER NO.579581, as Non-Independent Director	For	For	
			Management	7.6	Elect TIAO-KUEI HUANG, a Representative of CATHAY LIFE INSURANCE CO., LTD. EMPLOYEES WELFARE COMMITTEE, with SHAREHOLDER NO.1237, as Non-Independent Director	For	For	
			Management	7.7	Elect MING- HO HSIUNG, a Representative of CATHAY LIFE INSURANCE CO., LTD. EMPLOYEES WELFARE COMMITTEE, with SHAREHOLDER NO.1237, as Non-Independent Director	For	For	
			Management	7.8	Elect CHANG-KEN LEE, a Representative of CATHAY LIFE INSURANCE CO., LTD. EMPLOYEES WELFARE COMMITTEE, with SHAREHOLDER NO.1237, as Non-Independent Director	For	For	
			Management	7.9	Elect FENG-CHIANG MIAU, with ID NO.A131723XXX, as Independent Director	For	Against	A vote AGAINST Feng-Chiang Miao and Edward Yung Do Way under Items 7.9 and 7.10 as they serve on a total of more than six public company boards. A vote FOR the other nominees under Items 7.1-7.8 and 7.11-7.13 is warranted given the absence of any known issues concerning the nominees.
Management	7.10	Elect EDWARD YUNG DO WAY, with ID NO.A102143XXX, as Independent Director	For	Against	A vote AGAINST Feng-Chiang Miao and Edward Yung Do Way under Items 7.9 and 7.10 as they serve on a total of more than six public company boards. A vote FOR the other nominees under Items 7.1-7.8 and 7.11-7.13 is warranted given the absence of any known issues concerning the nominees.			

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	7.11	Elect L-HLING WANG, with ID NO.M220268XXX, as Independent Director	For	For	
			Management	7.12	Elect TANG-CHIEH WU, with ID NO.R120204XXX, as Independent Director	For	For	
			Management	7.13	Elect PEI-PEI YU, with ID NO.F220938XXX, as Independent Director	For	For	
			Management	8	Approve Release of Restrictions of Competitive Activities of Directors	For	For	
Comture Corp.	Japan	17-juin-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 11.25	For	For	
			Management	2	Amend Articles to Adopt Board Structure with Audit Committee - Disclose Shareholder Meeting Materials on Internet - Amend Provisions on Number of Directors	For	For	
			Management	3.1	Elect Director Mukai, Koichi	For	Abstain	A vote ABSTAIN this nominee is warranted because: * The nominee passed away on May 19 and this item was withdrawn.
			Management	3.2	Elect Director Sawada, Chihiro	For	For	
			Management	3.3	Elect Director Noma, Osamu	For	For	
			Management	3.4	Elect Director Kamei, Takahiro	For	For	
			Management	3.5	Elect Director Nakatani, Ryuta	For	For	
			Management	3.6	Elect Director Dochi, Junko	For	For	
			Management	3.7	Elect Director Yamashita, Akio	For	For	
			Management	4.1	Elect Director and Audit Committee Member Tamura, Seiji	For	For	
			Management	4.2	Elect Director and Audit Committee Member Sasaki, Hitoshi	For	For	
			Management	4.3	Elect Director and Audit Committee Member Suzuki, Masayuki	For	For	
			Management	4.4	Elect Director and Audit Committee Member Ishihara, Akira	For	For	
			Management	4.5	Elect Director and Audit Committee Member Harada, Yutaka	For	For	
			Management	5	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	For	For	
			Management	6	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	For	For	
CTBC Financial Holding Co., Ltd.	Taiwan	17-juin-22	Management	1	Approve Financial Statements	For	For	
			Management	2	Approve Profit Distribution	For	For	
			Management	3	Approve Amendments to Articles of Association	For	For	
			Management	4	Amend Rules and Procedures Regarding Shareholder's General Meeting	For	For	
			Management	5	Amend Procedures Governing the Acquisition or Disposal of Assets	For	For	
			Management	6	Approve Issuance of Restricted Stocks	For	Against	A vote AGAINST is warranted because there is limited disclosure of the performance hurdles to be applied.
			Management	7.1	Elect SHENG-YUNG YANG, with SHAREHOLDER NO.1018764, as Independent Director	For	For	
			Management	7.2	Elect CHEUNG-CHUN LAU, with ID NO.507605XXX, as Independent Director	For	For	
			Management	7.3	Elect WEN-YEN HSU, with ID NO.C120287XXX, as Independent Director	For	For	
			Management	7.4	Elect CHUNG-HUI JIH, with ID NO.H220212XXX, as Independent Director	For	For	
			Management	7.5	Elect WEN-LONG YEN, a Representative of WEI FU INVESTMENT CO., LTD, with SHAREHOLDER NO.4122, as Non-Independent Director	For	For	
			Management	7.6	Elect THOMAS K.S. CHEN, a Representative of YI CHUAN INVESTMENT CO., LTD., with SHAREHOLDER NO.883341, as Non-Independent Director	For	For	
			Management	7.7	Elect CHUN-KO CHEN, a Representative of CHUNG YUAN INVESTMENT CO., LTD., with SHAREHOLDER NO.883288, as Non-Independent Director	For	For	
			Shareholder	7.8	Elect HSUI-CHIH WANG, a Representative of BANK OF TAIWAN CO., LTD, with SHAREHOLDER NO.771829, as Non-Independent Director	Against	Against	A vote FOR all the nominees under Items 7.1-7.7 is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics. A vote AGAINST the nominee under Item 7.8 is warranted because the nominating shareholder has failed to provide a rationale for their nomination.
Feng Tay Enterprises Co., Ltd.	Taiwan	17-juin-22	Management	1	Approve Business Operations Report and Financial Statements	For	For	
			Management	2	Approve Profit Distribution	For	For	
Fortinet, Inc.	USA	17-juin-22	Management	1.1	Elect Director Ken Xie	For	For	
			Management	1.2	Elect Director Michael Xie	For	For	
			Management	1.3	Elect Director Kenneth A. Goldman	For	For	
			Management	1.4	Elect Director Ming Hsieh	For	For	
			Management	1.5	Elect Director Jean Hu	For	For	
			Management	1.6	Elect Director William H. Neukom	For	For	
			Management	1.7	Elect Director Judith Sim	For	For	
			Management	1.8	Elect Director James Stavridis	For	For	
			Management	2	Ratify Deloitte & Touche LLP as Auditors	For	For	
			Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Management	4	Approve Stock Split	For	For	
			Shareholder	5	Adopt Simple Majority Vote	None	For	A vote FOR this proposal is warranted given that elimination of the supermajority vote requirement would enhance shareholder rights.
Members Co., Ltd.	Japan	17-juin-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 25	For	For	
			Management	2	Amend Articles to Disclose Shareholder Meeting Materials on Internet - Allow Virtual Only Shareholder Meetings	For	Against	A vote AGAINST this proposal is warranted because: * The passage of this proposal will authorize the company to hold virtual only meetings permanently, without further need to consult shareholders, even after the current health crisis is resolved, and the proposed language fails to specify situations under which virtual meetings will be held.
			Management	3.1	Elect Director Kemmochi, Tadashi	For	For	
			Management	3.2	Elect Director Takano, Akihiko	For	For	
			Management	4	Approve Restricted Stock Plan	For	For	
NIDEC Corp.	Japan	17-juin-22	Management	1	Amend Articles to Change Company Name - Clarify Director Authority on Shareholder Meetings - Disclose Shareholder Meeting Materials on Internet	For	For	
			Management	2.1	Elect Director Nagamori, Shigenobu	For	For	
			Management	2.2	Elect Director Kobe, Hiroshi	For	For	
			Management	2.3	Elect Director Seki, Jun	For	For	
			Management	2.4	Elect Director Sato, Shinichi	For	For	
			Management	2.5	Elect Director Komatsu, Yayoi	For	For	
			Management	2.6	Elect Director Sakai, Takako	For	For	
			Management	3.1	Elect Director and Audit Committee Member Murakami, Kazuya	For	For	
			Management	3.2	Elect Director and Audit Committee Member Ochiai, Hiroyuki	For	For	
			Management	3.3	Elect Director and Audit Committee Member Nakane, Takeshi	For	For	
			Management	3.4	Elect Director and Audit Committee Member Yamada, Aya	For	For	
			Management	3.5	Elect Director and Audit Committee Member Akamatsu, Tamame	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
Nomura Research Institute Ltd.	Japan	17-juin-22	Management	4	Elect Alternate Director and Audit Committee Member Watanabe Junko	For	For	
			Management	1	Amend Articles to Disclose Shareholder Meeting Materials on Internet - Amend Provisions on Director Titles	For	For	
			Management	2.1	Elect Director Konomoto, Shingo	For	For	
			Management	2.2	Elect Director Fukami, Yasuo	For	For	
			Management	2.3	Elect Director Akatsuka, Yo	For	For	
			Management	2.4	Elect Director Anzai, Hidenori	For	For	
			Management	2.5	Elect Director Ebato, Ken	For	For	
			Management	2.6	Elect Director Tateno, Shuji	For	For	
			Management	2.7	Elect Director Omiya, Hideaki	For	For	
			Management	2.8	Elect Director Sakata, Shinoi	For	For	
			Management	2.9	Elect Director Ohashi, Tetsuji	For	For	
			Management	3.1	Appoint Statutory Auditor Minami, Naruhito	For	For	
			Management	3.2	Appoint Statutory Auditor Takazawa, Yasuko	For	For	
Management	4	Approve Compensation Ceiling for Directors	For	For				
Voltronic Power Technology Corp.	Taiwan	17-juin-22	Management	1	Approve Business Operations Report and Financial Statements	For	For	
			Management	2	Approve Profit Distribution	For	For	
			Management	3	Approve Issuance of Restricted Stocks	For	For	
			Management	4	Amend Procedures Governing the Acquisition or Disposal of Assets	For	For	
Yadea Group Holdings Ltd.	Cayman Islands	17-juin-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
			Management	2	Approve Final Dividend	For	For	
			Management	3A1	Elect Shen Yu as Director	For	For	
			Management	3A2	Elect Zhang Yiyin as Director	For	For	
			Management	3A3	Elect Wong Lung Ming as Director	For	For	
			Management	3B	Authorize Board to Fix Remuneration of Directors	For	Against	We prefer to vote AGAINST since the remuneration policy lacks concrete sustainability focused non-financial KPIs
			Management	4	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	For	For	
			Management	5A	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.
			Management	5B	Authorize Repurchase of Issued Share Capital	For	For	
			Management	5C	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.
Dai-ichi Life Holdings, Inc.	Japan	20-juin-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 83	For	For	
			Management	2	Amend Articles to Amend Business Lines - Clarify Director Authority on Shareholder Meetings - Allow Virtual Only Shareholder Meetings - Amend Provisions on Number of Directors	For	For	
			Management	3.1	Elect Director Watanabe, Koichiro	For	For	
			Management	3.2	Elect Director Inagaki, Seiji	For	For	
			Management	3.3	Elect Director Kikuta, Tetsuya	For	For	
			Management	3.4	Elect Director Shoji, Hiroshi	For	For	
			Management	3.5	Elect Director Akashi, Mamoru	For	For	
			Management	3.6	Elect Director Sumino, Toshiaki	For	For	
			Management	3.7	Elect Director Maeda, Koichi	For	For	
			Management	3.8	Elect Director Inoue, Yuriko	For	For	
			Management	3.9	Elect Director Shingai, Yasushi	For	For	
			Management	3.10	Elect Director Bruce Miller	For	For	
			Management	4.1	Elect Director and Audit Committee Member Shibagaki, Takahiro	For	For	
			Management	4.2	Elect Director and Audit Committee Member Kondo, Fusakazu	For	For	
			Management	4.3	Elect Director and Audit Committee Member Sato, Rieko	For	For	
			Management	4.4	Elect Director and Audit Committee Member Ungyong Shu	For	Against	A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.
Management	4.5	Elect Director and Audit Committee Member Masuda, Koichi	For	Against	A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.			
Management	5	Elect Alternate Director and Audit Committee Member Tsuchiya, Fumiaki	For	For				
Management	6	Approve Performance Share Plan	For	For				
Management	7	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	For	For				
Management	8	Approve Contract for Transfer of All Shares of a Wholly-Owned Subsidiary to an Intermediate Holding Company	For	For				
SolarEdge Technologies, Inc.	USA	20-juin-22	Management	1a	Elect Director Betsy Atkins	For	Against	A vote AGAINST Betsy Atkins 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. Dirk Hoke joined the board in April 2022 and should not be held accountable for these issues at this time.
			Management	1b	Elect Director Dirk Carsten Hoke	For	For	
			Management	2	Ratify Ernst & Young LLP as Auditors	For	For	
Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For				
DENSO Corp.	Japan	21-juin-22	Management	1	Amend Articles to Amend Business Lines - Disclose Shareholder Meeting Materials on Internet	For	For	
			Management	2.1	Elect Director Arima, Koji	For	For	
			Management	2.2	Elect Director Shinohara, Yukihiro	For	For	
			Management	2.3	Elect Director Ito, Kenichiro	For	For	
			Management	2.4	Elect Director Matsui, Yasushi	For	For	
			Management	2.5	Elect Director Toyoda, Akio	For	For	
			Management	2.6	Elect Director Kushida, Shigeki	For	For	
			Management	2.7	Elect Director Mitsuya, Yuko	For	For	
			Management	2.8	Elect Director Joseph P. Schmelzeis, Jr	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
Mastercard Incorporated	USA	21-juin-22	Management	3	Appoint Alternate Statutory Auditor Kitagawa, Hiromi	For	For	A vote FOR this proposal is warranted. This shareholder proposal includes a 10 percent ownership threshold which shareholders may view as a more reasonable threshold than the 15 percent threshold proposed by management. This proposal would also represent an enhancement to shareholder rights, as shareholders do not currently have the right to call special meetings. A vote FOR this resolution is warranted, as additional reporting on the company's political contributions and policies would benefit shareholders in assessing its management of related risks. A vote AGAINST this proposal is warranted because the company provides sufficient information regarding its charitable contributions, and absent self-dealing or gross negligence, management should be afforded discretion in determining the company's charitable giving strategy. Votes FOR this proposal are warranted as additional information regarding the processes the company uses to assess and evaluate the effectiveness of its risk management system as it relates to the management of risks associated with the processing of payments involving its cards and/or its electronic payment system services for the sale and purchase of untraceable firearms, including Buy, Build, Shoot firearm kits, components, and/or accessories used to assemble privately made firearms known as Ghost Guns.
			Management	1a	Elect Director Merit E. Janow	For	For	
			Management	1b	Elect Director Candido Bracher	For	For	
			Management	1c	Elect Director Richard K. Davis	For	For	
			Management	1d	Elect Director Julius Genachowski	For	For	
			Management	1e	Elect Director Choon Phong Goh	For	For	
			Management	1f	Elect Director Oki Matsumoto	For	For	
			Management	1g	Elect Director Michael Miebach	For	For	
			Management	1h	Elect Director Youngme Moon	For	For	
			Management	1i	Elect Director Rima Qureshi	For	For	
			Management	1j	Elect Director Gabrielle Sulzberger	For	For	
			Management	1k	Elect Director Jackson Tai	For	For	
			Management	1l	Elect Director Harit Talwar	For	For	
			Management	1m	Elect Director Lance Uggla	For	For	
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
Management	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For				
Management	4	Provide Right to Call a Special Meeting at a 15 Percent Ownership Threshold	For	For				
Shareholder	5	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	Against	For				
Shareholder	6	Report on Political Contributions	Against	For				
Shareholder	7	Report on Charitable Contributions	Against	Against				
Shareholder	8	Report on Risks Associated with Sale and Purchase of Ghost Guns	Against	For				
Nien Made Enterprise Co., Ltd.	Taiwan	21-juin-22	Management	1	Approve Business Operations Report and Financial Statements	For	For	A vote AGAINST is warranted as the proposed amendments would grant the board full authority to decide on the company's cash dividend distribution plan without shareholder approval. Such amendment will undermine shareholder's right in deciding on cash dividend payments.
			Management	2	Approve Plan on Profit Distribution	For	For	
			Management	3	Approve Amendments to Articles of Association	For	Against	
Nippon Shokubai Co., Ltd.	Japan	21-juin-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 100	For	For	
			Management	2	Amend Articles to Change Company Name - Amend Business Lines - Limit Rights of Odd-Lot Holders - Disclose Shareholder Meeting Materials on Internet - Remove Provisions on Takeover Defense	For	For	
			Management	3.1	Elect Director Goto, Yujiro	For	For	
			Management	3.2	Elect Director Iriguchi, Jiro	For	For	
			Management	3.3	Elect Director Noda, Kazuhiro	For	For	
			Management	3.4	Elect Director Takagi, Kuniaki	For	For	
			Management	3.5	Elect Director Watanabe, Masahiro	For	For	
			Management	3.6	Elect Director Sumida, Yasutaka	For	For	
			Management	3.7	Elect Director Hasebe, Shinji	For	For	
			Management	3.8	Elect Director Setoguchi, Tetsuo	For	For	
			Management	3.9	Elect Director Sakurai, Miyuki	For	For	
			Management	4	Appoint Statutory Auditor Kobayashi, Takashi	For	For	
			Management	5	Approve Annual Bonus	For	For	
Management	6	Approve Compensation Ceiling for Directors	For	For				
Management	7	Approve Trust-Type Equity Compensation Plan	For	For				
Management	8	Approve Compensation Ceiling for Statutory Auditors	For	For				
Okta, Inc.	USA	21-juin-22	Management	1.1	Elect Director Jeff Epstein	For	Withhold	WITHHOLD votes are warranted for director nominees Jeffrey (Jeff) Epstein, J. Frederic Kerrest, and Rebecca (Becky) Saeger given the board's failure to remove, or subject to a sunset requirement, the classified board structure and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. WITHHOLD votes are further warranted for incumbent nominating and governance committee member Rebecca (Becky) Saeger given the board's failure to remove the problematic capital structure or subject it to a less onerous sunset requirement. WITHHOLD votes are warranted for director nominees Jeffrey (Jeff) Epstein, J. Frederic Kerrest, and Rebecca (Becky) Saeger given the board's failure to remove, or subject to a sunset requirement, the classified board structure and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. WITHHOLD votes are further warranted for incumbent nominating and governance committee member Rebecca (Becky) Saeger given the board's failure to remove the problematic capital structure or subject it to a less onerous sunset requirement. WITHHOLD votes are warranted for director nominees Jeffrey (Jeff) Epstein, J. Frederic Kerrest, and Rebecca (Becky) Saeger given the board's failure to remove, or subject to a sunset requirement, the classified board structure and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. WITHHOLD votes are further warranted for incumbent nominating and governance committee member Rebecca (Becky) Saeger given the board's failure to remove the problematic capital structure or subject it to a less onerous sunset requirement. A vote AGAINST this proposal is warranted. The CEO and other NEOs received significant equity awards, all of which were entirely time-based. Shareholders generally expect that a significant portion of equity awards be subject to rigorous performance criteria.
			Management	1.2	Elect Director J. Frederic Kerrest	For	Withhold	
			Management	1.3	Elect Director Rebecca Saeger	For	Withhold	
			Management	2	Ratify Ernst & Young LLP as Auditors	For	For	
			Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
Virbac SA	France	21-juin-22	Management	1	Approve Financial Statements and Discharge Directors	For	For	A vote FOR the reelection of this independent nominee is warranted in the absence of specific concerns (Item 6). A vote AGAINST the reelection of this non-independent nominee is warranted given the lack of independence at the board level (including all board members: 28.6 percent vs 33.3 percent recommended; excluding employee representatives: 33.3 percent vs 50 percent recommended) (Item 5). A vote AGAINST the non-independent audit committee member on ballot is warranted as the level of independence at the audit committee level lies below recommended guidelines (Item 5).
			Management	2	Approve Consolidated Financial Statements and Statutory Reports	For	For	
			Management	3	Approve Allocation of Income and Dividends of EUR 1.25 per Share	For	For	
			Management	4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	For	
			Management	5	Reelect Pierre Madelpuech as Director	For	Against	
			Management	6	Reelect Cyrille Petit Conseil as Director	For	For	
			Management	7	Renew Appointment of Xavier Yon Consulting Unipessoal Lda as Censor	For	Against	
			Management	8	Renew Appointment of Rodolphe Durand as Censor	For	Against	
			Management	9	Renew Appointment of Deloitte & Associates as Auditor	For	For	
			Management	10	Renew Appointment of Novances-David & Associates as Auditor	For	For	
			Management	11	Approve Compensation Report of Directors	For	For	
			Management	12	Approve Compensation Report of CEO and Vice-CEOs	For	For	
			Management	13	Approve Compensation of Marie-Helene Dick-Madelpuech, Chairwoman of the Board	For	For	
			Management	14	Approve Compensation of Sebastien Huron, CEO	For	Against	
			Management	15	Approve Compensation of Habib Ramdani, Vice-CEO	For	Against	
			Management	16	Approve Compensation of Marc Bistuer, Vice-CEO	For	For	
			Management	17	Approve Remuneration Policy of Chairwoman of the Board	For	Against	
			Management	18	Approve Remuneration Policy of Directors	For	For	
			Management	19	Approve Remuneration Policy of Sebastien Huron, CEO	For	Against	
			Zuora, Inc.	USA	21-juin-22	Management	1.1	
Management	1.2	Elect Director Timothy Haley				For	Withhold	
Management	1.3	Elect Director Magdalena Yesil				For	Withhold	
Management	2	Ratify KPMG LLP as Auditors				For	For	
Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation				For	For	
Management	24	Authorize Filing of Required Documents/Other Formalities				For	Against	
Amadeus IT Group SA	Spain	22-juin-22	Management	1	Approve Consolidated and Standalone Financial Statements	For	For	This resolution warrants a vote AGAINST as the share repurchase program can be continued during a takeover period.
			Management	2	Approve Non-Financial Information Statement	For	For	
			Management	3	Advisory Vote on Remuneration Report	For	For	
			Management	4	Approve Treatment of Net Loss	For	For	
			Management	5	Approve Discharge of Board	For	For	
			Management	6	Renew Appointment of Ernst & Young as Auditor	For	For	
			Management	7	Fix Number of Directors at 11	For	For	
			Management	8.1	Ratify Appointment of and Elect Eriikka Soderstrom as Director	For	For	
			Management	8.2	Elect David Vegara Figueras as Director	For	For	
			Management	8.3	Reelect William Connelly as Director	For	For	
			Management	8.4	Reelect Luis Maroto Camino as Director	For	For	
			Management	8.5	Reelect Pilar Garcia Ceballos-Zuniga as Director	For	For	
			Management	8.6	Reelect Stephan Gemkow as Director	For	For	
			Management	8.7	Reelect Peter Kuerpick as Director	For	For	
Management	8.8	Reelect Francesco Loredan as Director	For	For				
Management	9	Approve Remuneration of Directors	For	For				

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	10	Authorize Share Repurchase Program	For	For	
			Management	11	Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities without Preemptive Rights up to EUR 5 Billion	For	For	
			Management	12	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 10 Percent	For	For	
			Management	13	Authorize Board to Ratify and Execute Approved Resolutions	For	For	
Carbios SA	France	22-juin-22	Management	1	Approve Financial Statements and Discharge Directors	For	For	
			Management	2	Approve Consolidated Financial Statements and Statutory Reports	For	For	
			Management	3	Approve Non-Deductible Expenses	For	For	
			Management	4	Approve Treatment of Losses	For	For	
			Management	5	Approve Auditors' Special Report on Related-Party Transactions	For	For	
			Management	6	Ratify Appointment of Philippe Pouletty as Director	For	Against	A vote AGAINST Philippe Pouletty is warranted, as the overall level of independence lies below one-third of board members (Item 6). The number of outside mandates held by Philippe Pouletty is in excess of recommended guidelines for non-executive chairman. Therefore, his election warrants a vote AGAINST. (Item 6) In absence of specific concern, a vote FOR is warranted for this election. (Item 7)
			Management	7	Ratify Appointment of Emmanuel Ladent as Director	For	For	
			Management	8	Appoint Copernicus Wealth Management as Censor	For	Against	A vote AGAINST is warranted because the nomination is not proposed on a short-term basis and lacks rationale.
			Management	9	Approve Remuneration of Directors in the Aggregate Amount of EUR 250,000	For	For	
			Management	10	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	
			Management	11	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 3.906 Million	For	For	
			Management	12	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Item 11	For	For	
			Management	13	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 780,000	For	Against	Votes FOR the authorizations under Items 11 to 16 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights (and with a binding priority right).
			Management	14	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 780,000	For	Against	Votes FOR the authorizations under Items 11 to 16 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights (and with a binding priority right).
			Management	15	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 780,000	For	For	
			Management	16	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 13 to 15	For	Against	Votes FOR the authorizations under Items 11 to 16 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights (and with a binding priority right).
			Management	17	Approve Issuance of up to 220,000 Warrants (BSPCE) Reserved for Employees and Executives	For	For	
			Management	18	Approve Issuance of up to 55,000 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. * No information is available on the existence of performance conditions. * Both vesting and performance periods are not disclosed.
			Management	19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For	
			Management	20	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For	
			Management	21	Authorize Filing of Required Documents/Other Formalities	For	For	
Daimler Truck Holding AG	Germany	22-juin-22	Management	2	Approve Allocation of Income and Omission of Dividends	For	For	
			Management	3	Approve Discharge of Management Board for Fiscal Year 2021	For	For	
			Management	4	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	For	
			Management	5.1	Ratify KPMG AG as Auditors for Fiscal Year 2022	For	For	
			Management	5.2	Ratify KPMG AG as Auditors for a Review of Interim Financial Statements for Fiscal Year 2023 until the Next AGM	For	For	
			Management	6.1	Elect Michael Brosnan to the Supervisory Board	For	For	
			Management	6.2	Elect Jacques Esculier to the Supervisory Board	For	For	
			Management	6.3	Elect Akihiro Eto to the Supervisory Board	For	For	
			Management	6.4	Elect Laura Ipsen to the Supervisory Board	For	For	
			Management	6.5	Elect Renata Bruengger to the Supervisory Board	For	For	
			Management	6.6	Elect Joe Kaeser to the Supervisory Board	For	For	
			Management	6.7	Elect John Krafcik to the Supervisory Board	For	For	
			Management	6.8	Elect Martin Richenhagen to the Supervisory Board	For	For	
			Management	6.9	Elect Marie Wieck to the Supervisory Board	For	For	
			Management	6.10	Elect Harald Wilhelm to the Supervisory Board	For	For	
			Management	7	Approve Remuneration of Supervisory Board	For	For	
			Management	8	Approve Remuneration Policy	For	For	
			Management	9	Approve Remuneration Report	For	For	
E Ink Holdings, Inc.	Taiwan	22-juin-22	Management	1	Approve Financial Statements	For	For	
			Management	2	Approve Plan on Profit Distribution	For	For	
			Management	3	Approve Amendments to Articles of Association	For	For	
			Management	4	Approve Amendments to Rules and Procedures Regarding Shareholder's General Meeting	For	For	
			Management	5	Approve Amendments to Procedures Governing the Acquisition or Disposal of Assets	For	For	
			Management	6	Approve Release of Restrictions of Competitive Activities of Newly Appointed Directors and Representatives	For	For	
East Japan Railway Co.	Japan	22-juin-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 50	For	For	
			Management	2	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	
			Management	3.1	Elect Director Tomita, Tetsuro	For	For	
			Management	3.2	Elect Director Fukasawa, Yuji	For	For	
			Management	3.3	Elect Director Kise, Yoichi	For	For	
			Management	3.4	Elect Director Ise, Katsumi	For	For	
			Management	3.5	Elect Director Ichikawa, Totaro	For	For	
			Management	3.6	Elect Director Ouchi, Atsushi	For	For	
			Management	3.7	Elect Director Ito, Atsuko	For	For	
			Management	3.8	Elect Director Watari, Chiharu	For	For	
			Management	3.9	Elect Director Ito, Motoshige	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	3.10	Elect Director Amano, Reiko	For	For	
			Management	3.11	Elect Director Kawamoto, Hiroko	For	For	
			Management	3.12	Elect Director Iwamoto, Toshio	For	For	
			Management	4	Appoint Statutory Auditor Koike, Hiroshi	For	For	
EIZO Corp.	Japan	22-juin-22	Management	1	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	
			Management	2.1	Elect Director Jitsumori, Yoshitaka	For	For	
			Management	2.2	Elect Director Ebisu, Masaki	For	For	
			Management	2.3	Elect Director Anise, Manabu	For	For	
			Management	3.1	Elect Director and Audit Committee Member Suzuki, Masaaki	For	For	
			Management	3.2	Elect Director and Audit Committee Member Deminami, Kazuhiko	For	For	
			Management	3.3	Elect Director and Audit Committee Member Takino, Hiroji	For	Against	A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.
			Management	3.4	Elect Director and Audit Committee Member Inoue, Toru	For	For	
			Management	3.5	Elect Director and Audit Committee Member Osuna, Masako	For	For	
			Management	4	Approve Restricted Stock Plan	For	For	
Evotec SE	Germany	22-juin-22	Management	2	Approve Discharge of Management Board for Fiscal Year 2021	For	For	
			Management	3	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	For	
			Management	4	Ratify BDO AG as Auditors for Fiscal Year 2022 and for the Review of Interim Financial Statements	For	For	
			Management	5	Elect Camilla Languille to the Supervisory Board	For	For	
			Management	6	Approve Creation of EUR 35.3 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	For	For	
			Management	7	Approve Stock Option Plan for Key Employees; Approve Creation of EUR 6 Million Pool of Conditional Capital to Guarantee Conversion Rights	For	For	
			Management	8	Approve Remuneration Report	For	Against	A vote AGAINST the remuneration report is warranted because: * During the year, two executives received discretionary one-off awards with a substantial opportunity level under the restricted share plan without an accompanying and compelling justification. * Only limited ex-post disclosure is provided to explain achievement against non-financial performance metrics.
			Management	9	Approve Remuneration Policy	For	For	
Expensify, Inc.	USA	22-juin-22	Management	1.1	Elect Director David Barrett	For	Withhold	WITHHOLD votes are warranted for non-independent director nominees David Barrett, Jason Mills, Anuradha (Anu) Muralidharan, Ryan Schaffer, and Daniel Vidal for failing to establish a board on which a majority of the directors are independent and due to the company's lack of a formal nominating committee, and for serving as non-independent members of a key board committee. WITHHOLD votes are also warranted for David Barrett and Ryan Schaffer for the implementation of a multi-class capital structure without subjecting it to a time-based sunset provision. Votes FOR the remaining director nominees are warranted.
			Management	1.2	Elect Director Ryan Schaffer	For	Withhold	WITHHOLD votes are warranted for non-independent director nominees David Barrett, Jason Mills, Anuradha (Anu) Muralidharan, Ryan Schaffer, and Daniel Vidal for failing to establish a board on which a majority of the directors are independent and due to the company's lack of a formal nominating committee, and for serving as non-independent members of a key board committee. WITHHOLD votes are also warranted for David Barrett and Ryan Schaffer for the implementation of a multi-class capital structure without subjecting it to a time-based sunset provision. Votes FOR the remaining director nominees are warranted.
			Management	1.3	Elect Director Anu Muralidharan	For	Withhold	WITHHOLD votes are warranted for non-independent director nominees David Barrett, Jason Mills, Anuradha (Anu) Muralidharan, Ryan Schaffer, and Daniel Vidal for failing to establish a board on which a majority of the directors are independent and due to the company's lack of a formal nominating committee, and for serving as non-independent members of a key board committee. WITHHOLD votes are also warranted for David Barrett and Ryan Schaffer for the implementation of a multi-class capital structure without subjecting it to a time-based sunset provision. Votes FOR the remaining director nominees are warranted.
			Management	1.4	Elect Director Jason Mills	For	Withhold	WITHHOLD votes are warranted for non-independent director nominees David Barrett, Jason Mills, Anuradha (Anu) Muralidharan, Ryan Schaffer, and Daniel Vidal for failing to establish a board on which a majority of the directors are independent and due to the company's lack of a formal nominating committee, and for serving as non-independent members of a key board committee. WITHHOLD votes are also warranted for David Barrett and Ryan Schaffer for the implementation of a multi-class capital structure without subjecting it to a time-based sunset provision. Votes FOR the remaining director nominees are warranted.
			Management	1.5	Elect Director Daniel Vidal	For	Withhold	WITHHOLD votes are warranted for non-independent director nominees David Barrett, Jason Mills, Anuradha (Anu) Muralidharan, Ryan Schaffer, and Daniel Vidal for failing to establish a board on which a majority of the directors are independent and due to the company's lack of a formal nominating committee, and for serving as non-independent members of a key board committee. WITHHOLD votes are also warranted for David Barrett and Ryan Schaffer for the implementation of a multi-class capital structure without subjecting it to a time-based sunset provision. Votes FOR the remaining director nominees are warranted.
			Management	1.6	Elect Director Timothy L. Christen	For	For	
			Management	1.7	Elect Director Ying (Vivian) Liu	For	For	
			Management	1.8	Elect Director Ellen Pao	For	For	
			Management	2	Ratify Ernst & Young LLP as Auditors	For	For	
hGears AG	Germany	22-juin-22	Management	2	Approve Discharge of Management Board for Fiscal Year 2021	For	For	
			Management	3	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	For	
			Management	4	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2022	For	For	
			Management	5	Approve Remuneration Policy	For	Against	A vote AGAINST the proposed policy is warranted because the policy contains significant scope for discretionary adjustment by the board via special bonus payments and an STI modifier.
			Management	6	Approve Remuneration of Supervisory Board	For	For	
			Management	7	Approve Remuneration Report	For	Against	A vote AGAINST the remuneration report is warranted because a one-off IPO bonus was paid to the CFO and the relevant parameters of the bonus are not disclosed.
			Management	8	Approve Reduction of Conditional Capital 2021/III to EUR 547,900	For	For	
			Management	9	Approve Stock Option Plan for Key Employees; Approve Creation of EUR 190,500 Pool of Conditional Capital 2022/I to Guarantee Conversion Rights	For	For	
Nasdaq, Inc.	USA	22-juin-22	Management	1a	Elect Director Melissa M. Arnoldi	For	For	
			Management	1b	Elect Director Charlene T. Begley	For	For	



Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	1c	Elect Director Steven D. Black	For	For	
			Management	1d	Elect Director Adena T. Friedman	For	For	
			Management	1e	Elect Director Essa Kazim	For	For	
			Management	1f	Elect Director Thomas A. Kloet	For	For	
			Management	1g	Elect Director John D. Rainey	For	For	
			Management	1h	Elect Director Michael R. Splinter	For	For	
			Management	1i	Elect Director Toni Townes-Whitley	For	For	
			Management	1j	Elect Director Alfred W. Zollar	For	For	
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Management	3	Ratify Ernst & Young LLP as Auditors	For	For	
			Management	4	Approve Stock Split	For	For	
			Shareholder	5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For	A vote FOR this proposal is warranted as a lower ownership threshold to call a special meeting would improve shareholder rights.
NEC Corp.	Japan	22-juin-22	Management	1	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	
			Management	2.1	Elect Director Niino, Takashi	For	For	
			Management	2.2	Elect Director Morita, Takayuki	For	For	
			Management	2.3	Elect Director Matsukura, Hajime	For	For	
			Management	2.4	Elect Director Nishihara, Moto	For	For	
			Management	2.5	Elect Director Fujikawa, Osamu	For	For	
			Management	2.6	Elect Director Iki, Noriko	For	For	
			Management	2.7	Elect Director Ito, Masatoshi	For	For	
			Management	2.8	Elect Director Nakamura, Kuniharu	For	For	
			Management	2.9	Elect Director Christina Ahmadjian	For	For	
			Management	2.10	Elect Director Oka, Masashi	For	For	
			Management	3.1	Appoint Statutory Auditor Obata, Shinobu	For	For	
			Management	3.2	Appoint Statutory Auditor Okada, Kyoko	For	For	
Xinjiang Goldwind Science & Technology Co., Ltd.	China	22-juin-22	Management	1	Approve Report of the Board of Directors	For	For	
			Management	2	Approve Report of the Supervisory Committee	For	For	
			Management	3	Approve Audited Consolidated Financial Statements and Auditors' Report	For	For	
			Management	4	Approve Final Dividend Distribution	For	For	
			Management	5	Approve Annual Report	For	For	
			Management	6	Approve Proposed Operation of Exchange Rate Hedging Business	For	For	
			Management	7	Approve Provision of New Guarantees by the Company for its Subsidiaries	For	For	
			Management	8	Approve Provision of Letter of Guarantee by the Company for the Benefit of Its Subsidiaries	For	Against	A vote AGAINST this resolution is warranted as the company has failed to disclose pertinent details regarding this proposal.
			Management	9	Approve Deloitte Touche Tohmatsu Certified Public Accountants LLP as PRC Auditors and Deloitte Touche Tohmatsu as International Auditors and Authorize Board to Fix Their Remuneration	For	For	
			Management	10	Approve Remuneration of Directors	For	Against	We prefer to vote AGAINST since the remuneration policy lacks concrete sustainability focused non-financial KPIs
			Management	11	Approve Remuneration of Supervisors	For	Against	We prefer to vote AGAINST since the remuneration policy lacks concrete sustainability focused non-financial KPIs
			Management	12.1	Elect Wu Gang as Director	For	For	
			Management	12.2	Elect Cao Zhiqiang as Director	For	For	
			Management	12.3	Elect Wang Haibo as Director	For	Against	A vote AGAINST the elections of Gao Jianjun, Lu Hailin, and Wang Haibo is warranted for failing to attend at least 75 percent of board and committee meetings in the most recent fiscal year, without a satisfactory explanation. In the absence of any significant issues concerning other nominees, a vote FOR their election is warranted.
			Management	12.4	Elect Lu Hailin as Director	For	Against	A vote AGAINST the elections of Gao Jianjun, Lu Hailin, and Wang Haibo is warranted for failing to attend at least 75 percent of board and committee meetings in the most recent fiscal year, without a satisfactory explanation. In the absence of any significant issues concerning other nominees, a vote FOR their election is warranted.
			Management	12.5	Elect Gao Jianjun as Director	For	Against	A vote AGAINST the elections of Gao Jianjun, Lu Hailin, and Wang Haibo is warranted for failing to attend at least 75 percent of board and committee meetings in the most recent fiscal year, without a satisfactory explanation. In the absence of any significant issues concerning other nominees, a vote FOR their election is warranted.
			Management	12.6	Elect Wang Kaiguo as Director	For	For	
			Management	13.1	Elect Yang Jianping as Director	For	For	
			Management	13.2	Elect Zeng Xianfen as Director	For	For	
			Management	13.3	Elect Wei Wei as Director	For	For	
			Management	14.1	Elect Li Tiefeng as Supervisor	For	For	
			Management	14.2	Elect Luo Jun as Supervisor	For	For	
			Management	14.3	Elect Wang Yan as Supervisor	For	For	
Ajinomoto Co., Inc.	Japan	23-juin-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 28	For	For	
			Management	2	Amend Articles to Disclose Shareholder Meeting Materials on Internet - Allow Virtual Only Shareholder Meetings	For	For	
			Management	3.1	Elect Director Iwata, Kimie	For	For	
			Management	3.2	Elect Director Nawa, Takashi	For	For	
			Management	3.3	Elect Director Nakayama, Joji	For	For	
			Management	3.4	Elect Director Toki, Atsushi	For	For	
			Management	3.5	Elect Director Indo, Mami	For	For	
			Management	3.6	Elect Director Hatta, Yoko	For	For	
			Management	3.7	Elect Director Fujie, Taro	For	For	
			Management	3.8	Elect Director Shiragami, Hiroshi	For	For	
			Management	3.9	Elect Director Nosaka, Chiaki	For	For	
			Management	3.10	Elect Director Sasaki, Tatsuya	For	For	
			Management	3.11	Elect Director Tochio, Masaya	For	For	
Giant Manufacturing Co., Ltd.	Taiwan	23-juin-22	Management	1	Approve Financial Statements	For	For	
			Management	2	Approve Plan on Profit Distribution	For	For	
			Management	3	Approve Amendments to Articles of Association	For	For	
			Management	4	Approve Amendments to Procedures Governing the Acquisition or Disposal of Assets	For	For	
			Management	5	Approve Amendments to Lending Procedures and Caps	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
Marvell Technology, Inc.	USA	23-juin-22	Management	1a	Elect Director Sara Andrews	For	For	
			Management	1b	Elect Director W. Tudor Brown	For	For	
			Management	1c	Elect Director Brad W. Buss	For	For	
			Management	1d	Elect Director Edward H. Frank	For	For	
			Management	1e	Elect Director Richard S. Hill	For	For	
			Management	1f	Elect Director Marachel L. Knight	For	For	
			Management	1g	Elect Director Matthew J. Murphy	For	For	
			Management	1h	Elect Director Michael G. Strachan	For	For	
			Management	1i	Elect Director Robert E. Switz	For	For	
			Management	1j	Elect Director Ford Tamer	For	For	
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Management	3	Amend Qualified Employee Stock Purchase Plan	For	For	
			Management	4	Ratify Deloitte & Touche LLP as Auditors	For	For	
Nihon M&A Center Holdings Inc.	Japan	23-juin-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 9	For	For	
			Management	2	Amend Articles to Disclose Shareholder Meeting Materials on Internet - Amend Provisions on Number of Directors	For	For	
			Management	3.1	Elect Director Wakebayashi, Yasuhiro	For	For	
			Management	3.2	Elect Director Miyake, Suguru	For	For	
			Management	3.3	Elect Director Naraki, Takamaro	For	For	
			Management	3.4	Elect Director Otsuki, Masahiko	For	For	
			Management	3.5	Elect Director Takeuchi, Naoki	For	For	
			Management	3.6	Elect Director Watanabe, Tsuneo	For	For	
			Management	3.7	Elect Director Kumagai, Hideyuki	For	For	
			Management	3.8	Elect Director Mori, Tokihiko	For	For	
			Management	3.9	Elect Director Anna Dingley	For	For	
			Management	3.10	Elect Director Takeuchi, Minako	For	For	
			Management	3.11	Elect Director Keneth George Smith	For	For	
Management	3.12	Elect Director Nishikido, Keichi	For	For				
Management	4.1	Elect Director and Audit Committee Member Hirayama, Iwao	For	For				
Management	4.2	Elect Director and Audit Committee Member Yamada, Yoshinori	For	For				
Management	4.3	Elect Director and Audit Committee Member Matsunaga, Takayuki	For	For				
Management	5	Elect Alternate Director and Audit Committee Member Shiga, Katsumasa	For	For				
NIPPON STEEL CORP.	Japan	23-juin-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 90	For	For	
			Management	2	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	
			Management	3.1	Elect Director Shindo, Kosei	For	For	
			Management	3.2	Elect Director Hashimoto, Eiji	For	For	
			Management	3.3	Elect Director Migita, Akio	For	For	
			Management	3.4	Elect Director Sato, Naoki	For	For	
			Management	3.5	Elect Director Mori, Takahiro	For	For	
			Management	3.6	Elect Director Hirose, Takashi	For	For	
			Management	3.7	Elect Director Imai, Tadashi	For	For	
			Management	3.8	Elect Director Tomita, Tetsuro	For	For	
			Management	3.9	Elect Director Urano, Kuniko	For	For	
			Management	4.1	Elect Director and Audit Committee Member Furumoto, Shozo	For	For	
			Management	4.2	Elect Director and Audit Committee Member Murase, Masayoshi	For	For	
Management	4.3	Elect Director and Audit Committee Member Azuma, Seichiro	For	For				
Management	4.4	Elect Director and Audit Committee Member Yoshikawa, Hiroshi	For	For				
Management	4.5	Elect Director and Audit Committee Member Kitera, Masato	For	For				
Obayashi Corp.	Japan	23-juin-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 16	For	For	
			Management	2	Amend Articles to Clarify Director Authority on Shareholder Meetings - Disclose Shareholder Meeting Materials on Internet	For	For	
			Management	3.1	Elect Director Obayashi, Takeo	For	Against	A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation.
			Management	3.2	Elect Director Hasuwa, Kenji	For	Against	A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation.
			Management	3.3	Elect Director Kotera, Yasuo	For	For	
			Management	3.4	Elect Director Murata, Toshihiko	For	For	
			Management	3.5	Elect Director Sasagawa, Atsushi	For	For	
			Management	3.6	Elect Director Nohira, Akinobu	For	For	
			Management	3.7	Elect Director Sato, Toshimi	For	For	
			Management	3.8	Elect Director Izumiya, Naoki	For	For	
			Management	3.9	Elect Director Kobayashi, Yoko	For	For	
			Management	3.10	Elect Director Orii, Masako	For	For	
			Management	3.11	Elect Director Kato, Hiroyuki	For	For	
Management	3.12	Elect Director Kuroda, Yukiko	For	For				
Management	4.1	Appoint Statutory Auditor Watanabe, Isao	For	For				
Management	4.2	Appoint Statutory Auditor Yamaguchi, Yoshihiro	For	For				
Management	4.3	Appoint Statutory Auditor Mizutani, Eiji	For	For				
QIAGEN NV	Netherlands	23-juin-22	Management	1	Adopt Financial Statements and Statutory Reports	For	For	
			Management	2	Approve Remuneration Report	For	For	
			Management	3	Approve Discharge of Management Board	For	For	
			Management	4	Approve Discharge of Supervisory Board	For	For	
			Management	5a	Elect Metin Colpan to Supervisory Board	For	For	
			Management	5b	Elect Thomas Ebeling to Supervisory Board	For	For	
			Management	5c	Elect Toralf Haag to Supervisory Board	For	For	
			Management	5d	Elect Ross L. Levine to Supervisory Board	For	For	
			Management	5e	Elect Elaine Mardis to Supervisory Board	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	5f	Elect Eva Pisa to Supervisory Board	For	For	
			Management	5g	Elect Lawrence A. Rosen to Supervisory Board	For	For	
			Management	5h	Elect Elizabeth E. Tallett to Supervisory Board	For	For	
			Management	6a	Reelect Thierry Bernard to Management Board	For	For	
			Management	6b	Reelect Roland Sackers to Management Board	For	For	
			Management	7	Ratify KPMG Accountants N.V. as Auditors	For	For	
			Management	8a	Grant Supervisory Board Authority to Issue Shares	For	For	
			Management	8b	Authorize Supervisory Board to Exclude Preemptive Rights from Share Issuances	For	For	
			Management	9	Authorize Repurchase of Shares	For	For	
			Management	10	Approve Discretionary Rights for the Managing Board to Implement Capital Repayment by Means of Synthetic Share Repurchase	For	For	
			Management	11	Approve Cancellation of Shares	For	For	
Soltec Power Holdings SA	Spain	23-juin-22	Management	1	Approve Consolidated and Standalone Financial Statements	For	For	
			Management	2	Approve Consolidated and Standalone Management Reports	For	For	
			Management	3	Approve Non-Financial Information Statement	For	For	
			Management	4	Approve Discharge of Board	For	For	
			Management	5	Approve Treatment of Net Loss	For	For	
			Management	6	Approve Remuneration Policy	For	Against	We prefer to vote AGAINST since the remuneration policy lacks concrete sustainability focused non-financial KPIs
			Management	7	Appoint Ernst & Young as Auditor	For	For	
			Management	8	Advisory Vote on Remuneration Report	For	Against	We prefer to vote AGAINST since the remuneration policy lacks concrete sustainability focused non-financial KPIs
			Management	9	Authorize Board to Ratify and Execute Approved Resolutions	For	For	
Sumitomo Mitsui Trust Holdings, Inc.	Japan	23-juin-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 90	For	For	
			Management	2	Amend Articles to Disclose Shareholder Meeting Materials on Internet - Allow Virtual Only Shareholder Meetings	For	For	
			Management	3.1	Elect Director Takakura, Toru	For	Against	A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation.
			Management	3.2	Elect Director Araumi, Jiro	For	For	
			Management	3.3	Elect Director Yamaguchi, Nobuaki	For	For	
			Management	3.4	Elect Director Oyama, Kazuya	For	For	
			Management	3.5	Elect Director Okubo, Tetsuo	For	Against	A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation.
			Management	3.6	Elect Director Hashimoto, Masaru	For	For	
			Management	3.7	Elect Director Shudo, Kuniyuki	For	For	
			Management	3.8	Elect Director Tanaka, Koji	For	For	
			Management	3.9	Elect Director Matsushita, Isao	For	For	
			Management	3.10	Elect Director Saito, Shinichi	For	Against	A vote AGAINST this director nominee is warranted because: * The board after this meeting will not be majority independent and this outside director nominee lacks independence.
			Management	3.11	Elect Director Kawamoto, Hiroko	For	Against	A vote AGAINST this director nominee is warranted because: * The board after this meeting will not be majority independent and this outside director nominee lacks independence.
			Management	3.12	Elect Director Aso, Mitsuhiro	For	For	
			Management	3.13	Elect Director Kato, Nobuaki	For	For	
			Management	3.14	Elect Director Yanagi, Masanori	For	For	
			Management	3.15	Elect Director Kashima, Kaoru	For	For	
The Kroger Co.	USA	23-juin-22	Management	1.1	Elect Director Nora A. Auffreiter	For	For	
			Management	1.2	Elect Director Kevin M. Brown	For	For	
			Management	1.3	Elect Director Elaine L. Chao	For	For	
			Management	1.4	Elect Director Anne Gates	For	For	
			Management	1.5	Elect Director Karen M. Hogue	For	For	
			Management	1.6	Elect Director W. Rodney McMullen	For	For	
			Management	1.7	Elect Director Clyde R. Moore	For	For	
			Management	1.8	Elect Director Ronald L. Sargent	For	For	
			Management	1.9	Elect Director J. Amanda Sourry Knox (Amanda Sourry)	For	For	
			Management	1.10	Elect Director Mark S. Sutton	For	For	
			Management	1.11	Elect Director Ashok Vemuri	For	For	
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Management	3	Ratify PricewaterhouseCoopers LLC as Auditor	For	For	
			Management	4	Amend Omnibus Stock Plan	For	For	
			Shareholder	5	Report on Efforts to Reduce Plastic Use	Against	For	A vote FOR this proposal is warranted, as additional disclosure on metrics and targets related to the use of plastic packaging would allow shareholders to better assess the company's management of associated financial, environmental, and reputational risks.
			Shareholder	6	Report on Human Rights and Protection of Farmworkers	Against	For	A vote FOR this proposal is warranted, as additional information regarding policies the company has implemented to address human rights impacts and protection of farmworkers in its supply chain would allow shareholders to better gauge how well Kroger is managing human rights related risks.
			Shareholder	7	Report on Efforts to Eliminate HFCs in Refrigeration and Reduce GHG Emissions	Against	For	A vote FOR this proposal is warranted, as investors would benefit from greater disclosure around the management of HFC emissions, especially in light of regulatory and competitive pressure.
			Shareholder	8	Report on Risks to Business Due to Increased Labor Market Pressure	Against	For	A vote FOR this proposal is warranted as additional reporting and information regarding the company's potential exposure to risks related to increased labor market pressure would be beneficial to shareholders.
Toray Industries, Inc.	Japan	23-juin-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 8	For	For	
			Management	2	Amend Articles to Disclose Shareholder Meeting Materials on Internet - Reduce Directors' Term	For	For	
			Management	3.1	Elect Director Nikkaku, Akihiro	For	Against	A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.
			Management	3.2	Elect Director Oya, Mitsuo	For	Against	A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.
			Management	3.3	Elect Director Hagiwara, Satoru	For	Against	A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.
			Management	3.4	Elect Director Adachi, Kazuyuki	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	3.5	Elect Director Yoshinaga, Minoru	For	For	
			Management	3.6	Elect Director Suga, Yasuo	For	For	
			Management	3.7	Elect Director Shuto, Kazuhiko	For	For	
			Management	3.8	Elect Director Okamoto, Masahiko	For	For	
			Management	3.9	Elect Director Ito, Kunio	For	For	
			Management	3.10	Elect Director Noyori, Ryoji	For	For	
			Management	3.11	Elect Director Kaminaga, Susumu	For	For	
			Management	3.12	Elect Director Futagawa, Kazuo	For	For	
			Management	4	Approve Annual Bonus	For	For	
			Management	5	Approve Compensation Ceiling for Directors	For	For	
Bureau Veritas SA	France	24-juin-22	Management	1	Approve Financial Statements and Statutory Reports	For	For	
			Management	2	Approve Consolidated Financial Statements and Statutory Reports	For	For	
			Management	3	Approve Allocation of Income and Dividends of EUR 0.53 per Share	For	For	
			Management	4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	For	
			Management	5	Reelect Aldo Cardoso as Director	For	For	
			Management	6	Reelect Pascal Lebard as Director	For	For	
			Management	7	Elect Jean-Francois Palus as Director	For	For	
			Management	8	Approve Compensation Report of Corporate Officers	For	For	
			Management	9	Approve Compensation of Aldo Cardoso, Chairman of the board	For	For	
			Management	10	Approve Compensation of Didier Michaud-Daniel, CEO	For	Against	A vote AGAINST this remuneration report is warranted because: * The level of disclosure surrounding the achievement of the bonus performance criteria is limited; * The 2021 LTIPs grant exceeds the cap voted in the policy with no explanation; * The performance targets attached to the granted LTIPs are not disclosed; * The LTIPs granted in 2021 are not subject to a presence condition; * The adjustment proposed under the 2018 and 2019 LTI plans decided by the board would erase entirely the effects of the Covid-19 crisis on these two years and enable a total acquisition of the performance shares and options under the 2018 plans. The long-term remuneration under these plans would therefore be in disconnection with the company's performance and shareholders' interests.
			Management	11	Approve Remuneration Policy of Directors	For	For	
			Management	12	Approve Remuneration Policy of Chairman of the Board	For	For	
			Management	13	Approve Remuneration Policy of CEO	For	Against	A vote AGAINST this remuneration policy is warranted: * The LTIP cap significantly and repeatedly increases without a compelling rationale; * The policy allows for the post-mandate vesting of awards; and * The derogation policy is too large and vague. * There is not cap to potential exceptional remunerations.
			Management	14	Renew Appointment of PricewaterhouseCoopers as Auditor	For	For	
			Management	15	Renew Appointment of Ernst & Young Audit as Auditor	For	For	
			Management	16	Acknowledge End of Mandate of Jean-Christophe Georghiou as Alternate Auditor and Decision Not to Replace or Renew	For	For	
			Management	17	Acknowledge End of Mandate of Auditex as Alternate Auditor and Decision Not to Replace or Renew	For	For	
			Management	18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	
			Management	19	Authorize Filing of Required Documents/Other Formalities	For	For	
EXEO Group, Inc.	Japan	24-juin-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 52	For	For	
			Management	2	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	
			Management	3.1	Elect Director Watabe, Noriyuki	For	For	
			Management	3.2	Elect Director Imaizumi, Fumitoshi	For	For	
			Management	4	Appoint Statutory Auditor Otsubo, Yasuo	For	For	
Japan Medical Dynamic Marketing, Inc.	Japan	24-juin-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 12	For	For	
			Management	2	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	
			Management	3.1	Elect Director Okawa, Masao	For	Against	A vote AGAINST this nominee is warranted because the nominee is an incumbent representative director and there is a lack of diversity on the board.
			Management	3.2	Elect Director Hironaka, Toshiyuki	For	For	
			Management	3.3	Elect Director Brent Allen Bartholomew	For	For	
			Management	3.4	Elect Director Okamura, Tomoyuki	For	For	
			Management	3.5	Elect Director Ishikawa, Hiroshi	For	For	
			Management	3.6	Elect Director Saburi, Toshio	For	For	
			Management	4	Appoint Statutory Auditor Tsuchiya, Takeaki	For	Against	A vote AGAINST this nominee is warranted because: * The outside statutory auditor nominee's affiliation with the company could compromise independence.
Kotobuki Spirits Co., Ltd.	Japan	24-juin-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 30	For	For	
			Management	2	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	
			Management	3.1	Elect Director Kawagoe, Seigo	For	For	
			Management	3.2	Elect Director Matsumoto, Shinji	For	For	
			Management	3.3	Elect Director Shirochi, Masayuki	For	For	
			Management	3.4	Elect Director Sakamoto, Ryoichi	For	For	
			Management	3.5	Elect Director Iwata, Matsuo	For	For	
			Management	3.6	Elect Director Yoshimoto, Megumi	For	For	
			Management	4.1	Elect Director and Audit Committee Member Yamane, Masamichi	For	For	
			Management	4.2	Elect Director and Audit Committee Member Noguchi, Koichi	For	For	
			Management	4.3	Elect Director and Audit Committee Member Tanaka, Yasuhiro	For	For	
Matching Service Japan Co., Ltd.	Japan	24-juin-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 15	For	For	
			Management	2	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	
			Management	3.1	Elect Director Arimoto, Takahiro	For	Against	A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.
			Management	3.2	Elect Director Fujie, Mayuki	For	For	
			Management	3.3	Elect Director Yamamoto, Taku	For	For	
			Management	4.1	Elect Director and Audit Committee Member Sugawara, Masanori	For	For	
			Management	4.2	Elect Director and Audit Committee Member Oura, Yoshimitsu	For	Against	A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.
			Management	4.3	Elect Director and Audit Committee Member Sakamoto, Hidetaka	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales			
Nippon Telegraph & Telephone Corp.	Japan	24-juin-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 60	For	For				
			Management	2	Amend Articles to Disclose Shareholder Meeting Materials on Internet - Allow Virtual Only Shareholder Meetings - Amend Provisions on Number of Statutory Auditors	For	For				
			Management	3.1	Elect Director Sawada, Jun	For	For				
			Management	3.2	Elect Director Shimada, Akira	For	For				
			Management	3.3	Elect Director Kawazoe, Katsuhiko	For	For				
			Management	3.4	Elect Director Hiroi, Takashi	For	For				
			Management	3.5	Elect Director Kudo, Akiko	For	For				
			Management	3.6	Elect Director Sakamura, Ken	For	For				
			Management	3.7	Elect Director Uchinaga, Yukako	For	For				
			Management	3.8	Elect Director Chubachi, Ryoji	For	For				
			Management	3.9	Elect Director Watanabe, Koichiro	For	For				
			Management	3.10	Elect Director Endo, Noriko	For	For				
Olympus Corp.	Japan	24-juin-22	Management	1	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For				
			Management	2.1	Elect Director Takeuchi, Yasuo	For	For				
			Management	2.2	Elect Director Fujita, Sumitaka	For	For				
			Management	2.3	Elect Director Iwamura, Tetsuo	For	For				
			Management	2.4	Elect Director Masuda, Yasumasa	For	For				
			Management	2.5	Elect Director David Robert Hale	For	For				
			Management	2.6	Elect Director Jimmy C. Beasley	For	For				
			Management	2.7	Elect Director Ichikawa, Sachiko	For	For				
			Management	2.8	Elect Director Shingai, Yasushi	For	For				
			Management	2.9	Elect Director Kan Kohei	For	For				
			Management	2.10	Elect Director Gary John Pruden	For	For				
			Management	2.11	Elect Director Stefan Kaufmann	For	For				
Relo Group, Inc.	Japan	24-juin-22	Management	1	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For				
			Management	2.1	Elect Director Sasada, Masanori	For	Against	A vote AGAINST this director nominee is warranted because: * Top management bears responsibility for the board composition at the company with statutory auditors.			
			Management	2.2	Elect Director Nakamura, Kenichi	For	Against	A vote AGAINST this director nominee is warranted because: * Top management bears responsibility for the board composition at the company with statutory auditors. * The nominee is an incumbent representative director and there is a lack of diversity on the board.			
			Management	2.3	Elect Director Kadota, Yasushi	For	For				
			Management	2.4	Elect Director Koshinaga, Kenji	For	For				
			Management	2.5	Elect Director Kawano, Takeshi	For	For				
			Management	2.6	Elect Director Koyama, Katsuhiko	For	For				
			Management	2.7	Elect Director Onogi, Takashi	For	For				
			Management	2.8	Elect Director Udagawa, Kazuya	For	For				
			Rion Co., Ltd.	Japan	24-juin-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 23	For	For	
						Management	2	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	
						Management	3	Appoint Statutory Auditor Nakanowatari, Makoto	For	For	
SAWAI GROUP HOLDINGS Co., Ltd.	Japan	24-juin-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 65	For	For				
			Management	2	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For				
			Management	3.1	Elect Director Sawai, Mitsuo	For	For				
			Management	3.2	Elect Director Sawai, Kenzo	For	For				
			Management	3.3	Elect Director Sueyoshi, Kazuhiko	For	For				
			Management	3.4	Elect Director Terashima, Toru	For	For				
			Management	3.5	Elect Director Ohara, Masatoshi	For	For				
			Management	3.6	Elect Director Todo, Naomi	For	For				
			Management	4.1	Appoint Alternate Statutory Auditor Somi, Satoshi	For	For				
			Management	4.2	Appoint Alternate Statutory Auditor Nishimura, Yoshitsugu	For	For				
			Management	5	Approve Compensation Ceiling for Directors	For	For				
			Management	6	Approve Compensation Ceiling for Statutory Auditors	For	For				
SIGMAXYZ Holdings, Inc.	Japan	24-juin-22	Management	1	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For				
			Management	2	Approve Capital Reduction	For	For				
			Management	3	Approve Accounting Transfers	For	For				
			Management	4.1	Elect Director Kurashige, Hideki	For	For				
			Management	4.2	Elect Director Tomimura, Ryuichi	For	For				
			Management	4.3	Elect Director Tabata, Shinya	For	For				
			Management	4.4	Elect Director Uchiyama, Sono	For	For				
			Management	4.5	Elect Director Ota, Hiroshi	For	For				
			Management	4.6	Elect Director Shibamura, Shunichi	For	For				
			Management	4.7	Elect Director Okubo, Joji	For	For				
			Management	4.8	Elect Director Kondo, Shuichi	For	For				
			Management	4.9	Elect Director Yamaguchi, Komei	For	For				
Management	4.10	Elect Director Yamamoto, Makiko	For	For							
Management	5.1	Elect Director and Audit Committee Member Sunami, Fumio	For	Against	A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.						
Management	5.2	Elect Director and Audit Committee Member Hata, Noburo	For	Against	A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.						
Management	5.3	Elect Director and Audit Committee Member Amitani, Mitsuhiro	For	For							
Management	6	Elect Alternate Director and Audit Committee Member Komiya, Mitsuru	For	For							
SMS Co., Ltd.	Japan	24-juin-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 10.5	For	For				

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	2	Amend Articles to Disclose Shareholder Meeting Materials on Internet - Allow Virtual Only Shareholder Meetings	For	Against	A vote AGAINST this proposal is warranted because: * The passage of this proposal will authorize the company to hold virtual only meetings permanently, without further need to consult shareholders, even after the current health crisis is resolved, and the proposed language fails to specify situations under which virtual meetings will be held.
			Management	3.1	Elect Director Goto, Natsuki	For	For	
			Management	3.2	Elect Director Sugizaki, Masato	For	For	
			Management	4.1	Elect Director and Audit Committee Member Matsubayashi, Tomoki	For	For	
			Management	4.2	Elect Director and Audit Committee Member Suzumura, Toyotaro	For	For	
			Management	4.3	Elect Director and Audit Committee Member Takagi, Nobuko	For	For	
			Management	5	Elect Alternate Director and Audit Committee Member Mizunuma, Taro	For	For	
STRABAG SE	Austria	24-juin-22	Management	2	Approve Allocation of Income and Dividends of EUR 2.00 per Share	For	For	
			Management	3	Approve Discharge of Management Board for Fiscal Year 2021	For	Against	Votes AGAINST the discharge of the management and supervisory boards are warranted because: * On July 14, 2021, the Austrian Federal Competition Authority reported that STRABAG had violated EU and Austrian antitrust rules prohibiting anticompetitive agreements by partaking in illegal price fixing, market divisions, and sharing of information with competitors regarding public and private construction tenders in Austria. A fine of EUR 45.37 million was imposed by the Austrian Federal Cartel Court in October 2021. * Concerns are raised with respect to the fact that a culture existed within this company which led to collusion with the other major Austrian construction companies to the detriment of the company and its shareholders and stakeholders worldwide. While no specific member of the company's management board or supervisory board has thus far been found guilty of misconduct or negligence, the fact remains that for many years, there existed a corporate culture that allowed for the described facts to happen. * The discharge resolutions are currently bundled, which does not allow shareholders to target individuals who may have been involved in or accountable for failures of oversight from 2002 until 2017.
			Management	4	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	Against	Votes AGAINST the discharge of the management and supervisory boards are warranted because: * On July 14, 2021, the Austrian Federal Competition Authority reported that STRABAG had violated EU and Austrian antitrust rules prohibiting anticompetitive agreements by partaking in illegal price fixing, market divisions, and sharing of information with competitors regarding public and private construction tenders in Austria. A fine of EUR 45.37 million was imposed by the Austrian Federal Cartel Court in October 2021. * Concerns are raised with respect to the fact that a culture existed within this company which led to collusion with the other major Austrian construction companies to the detriment of the company and its shareholders and stakeholders worldwide. While no specific member of the company's management board or supervisory board has thus far been found guilty of misconduct or negligence, the fact remains that for many years, there existed a corporate culture that allowed for the described facts to happen. * The discharge resolutions are currently bundled, which does not allow shareholders to target individuals who may have been involved in or accountable for failures of oversight from 2002 until 2017.
			Management	5	Ratify KPMG Austria GmbH as Auditors for Fiscal Year 2022	For	For	
			Management	6	Approve Remuneration Report	For	For	
			Shareholder	7.1	Approve Increase in Size of Supervisory Board to Four Members	For	Against	Item 7.1: Board Size Increase A vote AGAINST this proposal is warranted as it is tied to the board elections, which do not warrant support. Items 7.2-7.5: Board Elections Votes AGAINST the non-independent nominees, Erwin Hameseder, Andreas Brandstetter, and Kerstin Gelbmann are warranted because of the failure to establish a sufficiently independent board. Moreover, votes AGAINST all nominees are warranted as the proposed term lengths exceed four years.
			Shareholder	7.2	Elect Erwin Hameseder as Supervisory Board Member	For	Against	Item 7.1: Board Size Increase A vote AGAINST this proposal is warranted as it is tied to the board elections, which do not warrant support. Items 7.2-7.5: Board Elections Votes AGAINST the non-independent nominees, Erwin Hameseder, Andreas Brandstetter, and Kerstin Gelbmann are warranted because of the failure to establish a sufficiently independent board. Moreover, votes AGAINST all nominees are warranted as the proposed term lengths exceed four years.
			Shareholder	7.3	Reelect Andreas Brandstetter as Supervisory Board Member	For	Against	Item 7.1: Board Size Increase A vote AGAINST this proposal is warranted as it is tied to the board elections, which do not warrant support. Items 7.2-7.5: Board Elections Votes AGAINST the non-independent nominees, Erwin Hameseder, Andreas Brandstetter, and Kerstin Gelbmann are warranted because of the failure to establish a sufficiently independent board. Moreover, votes AGAINST all nominees are warranted as the proposed term lengths exceed four years.
			Shareholder	7.4	Reelect Kerstin Gelbmann as Supervisory Board Member	For	Against	Item 7.1: Board Size Increase A vote AGAINST this proposal is warranted as it is tied to the board elections, which do not warrant support. Items 7.2-7.5: Board Elections Votes AGAINST the non-independent nominees, Erwin Hameseder, Andreas Brandstetter, and Kerstin Gelbmann are warranted because of the failure to establish a sufficiently independent board. Moreover, votes AGAINST all nominees are warranted as the proposed term lengths exceed four years.
			Shareholder	7.5	Elect Gabriele Schallegger as Supervisory Board Member	For	Against	Item 7.1: Board Size Increase A vote AGAINST this proposal is warranted as it is tied to the board elections, which do not warrant support. Items 7.2-7.5: Board Elections Votes AGAINST the non-independent nominees, Erwin Hameseder, Andreas Brandstetter, and Kerstin Gelbmann are warranted because of the failure to establish a sufficiently independent board. Moreover, votes AGAINST all nominees are warranted as the proposed term lengths exceed four years.
			Shareholder	8.1	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	For	Votes FOR these resolutions concerning the share repurchase program are warranted.
			Shareholder	8.2	Approve Exclusion of Proportionate Selling Rights in Connection with Share Repurchase Program	For	For	Votes FOR these resolutions concerning the share repurchase program are warranted.
			Shareholder	8.3	Authorize Cancellation of Repurchased Shares	For	For	Votes FOR these resolutions concerning the share repurchase program are warranted.
			Shareholder	8.4	Authorize Reissuance of Repurchased Shares	For	For	Votes FOR these resolutions concerning the share repurchase program are warranted.
			Management	9.1	New/Amended Proposals from Shareholders	None	Against	
			Management	9.2	New/Amended Proposals from Management and Supervisory Board	None	Against	
Sumitomo Electric Industries Ltd.	Japan	24-juin-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 25	For	For	
			Management	2	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	
			Management	3.1	Elect Director Matsumoto, Masayoshi	For	For	
			Management	3.2	Elect Director Inoue, Osamu	For	For	
			Management	3.3	Elect Director Nishida, Mitsuo	For	For	
			Management	3.4	Elect Director Nishimura, Akira	For	For	
			Management	3.5	Elect Director Hato, Hideo	For	For	
			Management	3.6	Elect Director Shirayama, Masaki	For	For	
			Management	3.7	Elect Director Kobayashi, Nobuyuki	For	For	
			Management	3.8	Elect Director Miyata, Yasuhiro	For	For	
			Management	3.9	Elect Director Sahashi, Toshiyuki	For	For	
			Management	3.10	Elect Director Sato, Hiroshi	For	For	
			Management	3.11	Elect Director Tsuchiya, Michihiro	For	For	
			Management	3.12	Elect Director Christina Ahmadijan	For	For	
			Management	3.13	Elect Director Watanabe, Katsuaki	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	3.14	Elect Director Horiba, Atsushi	For	For	
			Management	3.15	Elect Director Nakajima, Shigeru	For	For	
			Management	4.1	Appoint Statutory Auditor Kasui, Yoshitomo	For	For	
			Management	4.2	Appoint Statutory Auditor Yoshikawa, Ikuo	For	For	
			Management	5	Approve Annual Bonus	For	For	
TOCALO Co., Ltd.	Japan	24-juin-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 25	For	For	
			Management	2	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	
Infosys Limited	India	25-juin-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
			Management	2	Approve Final Dividend	For	For	
			Management	3	Reelect Nandan M. Nilekani as Director	For	For	
			Management	4	Approve Deloitte Haskins & Sells LLP, Chartered Accountants as Auditors and Authorize Board to Fix Their Remuneration	For	For	
			Management	5	Reelect D. Sundaram as Director	For	For	
			Management	6	Approve Reappointment and Remuneration of Salli S. Parekh as Chief Executive Officer and Managing Director	For	For	
ROUND ONE Corp.	Japan	25-juin-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 10	For	For	
			Management	2	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	
			Management	3.1	Elect Director Sugino, Masahiko	For	For	
			Management	3.2	Elect Director Sasae, Shinji	For	For	
			Management	3.3	Elect Director Nishimura, Naoto	For	For	
			Management	3.4	Elect Director Teramoto, Toshitaka	For	For	
			Management	3.5	Elect Director Tsuzuruki, Tomoko	For	For	
			Management	3.6	Elect Director Takaguchi, Ayako	For	For	
			Management	4.1	Appoint Alternate Statutory Auditor Shimizu, Hideki	For	For	
			Management	4.2	Appoint Alternate Statutory Auditor Kawabata, Satomi	For	For	
Applus Services SA	Spain	27-juin-22	Management	1	Approve Consolidated and Standalone Financial Statements	For	For	
			Management	2	Approve Non-Financial Information Statement	For	For	
			Management	3	Approve Allocation of Income and Dividends	For	For	
			Management	4	Approve Discharge of Board	For	For	
			Management	5	Renew Appointment of Deloitte as Auditor	For	For	
			Management	6.1	Ratify Appointment of and Elect Brendan Connolly as Director	For	For	
			Management	6.2	Ratify Appointment of and Elect Marie-Francoise Madeleine Damesin as Director	For	For	
			Management	6.3	Reelect Christopher Cole as Director	For	For	
			Management	6.4	Reelect Ernesto Gerardo Mata Lopez as Director	For	For	
			Management	7	Advisory Vote on Remuneration Report	For	For	
			Management	8	Approve Remuneration Policy	For	For	
			Management	9	Approve Reduction in Share Capital via Amortization of Treasury Shares	For	For	
			Management	10	Authorize Share Repurchase Program	For	For	
			Management	11	Authorize Board to Ratify and Execute Approved Resolutions	For	For	
Daichi Sankyo Co., Ltd.	Japan	27-juin-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 13.5	For	For	
			Management	2	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	
			Management	3.1	Elect Director Manabe, Sunao	For	For	
			Management	3.2	Elect Director Hirashima, Shoji	For	For	
			Management	3.3	Elect Director Otsuki, Masahiko	For	For	
			Management	3.4	Elect Director Okuzawa, Hiroyuki	For	For	
			Management	3.5	Elect Director Uji, Noritaka	For	For	
			Management	3.6	Elect Director Kama, Kazuaki	For	For	
			Management	3.7	Elect Director Nohara, Sawako	For	For	
			Management	3.8	Elect Director Fukuoka, Takashi	For	For	
			Management	3.9	Elect Director Komatsu, Yasuhiro	For	For	
			Management	4.1	Appoint Statutory Auditor Imazu, Yukiko	For	For	
			Management	4.2	Appoint Statutory Auditor Matsumoto, Mitsuhiro	For	For	
			Management	5	Approve Trust-Type Equity Compensation Plan	For	For	
eBASE Co., Ltd.	Japan	27-juin-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 5.8	For	For	
			Management	2	Amend Articles to Disclose Shareholder Meeting Materials on Internet - Authorize Board to Determine Income Allocation	For	For	
			Management	3.1	Elect Director Tsunekane, Koji	For	Against	A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.
			Management	3.2	Elect Director Iwata, Takao	For	Against	A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.
			Management	3.3	Elect Director Kubota, Katsuyasu	For	For	
			Management	3.4	Elect Director Nishiyama, Takashi	For	For	
			Management	3.5	Elect Director Ueno, Masahiko	For	For	
Fujitsu Ltd.	Japan	27-juin-22	Management	1	Amend Articles to Change Company Name - Disclose Shareholder Meeting Materials on Internet	For	For	
			Management	2.1	Elect Director Tokita, Takahito	For	For	
			Management	2.2	Elect Director Furuta, Hidenori	For	For	
			Management	2.3	Elect Director Isobe, Takeshi	For	For	
			Management	2.4	Elect Director Yamamoto, Masami	For	For	
			Management	2.5	Elect Director Mukai, Chiaki	For	For	
			Management	2.6	Elect Director Abe, Atsushi	For	For	
			Management	2.7	Elect Director Kojo, Yoshiko	For	For	
			Management	2.8	Elect Director Scott Callon	For	For	
			Management	2.9	Elect Director Sasae, Kenichiro	For	For	
			Management	3	Appoint Statutory Auditor Catherine O'Connell	For	For	
			Management	4	Approve Performance Share Plan	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
Maruwa Unyu Kikan Co., Ltd.	Japan	27-juin-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 9.5	For	For	A vote AGAINST this director nominee is warranted because: * the nominee is an incumbent representative director and there is a lack of diversity on the board. * Top management bears responsibility for the board composition at the company with statutory auditors. * Top management should be held responsible for the board composition at the controlled company, which will not have at least two independent directors and board independence of at least one-third. * Top management is responsible for the company's capital misallocation.
			Management	2	Approve Adoption of Holding Company Structure and Transfer of Operations to Wholly Owned Subsidiary	For	For	
			Management	3	Amend Articles to Change Company Name - Amend Business Lines - Disclose Shareholder Meeting Materials on Internet	For	For	
			Management	4.1	Elect Director Wasami, Masaru	For	Against	
			Management	4.2	Elect Director Yamamoto, Teruaki	For	For	
			Management	4.3	Elect Director Kuzuno, Masanao	For	For	
			Management	4.4	Elect Director Fujita, Tsutomu	For	For	
			Management	4.5	Elect Director Kawada, Kazumi	For	For	
			Management	4.6	Elect Director Iwasaki, Akinori	For	For	
			Management	4.7	Elect Director Ogura, Tomoki	For	For	
			Management	4.8	Elect Director Hashimoto, Hideo	For	For	
			Management	4.9	Elect Director Tanaka, Hiroshi	For	For	
			Management	4.10	Elect Director Hirose, Hakaru	For	For	
Management	4.11	Elect Director Yamakawa, Yukio	For	For				
Management	4.12	Elect Director Motohashi, Katsunobu	For	For				
Management	4.13	Elect Director Tachi, Itsushi	For	For				
Solasto Corp.	Japan	27-juin-22	Management	1	Amend Articles to Amend Business Lines - Disclose Shareholder Meeting Materials on Internet	For	For	
			Management	2.1	Elect Director Fujikawa, Yoshikazu	For	For	
			Management	2.2	Elect Director Kawanishi, Masateru	For	For	
			Management	2.3	Elect Director Tamai, Masumi	For	For	
			Management	2.4	Elect Director Fukushima, Shigeru	For	For	
			Management	2.5	Elect Director Kubota, Yukio	For	For	
			Management	2.6	Elect Director Chishiki, Kenji	For	For	
			Management	2.7	Elect Director Noda, Toru	For	For	
			Management	2.8	Elect Director Mitsunari, Miki	For	For	
			Management	2.9	Elect Director Uchida, Kanitsu	For	For	
Management	3	Appoint Alternate Statutory Auditor Fukushima, Kanae	For	For				
Tokio Marine Holdings, Inc.	Japan	27-juin-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 135	For	For	A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation. A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation.
			Management	2	Amend Articles to Amend Business Lines - Disclose Shareholder Meeting Materials on Internet	For	For	
			Management	3.1	Elect Director Nagano, Tsuyoshi	For	Against	
			Management	3.2	Elect Director Komiya, Satoru	For	Against	
			Management	3.3	Elect Director Harashima, Akira	For	For	
			Management	3.4	Elect Director Okada, Kenji	For	For	
			Management	3.5	Elect Director Moriwaki, Yoichi	For	For	
			Management	3.6	Elect Director Hirose, Shinichi	For	For	
			Management	3.7	Elect Director Mimura, Akio	For	For	
			Management	3.8	Elect Director Egawa, Masako	For	For	
			Management	3.9	Elect Director Mitachi, Takashi	For	For	
			Management	3.10	Elect Director Endo, Nobuhiro	For	For	
			Management	3.11	Elect Director Katanozaka, Shinya	For	For	
			Management	3.12	Elect Director Osono, Emi	For	For	
Management	3.13	Elect Director Ishii, Yoshinori	For	For				
Management	3.14	Elect Director Wada, Kiyoshi	For	For				
Management	4.1	Appoint Statutory Auditor Wani, Akihiro	For	For				
Management	4.2	Appoint Statutory Auditor Otsuki, Nana	For	For				
Management	4.3	Appoint Statutory Auditor Yuasa, Takayuki	For	For				
Benefit One Inc.	Japan	28-juin-22	Management	1	Amend Articles to Change Location of Head Office - Disclose Shareholder Meeting Materials on Internet	For	For	
			Management	2.1	Elect Director Fukasawa, Junko	For	For	
			Management	2.2	Elect Director Shiraishi, Norio	For	For	
			Management	2.3	Elect Director Tanaka, Hideyo	For	For	
			Management	2.4	Elect Director Ozaki, Kenji	For	For	
Citizen Watch Co., Ltd.	Japan	28-juin-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 9	For	For	A vote AGAINST this nominee is warranted because: * The outside statutory auditor nominee's affiliation with the company could compromise independence.
			Management	2	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	
			Management	3.1	Elect Director Sato, Toshihiko	For	For	
			Management	3.2	Elect Director Furukawa, Toshiyuki	For	For	
			Management	3.3	Elect Director Oji, Yoshitaka	For	For	
			Management	3.4	Elect Director Nakajima, Keiichi	For	For	
			Management	3.5	Elect Director Shirai, Shinji	For	For	
			Management	3.6	Elect Director Miyamoto, Yoshiaki	For	For	
			Management	3.7	Elect Director Kuboki, Toshiko	For	For	
			Management	3.8	Elect Director Osawa, Yoshio	For	For	
Management	3.9	Elect Director Yoshida, Katsuhiko	For	For				
Management	4.1	Appoint Statutory Auditor Akatsuka, Noboru	For	Against				
Management	4.2	Appoint Statutory Auditor Yanagi, Kazunori	For	For				



Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Shareholder	5	Amend Articles to Require Individual Compensation Disclosure for Directors	Against	For	A vote FOR this shareholder proposal is recommended because: * The proposed disclosure would promote accountability and help shareholders make better-informed decisions.
			Shareholder	6	Amend Articles to Conduct Shareholder Meetings in Fair and Clear Way	Against	Against	A vote AGAINST this shareholder proposal is warranted because: * The proposed language is vague, and there no particular concerns about the company's management of shareholder meetings.
			Shareholder	7	Amend Articles to Separate Chairman of the Board and CEO, and Appoint Outside Director as Board Chair	Against	For	A vote FOR this shareholder proposal is recommended because: * The addition of the language to the articles will add credence to the company that it will have a better governance structure as the roles of board chair and chief executive are separate.
			Shareholder	8	Remove Incumbent Director Sato, Toshihiko	Against	Against	A vote AGAINST this shareholder proposal is recommended because: * The dissident's motivations are unclear and he fails to make a case for the ouster.
			Shareholder	9	Remove Incumbent Director Miyamoto, Yoshiaki	Against	Against	A vote AGAINST this shareholder proposal is recommended because: * The dissident's motivations are unclear and he fails to make a case for the ouster.
Fuji Electric Co., Ltd.	Japan	28-juin-22	Management	1	Amend Articles to Clarify Director Authority on Shareholder Meetings - Disclose Shareholder Meeting Materials on Internet	For	For	
			Management	2.1	Elect Director Kitazawa, Michihiro	For	For	
			Management	2.2	Elect Director Kondo, Shiro	For	For	
			Management	2.3	Elect Director Abe, Michio	For	For	
			Management	2.4	Elect Director Arai, Junichi	For	For	
			Management	2.5	Elect Director Hosen, Toru	For	For	
			Management	2.6	Elect Director Tetsutani, Hiroshi	For	For	
			Management	2.7	Elect Director Tamba, Toshihito	For	For	
			Management	2.8	Elect Director Tachikawa, Naomi	For	For	
			Management	2.9	Elect Director Hayashi, Yoshitsugu	For	For	
			Management	2.10	Elect Director Tominaga, Yukari	For	For	
			Management	3	Appoint Statutory Auditor Okuno, Yoshio	For	For	
			Management	4	Approve Compensation Ceiling for Directors	For	For	
Hokuto Corp.	Japan	28-juin-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 50	For	For	
			Management	2	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	
			Management	3.1	Appoint Statutory Auditor Ikezawa, Minoru	For	Against	A vote AGAINST this nominee is warranted because: * The outside statutory auditor nominee's affiliation with the company could compromise independence.
			Management	3.2	Appoint Statutory Auditor Tsuchiya, Koji	For	For	
HOYA Corp.	Japan	28-juin-22	Management	1.1	Elect Director Urano, Mitsudo	For	For	
			Management	1.2	Elect Director Kaihori, Shuzo	For	For	
			Management	1.3	Elect Director Yoshihara, Hiroaki	For	For	
			Management	1.4	Elect Director Abe, Yasuyuki	For	For	
			Management	1.5	Elect Director Hasegawa, Takayo	For	For	
			Management	1.6	Elect Director Nishimura, Mika	For	For	
			Management	1.7	Elect Director Ikeda, Eiichiro	For	For	
			Management	1.8	Elect Director Hiroka, Ryo	For	For	
			Management	2	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	
Isuzu Motors Ltd.	Japan	28-juin-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 37	For	For	
			Management	2	Amend Articles to Change Location of Head Office - Disclose Shareholder Meeting Materials on Internet	For	For	
			Management	3.1	Elect Director Katayama, Masanori	For	For	
			Management	3.2	Elect Director Takahashi, Shinichi	For	For	
			Management	3.3	Elect Director Minami, Shinsuke	For	For	
			Management	3.4	Elect Director Ikemoto, Tetsuya	For	For	
			Management	3.5	Elect Director Fujimori, Shun	For	For	
			Management	3.6	Elect Director Yamaguchi, Naohiro	For	For	
			Management	3.7	Elect Director Shibata, Mitsuyoshi	For	For	
			Management	3.8	Elect Director Nakayama, Kozue	For	For	
M3, Inc.	Japan	28-juin-22	Management	1	Amend Articles to Disclose Shareholder Meeting Materials on Internet - Allow Virtual Only Shareholder Meetings	For	Against	A vote AGAINST this proposal is warranted because: * The passage of this proposal will authorize the company to hold virtual only meetings permanently, without further need to consult shareholders, even after the current health crisis is resolved, and the proposed language fails to specify situations under which virtual meetings will be held.
			Management	2.1	Elect Director Tanimura, Itaru	For	For	
			Management	2.2	Elect Director Tomaru, Akihiko	For	For	
			Management	2.3	Elect Director Tsuchiya, Eiji	For	For	
			Management	2.4	Elect Director Izumiya, Kazuyuki	For	For	
			Management	2.5	Elect Director Nakamura, Rie	For	For	
			Management	2.6	Elect Director Yoshida, Kenichiro	For	For	
			Management	3.1	Elect Director and Audit Committee Member Yamazaki, Mayuka	For	For	
			Management	3.2	Elect Director and Audit Committee Member Ebata, Takako	For	For	
			Management	3.3	Elect Director and Audit Committee Member Toyama, Ryoko	For	For	
Nittoku Co., Ltd.	Japan	28-juin-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 25	For	For	
			Management	2	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	
			Management	3.1	Elect Director Kato, Toshizumi	For	For	
			Management	3.2	Elect Director Takatsuji, Naruhiko	For	For	
			Management	4	Appoint Alternate Statutory Auditor Honda, Joji	For	For	
			Management	5	Appoint Kanade Partnership Audit Co. as New External Audit Firm	For	For	
Pharma Mar SA	Spain	28-juin-22	Management	1.1	Approve Consolidated and Standalone Financial Statements	For	For	
			Management	1.2	Approve Non-Financial Information Statement	For	For	
			Management	1.3	Approve Allocation of Income and Dividends	For	For	
			Management	1.4	Approve Discharge of Board	For	For	
			Management	2	Renew Appointment of PricewaterhouseCoopers as Auditor	For	For	
			Management	3.1	Fix Number of Directors at 12	For	For	
			Management	3.2	Elect Rosa Maria Sanchez-Yebra Alonso as Director	For	For	
			Management	3.3	Elect Mariano Esteban Rodriguez as Director	For	For	
			Management	3.4	Elect Emiliano Calvo Aller as Director	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	3.5	Elect Sandra Ortega Mera as Director	For	For	A vote FOR Items 3.2-3.4 is warranted due to a lack of concerns about the independent director nominees. A vote FOR the election of NI-NED Sandra Ortega and executive vice chairman Fernandez Puentes under Items 3.5 and 3.6 is warranted because the board meets the 50 percent guideline applicable to Spain-incorporated, non-controlled companies, and the outside directorship held by Fernandez Puentes is unlikely to restrict his time commitment to his directorship in Pharma Mar. A vote AGAINST the reelection of Fernandez Sousa-Faro under Item 3.7 is warranted because he combines the roles of chairman and CEO, and the company has not disclosed any plan to separate these functions in the near term.
			Management	3.6	Reelect Jose Maria Fernandez Sousa-Faro as Director	For	Against	
			Management	3.7	Reelect Pedro Fernandez Puentes as Director	For	For	
			Management	4.1	Amend Article 7 Re: Shares	For	For	
			Management	4.2	Amend Articles Re: General Meeting, Right to Attendance, List of Attendees, Resolutions and Voting	For	For	
			Management	4.3	Add New Article 16 bis Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	For	For	
			Management	4.4	Amend Article 37 Re: Director Remuneration	For	For	
			Management	4.5	Amend Articles Re: Board Committees	For	For	
			Management	4.6	Amend Article 44 Re: Fiscal Year and Annual Accounts	For	For	
			Management	5.1	Amend Article 2 of General Meeting Regulations Re: Competences	For	For	
			Management	5.2	Amend Articles of General Meeting Regulations Re: Publicity, Information Prior to the Meeting, Right to Attendance and Representation	For	For	
			Management	5.3	Amend Article 14 of General Meeting Regulations Re: Voting and Adoption of Resolutions	For	For	
Management	5.4	Amend Articles of General Meeting Regulations Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	For	For				
Management	6	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights up to 20 Percent	For	Against	A vote AGAINST Items 6 and 7 is warranted because the potential dilution exceeds the 10-percent guideline for non-rights placements.			
Management	7	Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities up to EUR 200 Million with Exclusion of Preemptive Rights up to 20 Percent of Capital	For	Against	A vote AGAINST Items 6 and 7 is warranted because the potential dilution exceeds the 10-percent guideline for non-rights placements.			
Management	8	Authorize Share Repurchase and Capital Reduction via Amortization of Repurchased Shares	For	For				
Management	9	Approve Bonus Matching Plan	For	For				
Management	10	Approve Remuneration Policy	For	Against	A vote AGAINST this item is warranted because the board does not address minority concerns, as evidenced by: * The board again increases the chair/CEO's salary, without providing a compelling rationale. * The board may further increase the chair/CEO's by 15 percent per year until 2025. * 60 percent of the chair/CEO's annual bonus is based on non-quantifiable, qualitative objectives. * The board has not amended the chair/CEO's contract to include a malus /clawback provision, which falls short of market standards. Mitigating, any new joiner's contract shall include a clawback provision.			
Management	11	Advisory Vote on Remuneration Report	For	Against	A vote AGAINST this item is warranted because: * 60 percent of the chair/CEO's annual bonus (corresponding to 60 percent of his base salary) is based on the board's qualitative assessment, which is considered excessive, and the board does not provide meaningful information of performance outcome, * The board does not substantiate significant, repeated increase in the chair/CEO's base salary.			
Management	12	Authorize Board to Ratify and Execute Approved Resolutions	For	For				
SECOM Co., Ltd.	Japan	28-juin-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 90	For	For	
			Management	2	Amend Articles to Disclose Shareholder Meeting Materials on Internet - Indemnify Directors - Indemnify Statutory Auditors	For	For	
			Management	3.1	Elect Director Nakayama, Yasuo	For	For	
			Management	3.2	Elect Director Ozeki, Ichiro	For	For	
			Management	3.3	Elect Director Yoshida, Yasuyuki	For	For	
			Management	3.4	Elect Director Fuse, Tatsuro	For	For	
			Management	3.5	Elect Director Izumida, Tatsuya	For	For	
			Management	3.6	Elect Director Kurihara, Tatsushi	For	For	
			Management	3.7	Elect Director Hirose, Takaharu	For	For	
			Management	3.8	Elect Director Kawano, Hirobumi	For	For	
			Management	3.9	Elect Director Watanabe, Hajime	For	For	
			Management	3.10	Elect Director Hara, Miri	For	For	
Seiko Epson Corp.	Japan	28-juin-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 31	For	For	
			Management	2	Amend Articles to Disclose Shareholder Meeting Materials on Internet - Allow Virtual Only Shareholder Meetings	For	Against	A vote AGAINST this proposal is warranted because: * The passage of this proposal will authorize the company to hold virtual only meetings permanently, without further need to consult shareholders, even after the current health crisis is resolved, and the proposed language fails to specify situations under which virtual meetings will be held.
			Management	3.1	Elect Director Usui, Minoru	For	For	
			Management	3.2	Elect Director Ogawa, Yasunori	For	For	
			Management	3.3	Elect Director Kubota, Koichi	For	For	
			Management	3.4	Elect Director Seki, Tatsuaki	For	For	
			Management	3.5	Elect Director Omiya, Hideaki	For	For	
			Management	3.6	Elect Director Matsunaga, Mari	For	For	
			Management	4.1	Elect Director and Audit Committee Member Kawana, Masayuki	For	For	
			Management	4.2	Elect Director and Audit Committee Member Shirai, Yoshio	For	For	
			Management	4.3	Elect Director and Audit Committee Member Murakoshi, Susumu	For	For	
			Management	4.4	Elect Director and Audit Committee Member Otsuka, Michiko	For	For	
			Management	5	Approve Annual Bonus	For	For	
			Management	6	Approve Restricted Stock Plan	For	For	
Aroundtown SA	Luxembourg	29-juin-22	Management	3	Approve Financial Statements	For	For	
			Management	4	Approve Consolidated Financial Statements and Statutory Reports	For	For	
			Management	5	Approve Allocation of Income	For	For	
			Management	6	Approve Discharge of Directors	For	For	
			Management	7	Reelect Ran Lauffer as Non-Executive Director	For	For	
			Management	8	Reelect Simone Runge-Brandner as Independent Director	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales	
			Management	9	Reelect Jelena Afxentiu as Executive Director	For	For	A vote AGAINST is warranted, because: * The overall disclosure level is below par in relation to market standards, not providing adequate, comprehensive compensation disclosure; * Lack of comprehensive disclosure on the achievement of the 2018-2021 performance cycle and according payouts; * The CFO was awarded a EUR 3.47 million non-performance based share grant, whereas disclosure is unclear whether subject to 3-year cliff vesting or tiered vesting; * The company has not been responsive to the recorded shareholder dissent of 53 percent with respect to the 2020 remuneration report, which is subsequent to absent responsiveness to the dissent (42 percent against votes) with respect to the 2019 remuneration report.	
			Management	10	Reelect Frank Rossen as Executive Director	For	For		
Management	11	Reelect Markus Leininger as Independent Director	For	For					
Management	12	Reelect Markus Kreuter as Independent Director	For	For					
Management	13	Renew Appointment of KPMG Luxembourg SA as Auditor	For	For					
Management	14	Approve Dividends of EUR 0.23 Per Share	For	For					
Management	15	Approve Remuneration Report	For	Against					
Management	16	Approve Remuneration Policy	For	Against	A vote AGAINST is warranted, because: * The at-target and maximum award levels for the variable incentive plans are not disclosed; * The policy contains substantial level of discretion to the board to either adjust STI/LTI outcomes or to grant extraordinary awards; * Absence of clear and compelling response to 2021 AGM result on the rejection of the remuneration policy proposal; * The proposed fee structure for non-executive directors is not disclosed; and * No disclosure regarding non-executive directors' compensation.				
Japan Material Co., Ltd.	Japan	29-juin-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 18	For	For		A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence. A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.
			Management	2	Amend Articles to Amend Business Lines - Adopt Board Structure with Audit Committee - Amend Provisions on Number of Directors - Authorize Board to Determine Income Allocation	For	For		
			Management	3.1	Elect Director Tanaka, Hisao	For	For		
			Management	3.2	Elect Director Kai, Tetsuo	For	For		
			Management	3.3	Elect Director Hase, Keisuke	For	For		
			Management	3.4	Elect Director Sakaguchi, Yoshinori	For	For		
			Management	3.5	Elect Director Yanai, Nobuharu	For	For		
			Management	3.6	Elect Director Tanaka, Kosuke	For	For		
			Management	3.7	Elect Director Tanaka, Tomokazu	For	For		
			Management	3.8	Elect Director Oshima, Jiro	For	For		
			Management	3.9	Elect Director Sugiyama, Kenichi	For	For		
			Management	3.10	Elect Director Numazawa, Sadahiro	For	For		
			Management	4.1	Elect Director and Audit Committee Member Kita, Teruyuki	For	For		
Management	4.2	Elect Director and Audit Committee Member Haruma, Yoko	For	For					
Management	4.3	Elect Director and Audit Committee Member Imaeda, Tsuyoshi	For	Against					
Management	5	Elect Alternate Director and Audit Committee Member Hayashi, Mikio	For	Against					
Management	6	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	For	For					
Management	7	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	For	For					
LITALICO, Inc. (7366)	Japan	29-juin-22	Management	1.1	Elect Director Hasegawa, Atsumi	For	For	A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence. A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.	
			Management	1.2	Elect Director Yamaguchi, Fumihiro	For	For		
			Management	1.3	Elect Director Tsuji, Takahiro	For	For		
			Management	2.1	Elect Director and Audit Committee Member Kitamura, Yasuo	For	Against		
			Management	2.2	Elect Director and Audit Committee Member Yano, Yasuhiro	For	Against		
Management	2.3	Elect Director and Audit Committee Member Komuro, Yoshie	For	For					
Management	3	Amend Articles to Amend Business Lines - Disclose Shareholder Meeting Materials on Internet	For	For					
m-up holdings, Inc.	Japan	29-juin-22	Management	1	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For		
			Management	2.1	Elect Director Mito, Koichiro	For	For		
			Management	2.2	Elect Director Fujike, Toshiki	For	For		
			Management	2.3	Elect Director Goto, Yutaka	For	For		
			Management	3.1	Elect Director and Audit Committee Member Orihara, Shinichi	For	For		
			Management	3.2	Elect Director and Audit Committee Member Tomisawa, Issei	For	For		
			Management	3.3	Elect Director and Audit Committee Member Oki, Kazuo	For	For		
			Management	3.4	Elect Director and Audit Committee Member Kathleen H. Connelly	For	For		
MFE-MEDIAFOREUROPE NV	Netherlands	29-juin-22	Management	2b	Adopt Financial Statements and Statutory Reports	For	For	A vote AGAINST is warranted because the proposed remuneration is below par in relation to market standards, particularly with regard to: * the company failed to disclose a rationale for the increase in base salary of executive directors (excluding CEO) * lacking retrospective disclosure regarding the STI performance metrics which does not allow shareholders to assess the pay for performance alignment, especially since achievement levels reached above maximum levels for most performance metrics * lacking disclosure regarding the LTI performance metrics' targets for the 2018-2020 cycle. Whereas the company provided disclosure on the achievement level, failing to disclose targets over the three year performance period does not allow shareholders to assess the stringency * the company provided an extraordinary bonus of EUR 200,000 to each executive director (excluding CEO). While the company provided a justification for this deviation from the regular STI and LTI performance framework and details on the rationale for granting this one-off award, granting exceptional awards is not considered market best practice.	
			Management	2c	Approve Remuneration Policy	For	For		
			Management	2d	Approve Remuneration Report	For	Against		
			Management	2f	Approve Dividends	For	For		
			Management	3.a	Approve Discharge of Fedele Confalonieri as Non-Executive Director	For	For		
			Management	3.b	Approve Discharge of Pier Silvio Berlusconi as Executive Director	For	For		
			Management	3.c	Approve Discharge of Stefania Bariatti as Non-Executive Director	For	For		
			Management	3.d	Approve Discharge of Marina Berlusconi as Non-Executive Director	For	For		
			Management	3.e	Approve Discharge of Marina Brogi as Non-Executive Director	For	For		
			Management	3.f	Approve Discharge of Raffaele Cappiello as Non-Executive Director	For	For		

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales	
			Management	3.g	Approve Discharge of Costanza Esclapon de Villeneuve as Non-Executive Director	For	For	A vote AGAINST is warranted because: * This proposal is not in line with commonly used safeguards regarding volume and pricing; * The authorization would allow MFE-MEDIAFOREUROPE to repurchase up to 20.00 percent of the issued share capital; and * The authorization would allow the company to repurchase shares for less or up to 110 percent of the share price prior to the repurchase.	
			Management	3.h	Approve Discharge of Giulio Gallazzi as Non-Executive Director	For	For		
			Management	3.i	Approve Discharge of Marco Giordani as Executive Director	For	For		
			Management	3.j	Approve Discharge of Gina Neri as Executive Director	For	For		
			Management	3.k	Approve Discharge of Danilo Pellegrino as Non-Executive Director	For	For		
			Management	3.l	Approve Discharge of Alessandra Piccinino as Non-Executive Director	For	For		
			Management	3.m	Approve Discharge of Niccolo Querci as Executive Director	For	For		
			Management	3.n	Approve Discharge of Stefano Sala as Executive Director	For	For		
			Management	3.o	Approve Discharge of Carlo Secchi as Non-Executive Director	For	For		
			Management	3.p	Approve Discharge of Andrea Canepa as Non-Executive Director	For	For		
			Management	3.q	Approve Discharge of Francesca Mariotti as Non-Executive Director	For	For		
			Management	4	Authorize Repurchase of Up to 20 Percent of Issued Share Capital	For	Against		
Mitsubishi Estate Co., Ltd.	Japan	29-juin-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 20	For	For	A vote AGAINST this director nominee is warranted because: * The board after this meeting will not be majority independent and this outside director nominee lacks independence.	
			Management	2	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For		
			Management	3.1	Elect Director Sugiyama, Hirotsuka	For	For		
			Management	3.2	Elect Director Yoshida, Junichi	For	For		
			Management	3.3	Elect Director Tanisawa, Junichi	For	For		
			Management	3.4	Elect Director Nakajima, Atsushi	For	For		
			Management	3.5	Elect Director Umeda, Naoki	For	For		
			Management	3.6	Elect Director Kubo, Hitoshi	For	For		
			Management	3.7	Elect Director Nishigai, Noboru	For	For		
			Management	3.8	Elect Director Katayama, Hiroshi	For	For		
			Management	3.9	Elect Director Okamoto, Tsuyoshi	For	For		
			Management	3.10	Elect Director Narukawa, Tetsuo	For	Against		
			Management	3.11	Elect Director Shirakawa, Masaaki	For	For		
			Management	3.12	Elect Director Nagase, Shin	For	For		
			Management	3.13	Elect Director Egami, Setsuko	For	Against		
			Management	3.14	Elect Director Taka, Iwao	For	For		
			Management	3.15	Elect Director Melanie Brock	For	For		
Morinaga Milk Industry Co., Ltd.	Japan	29-juin-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 80	For	For	A vote AGAINST this director nominee is warranted because: * The board after this meeting will not be majority independent and this outside director nominee lacks independence.	
			Management	2	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For		
			Management	3.1	Elect Director Miyahara, Michio	For	For		
			Management	3.2	Elect Director Onuki, Yoichi	For	For		
			Management	3.3	Elect Director Okawa, Teiichiro	For	For		
			Management	3.4	Elect Director Minato, Tsuyoshi	For	For		
			Management	3.5	Elect Director Yanagida, Yasuhiko	For	For		
			Management	3.6	Elect Director Hyodo, Hitoshi	For	For		
			Management	3.7	Elect Director Nozaki, Akihiro	For	For		
			Management	3.8	Elect Director Yoneda, Takatomo	For	For		
			Management	3.9	Elect Director Tominaga, Yukari	For	For		
			Management	3.10	Elect Director Nakamura, Hiroshi	For	For		
			Management	3.11	Elect Director Ikeda, Takayuki	For	For		
			Management	4	Appoint Statutory Auditor Hirota, Keiki	For	For		
			Management	5	Appoint Alternate Statutory Auditor Suzuki, Michio	For	For		
Murata Manufacturing Co. Ltd.	Japan	29-juin-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 70	For	For	A vote AGAINST this director nominee is warranted because: * The board after this meeting will not be majority independent and this outside director nominee lacks independence.	
			Management	2	Amend Articles to Disclose Shareholder Meeting Materials on Internet - Amend Provisions on Number of Directors	For	For		
			Management	3.1	Elect Director Murata, Tsuneo	For	For		
			Management	3.2	Elect Director Nakajima, Norio	For	For		
			Management	3.3	Elect Director Iwatsubo, Hiroshi	For	For		
			Management	3.4	Elect Director Minamide, Masanori	For	For		
			Management	3.5	Elect Director Yasuda, Yuko	For	For		
			Management	3.6	Elect Director Nishijima, Takashi	For	For		
			Management	4.1	Elect Director and Audit Committee Member Ozawa, Yoshiro	For	For		
			Management	4.2	Elect Director and Audit Committee Member Kambayashi, Hiyo	For	For		
			Management	4.3	Elect Director and Audit Committee Member Yamamoto, Takatoshi	For	For		
			Management	4.4	Elect Director and Audit Committee Member Munakata, Naoko	For	For		
Nintendo Co., Ltd.	Japan	29-juin-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 1410	For	For		A vote AGAINST this director nominee is warranted because: * The board after this meeting will not be majority independent and this outside director nominee lacks independence.
			Management	2	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For		
			Management	3.1	Elect Director Furukawa, Shuntaro	For	For		
			Management	3.2	Elect Director Miyamoto, Shigeru	For	For		
			Management	3.3	Elect Director Takahashi, Shinya	For	For		
			Management	3.4	Elect Director Shiota, Ko	For	For		
			Management	3.5	Elect Director Shibata, Satoru	For	For		
			Management	3.6	Elect Director Chris Meledandri	For	For		
			Management	4.1	Elect Director and Audit Committee Member Yoshimura, Takuya	For	For		
			Management	4.2	Elect Director and Audit Committee Member Umeyama, Katsuhiko	For	For		
			Management	4.3	Elect Director and Audit Committee Member Yamazaki, Masao	For	For		
			Management	4.4	Elect Director and Audit Committee Member Shinkawa, Asa	For	For		
			Management	5	Approve Fixed Cash Compensation Ceiling and Performance-Based Cash Compensation Ceiling for Directors Who Are Not Audit Committee Members	For	For		
			Management	6	Approve Restricted Stock Plan	For	For		

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
Sumitomo Mitsui Financial Group, Inc.	Japan	29-juin-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 105	For	For	A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation. A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation. A vote AGAINST this director nominee is warranted because: * The board after this meeting will not be majority independent and this outside director nominee lacks independence. A vote FOR this proposal is warranted, as it should serve to enhance the company's current commitments to net zero activities and help ensure stronger alignment between the company's net zero goals and its policies and actions. Adoption of the resolution would also provide shareholders with a better understanding of the company's management and oversight of related risks. A vote AGAINST this shareholder proposal is recommended because: * The proposed content appears too prescriptive, and is of a kind best left to management under the board's appropriate supervision, rather than incorporating it into the articles of incorporation.
			Management	2	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	
			Management	3.1	Elect Director Kunibe, Takeshi	For	Against	
			Management	3.2	Elect Director Ota, Jun	For	Against	
			Management	3.3	Elect Director Takashima, Makoto	For	For	
			Management	3.4	Elect Director Nakashima, Toru	For	For	
			Management	3.5	Elect Director Kudo, Teiko	For	For	
			Management	3.6	Elect Director Inoue, Atsuhiko	For	For	
			Management	3.7	Elect Director Isshiki, Toshihiro	For	For	
			Management	3.8	Elect Director Kawasaki, Yasuyuki	For	For	
			Management	3.9	Elect Director Matsumoto, Masayuki	For	Against	
			Management	3.10	Elect Director Arthur M. Mitchell	For	For	
			Management	3.11	Elect Director Yamazaki, Shozo	For	For	
			Management	3.12	Elect Director Kono, Masaharu	For	For	
			Management	3.13	Elect Director Tsutsui, Yoshinobu	For	For	
Management	3.14	Elect Director Shimbo, Katsuyoshi	For	For				
Management	3.15	Elect Director Sakurai, Eriko	For	For				
Shareholder	4	Amend Articles to Disclose Plan Outlining Company's Business Strategy to Align Investments with Goals of Paris Agreement	Against	For				
Shareholder	5	Amend Articles to Disclose Measures to be Taken to Make Sure that the Company's Lending and Underwriting are not Used for Expansion of Fossil Fuel Supply or Associated Infrastructure	Against	Against				
Takeda Pharmaceutical Co., Ltd.	Japan	29-juin-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 90	For	For	
			Management	2	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	
			Management	3.1	Elect Director Christophe Weber	For	For	
			Management	3.2	Elect Director Iwasaki, Masato	For	For	
			Management	3.3	Elect Director Andrew Plump	For	For	
			Management	3.4	Elect Director Constantine Saroukos	For	For	
			Management	3.5	Elect Director Olivier Bohuon	For	For	
			Management	3.6	Elect Director Jean-Luc Butel	For	For	
			Management	3.7	Elect Director Ian Clark	For	For	
			Management	3.8	Elect Director Steven Gillis	For	For	
			Management	3.9	Elect Director Iijima, Masami	For	For	
			Management	3.10	Elect Director John Maraganore	For	For	
			Management	3.11	Elect Director Michel Orsinger	For	For	
			Management	4.1	Elect Director and Audit Committee Member Hattakawa, Koji	For	For	
			Management	4.2	Elect Director and Audit Committee Member Higashi, Emiko	For	For	
Management	4.3	Elect Director and Audit Committee Member Fujimori, Yoshiaki	For	For				
Management	4.4	Elect Director and Audit Committee Member Kimberly Reed	For	For				
Management	5	Approve Annual Bonus	For	For				
Ushio, Inc.	Japan	29-juin-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 50	For	For	
			Management	2	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	
			Management	3.1	Elect Director Naito, Koji	For	For	
			Management	3.2	Elect Director Kawamura, Naoki	For	For	
			Management	3.3	Elect Director Kamiyama, Kazuhisa	For	For	
			Management	3.4	Elect Director Asahi, Takabumi	For	For	
			Management	3.5	Elect Director Kanemaru, Yasufumi	For	For	
			Management	3.6	Elect Director Sakie Tachibana Fukushima	For	For	
			Management	3.7	Elect Director Sasaki, Toyonari	For	For	
			Management	3.8	Elect Director Matsuzaki, Masatoshi	For	For	
Management	4.1	Elect Director and Audit Committee Member Kobayashi, Nobuyuki	For	For				
Management	4.2	Elect Director and Audit Committee Member Sugihara, Rei	For	For				
Management	4.3	Elect Director and Audit Committee Member Sunaga, Akemi	For	For				
Management	4.4	Elect Director and Audit Committee Member Aizumi, Chiaki	For	For				
Wacoal Holdings Corp.	Japan	29-juin-22	Management	1	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation. A vote AGAINST this nominee is warranted because: * The outside statutory auditor nominee's affiliation with the company could compromise independence.
			Management	2.1	Elect Director Yasuhara, Hironobu	For	Against	
			Management	2.2	Elect Director Ito, Tomoyasu	For	For	
			Management	2.3	Elect Director Miyagi, Akira	For	For	
			Management	2.4	Elect Director Yajima, Masaki	For	For	
			Management	2.5	Elect Director Mayuzumi, Madoka	For	For	
			Management	2.6	Elect Director Saito, Shigeru	For	For	
			Management	2.7	Elect Director Iwai, Tsunehiko	For	For	
Management	3	Appoint Statutory Auditor Shimada, Minoru	For	Against				
Plug Power Inc.	USA	30-juin-22	Management	1.1	Elect Director George C. McNamee	For	For	
			Management	1.2	Elect Director Gregory L. Kenausis	For	For	
			Management	1.3	Elect Director Jean A. Bua	For	For	
			Management	2	Amend Omnibus Stock Plan	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	A vote AGAINST this proposal is warranted. Although the compensation committee demonstrated adequate responsiveness to last year's relatively low support for the say-on-pay proposal by changing the LTI award mix to entirely performance-based options, an unmitigated pay-for-performance concern exists for the year under review. While the performance options contain several positive features, the magnitude of the target option grant values for all NEOs is outsized and not substantiated by company performance. In addition, an NEO received a new-hire grant of equity that lacks a strong performance basis and it is unclear what portion of the award was intended to replace forfeited equity.
			Management	4	Ratify Deloitte & Touche LLP as Auditors	For	For	
SailMar ASA	Norway	30-juin-22	Management	1	Elect Chairman of Meeting; Designate Inspector(s) of Minutes of Meeting	For	For	
			Management	2	Approve Notice of Meeting and Agenda	For	For	
			Management	3	Approve Merger Agreement with Norway Royal Salmon	For	For	
			Management	4	Approve Share Capital Increase in Connection with The Merger	For	For	
Dotikon ES Holding AG	Switzerland	01-juil-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
			Management	3	Approve Discharge of Board and Senior Management	For	For	
			Management	4	Approve Allocation of Income and Omission of Dividends	For	For	
			Management	5.1	Reelect Markus Blocher as Director and Board Chair	For	For	We are comfortable with the current composition of the Board
			Management	5.2	Reelect Alfred Scheidegger as Director	For	For	We are comfortable with the current composition of the Board
			Management	5.3	Reelect Bernhard Urwyler as Director	For	For	We are comfortable with the current composition of the Board
			Management	6.1	Reappoint Markus Blocher as Member of the Compensation Committee	For	For	We are comfortable with the current composition of the Board
			Management	6.2	Reappoint Alfred Scheidegger as Member of the Compensation Committee	For	For	We are comfortable with the current composition of the Board
			Management	6.3	Reappoint Bernhard Urwyler as Member of the Compensation Committee	For	For	We are comfortable with the current composition of the Board
			Management	7	Approve Remuneration of Directors	For	For	
			Management	8	Approve Remuneration of Executive Committee	For	For	
			Management	9	Ratify KPMG AG as Auditors	For	For	
			Management	10	Designate Michael Wicki as Independent Proxy	For	For	
			Management	11	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 any 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.
GSK Plc	United Kingdom	06-juil-22	Management	1	Approve Matters Relating to the Demerger of Haleon Group from the GSK Group	For	For	
			Management	2	Approve the Related Party Transaction Arrangements	For	For	
Turk Tuborg Bira ve Malt Sanayii AS	Turkey	06-juil-22	Management	1	Open Meeting, Elect Presiding Council of Meeting and Authorize Presiding Council to Sign Meeting Minutes	For	For	
			Management	2	Accept Board Report	For	For	
			Management	3	Accept Audit Report	For	For	
			Management	4	Accept Financial Statements	For	For	
			Management	5	Approve Discharge of Board	For	For	
			Management	6	Approve Allocation of Income	For	For	
			Management	7	Approve Director Remuneration	For	Against	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision.
			Management	8	Ratify External Auditors	For	For	
			Management	10	Approve Remuneration Policy and Director Remuneration for 2021	For	For	
			Management	12	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	For	For	
Baader Bank AG	Germany	07-juil-22	Management	2	Approve Allocation of Income and Dividends of EUR 0.35 per Share	For	For	
			Management	3	Approve Discharge of Management Board for Fiscal Year 2021	For	For	
			Management	4	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	For	
			Management	5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2022	For	For	
			Management	6	Amend Articles of Association	For	For	
Genera SAB de CV	Mexico	08-juil-22	Management	1	Elect or Ratify Directors and Approve Their Remuneration; Verify Independence Classification	For	Against	Vote AGAINST since the remuneration policy lacks concrete sustainability focused non-financial KPIs that are properly communicated with the minority shareholders and combining a few items under a single item.
			Management	2	Authorize Board to Ratify and Execute Approved Resolutions	For	For	
Sector Healthcare Value Fund	Ireland	08-juil-22	Management	1	Accept Financial Statements and Statutory Reports and Review the Company's Affairs	For	For	
			Management	2	Ratify Deloitte as Auditors	For	For	
			Management	3	Authorise Board to Fix Remuneration of Auditors	For	For	
LondonMetric Property Plc	United Kingdom	13-juil-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
			Management	2	Approve Remuneration Report	For	For	
			Management	3	Reappoint Deloitte LLP as Auditors	For	For	
			Management	4	Authorise Board to Fix Remuneration of Auditors	For	For	
			Management	5	Re-elect Patrick Vaughan as Director	For	Against	Votes AGAINST incumbent Nominating Committee chair Lionel Vaughan are warranted for lack of diversity on the board. Concerns are further raised regarding the re-election of Patrick Vaughan because: * He has served on the Board for 14 years, a tenure that is longer than what is recommended by the UK Code. Votes FOR the remaining nominees are warranted.
			Management	6	Re-elect Andrew Jones as Director	For	For	
			Management	7	Re-elect Martin McGann as Director	For	For	
			Management	8	Re-elect James Dean as Director	For	For	
			Management	9	Re-elect Rosalyn Wilton as Director	For	For	
			Management	10	Re-elect Andrew Livingston as Director	For	For	
			Management	11	Re-elect Suzanne Avery as Director	For	For	
			Management	12	Re-elect Robert Fowlds as Director	For	For	
			Management	13	Re-elect Katerina Patmore as Director	For	For	
			Management	14	Elect Alistair Elliott as Director	For	For	
			Management	15	Authorise Issue of Equity	For	For	
			Management	16	Authorise Board to Offer Scrip Dividend	For	For	
			Management	17	Authorise Issue of Equity without Pre-emptive Rights	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	
			Management	19	Authorise Market Purchase of Ordinary Shares	For	For	
			Management	20	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	
DCC Plc	Ireland	15-jul-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	Votes AGAINST incumbent nomination committee chair Mark Breuer are warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
			Management	2	Approve Final Dividend	For	For	
			Management	3	Approve Remuneration Report	For	For	
			Management	4(a)	Elect Laura Angelini as Director	For	For	
			Management	4(b)	Re-elect Mark Breuer as Director	For	Against	
			Management	4(c)	Re-elect Caroline Dowling as Director	For	For	
			Management	4(d)	Re-elect Tufan Erginbilic as Director	For	For	
			Management	4(e)	Re-elect David Jukes as Director	For	For	
			Management	4(f)	Elect Lily Liu as Director	For	For	
			Management	4(g)	Re-elect Kevin Lucey as Director	For	For	
			Management	4(h)	Re-elect Donal Murphy as Director	For	For	
			Management	4(i)	Elect Alan Ralph as Director	For	For	
			Management	4(j)	Re-elect Mark Ryan as Director	For	For	
			Management	5	Authorise Board to Fix Remuneration of Auditors	For	For	
			Management	6	Authorise Issue of Equity	For	For	
			Management	7	Authorise Issue of Equity without Pre-emptive Rights	For	For	
			Management	8	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	
			Management	9	Authorise Market Purchase of Shares	For	For	
			Management	10	Authorise Reissuance Price Range of Treasury Shares	For	For	
Advanced Drainage Systems, Inc.	USA	21-jul-22	Management	1a	Elect Director Anesa T. Chaibi	For	For	We prefer to vote AGAINST since the remuneration policy lacks concrete sustainability focused non-financial KPIs
			Management	1b	Elect Director Robert M. Eversole	For	For	
			Management	1c	Elect Director Alexander R. Fischer	For	For	
			Management	1d	Elect Director Kelly S. Gast	For	For	
			Management	1e	Elect Director M.A. (Mark) Haney	For	For	
			Management	1f	Elect Director Ross M. Jones	For	For	
			Management	1g	Elect Director Manuel J. "Manny" Perez de la Mesa	For	For	
			Management	1h	Elect Director Anil Seetharam	For	For	
			Management	2	Ratify Deloitte & Touche LLP as Auditors	For	For	
			Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	
			Management	4	Advisory Vote on Say on Pay Frequency	One Year	One Year	
			Management	5	Approve Qualified Employee Stock Purchase Plan	For	For	
Pennon Group Plc	United Kingdom	21-jul-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
			Management	2	Approve Final Dividend	For	For	
			Management	3	Approve Remuneration Report	For	For	
			Management	4	Re-elect Gill Rider as Director	For	For	
			Management	5	Re-elect Susan Davy as Director	For	For	
			Management	6	Re-elect Paul Boote as Director	For	For	
			Management	7	Re-elect Neil Cooper as Director	For	For	
			Management	8	Re-elect Iain Evans as Director	For	For	
			Management	9	Re-elect Claire Ighodaro as Director	For	For	
			Management	10	Re-elect Jon Butterworth as Director	For	For	
			Management	11	Reappoint Ernst & Young LLP as Auditors	For	For	
			Management	12	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	
			Management	13	Authorise UK Political Donations and Expenditure	For	For	
			Management	14	Authorise Issue of Equity	For	For	
			Management	15	Authorise Issue of Equity without Pre-emptive Rights	For	For	
			Management	16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	
			Management	17	Authorise Market Purchase of Ordinary Shares	For	For	
			Management	18	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	
			Management	19	Approve Climate-Related Financial Disclosures	For	For	
			Management	20	Amend Articles of Association	For	For	
Raccoon Holdings, Inc.	Japan	23-jul-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 10	For	For	A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.
			Management	2	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	
			Management	3.1	Elect Director Ogata, Isao	For	For	
			Management	3.2	Elect Director Konno, Satoshi	For	For	
			Management	3.3	Elect Director Abe, Tomoki	For	For	
			Management	3.4	Elect Director Tamura, Tomohiro	For	For	
			Management	3.5	Elect Director Okubo, Ryuka	For	For	
			Management	4.1	Elect Director and Audit Committee Member Hayashi, Tokichiro	For	For	
			Management	4.2	Elect Director and Audit Committee Member Komiyama, Sumie	For	For	
			Management	4.3	Elect Director and Audit Committee Member Takita, Jiro	For	For	
			Management	4.4	Elect Director and Audit Committee Member Fukuda, Motohiro	For	Against	
Linde Plc	Ireland	25-jul-22	Management	1a	Elect Director Stephen F. Angel	For	For	
			Management	1b	Elect Director Sanjiv Lamba	For	For	
			Management	1c	Elect Director Ann-Kristin Achleitner	For	For	
			Management	1d	Elect Director Thomas Enders	For	For	
			Management	1e	Elect Director Edward G. Galante	For	For	
			Management	1f	Elect Director Joe Kaeser	For	For	
			Management	1g	Elect Director Victoria E. Ossadnik	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	1h	Elect Director Martin H. Richenhagen	For	For	
			Management	1i	Elect Director Alberto Weisser	For	For	
			Management	1j	Elect Director Robert L. Wood	For	For	
			Management	2a	Ratify PricewaterhouseCoopers as Auditors	For	For	
			Management	2b	Authorise Board to Fix Remuneration of Auditors	For	For	
			Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Management	4	Approve Remuneration Report	For	For	
			Management	5	Determine Price Range for Reissuance of Treasury Shares	For	For	
			Shareholder	6	Adopt Simple Majority Vote	Against	For	A vote FOR this proposal is warranted given that elimination of the supermajority vote requirement, where legally permissible, would enhance shareholder rights.
ICON plc	Ireland	26-jul-22	Management	1.1	Elect Director Steve Cutler	For	For	
			Management	1.2	Elect Director John Climax	For	For	
			Management	1.3	Elect Director Ronan Murphy	For	For	
			Management	2	Accept Financial Statements and Statutory Reports	For	For	
			Management	3	Authorise Board to Fix Remuneration of Auditors	For	For	
			Management	4	Authorize Issue of Equity	For	For	
			Management	5	Authorize Issue of Equity without Pre-emptive Rights	For	For	
			Management	6	Authorize Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	
			Management	7	Authorize Share Repurchase Program	For	For	
			Management	8	Approve the Price Range for the Reissuance of Shares	For	For	
Booz Allen Hamilton Holding Corporation	USA	27-jul-22	Management	1a	Elect Director Horacio D. Rozanski	For	For	
			Management	1b	Elect Director Mark E. Gaumond	For	For	
			Management	1c	Elect Director Gretchen W. McClain	For	For	
			Management	1d	Elect Director Melody C. Barnes	For	For	
			Management	1e	Elect Director Ellen Jewett	For	For	
			Management	1f	Elect Director Arthur E. Johnson	For	For	
			Management	1g	Elect Director Charles O. Rossotti	For	For	
			Management	2	Ratify Ernst & Young LLP as Auditors	For	For	
			Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Management	4	Provide Right to Call Special Meeting	For	For	
			Shareholder	5	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	Against	For	A vote FOR this proposal is warranted as the right to call special meetings at a 10 percent ownership threshold would enhance shareholders' rights.
Wavestone SA	France	28-jul-22	Management	1	Approve Financial Statements and Statutory Reports	For	For	
			Management	2	Approve Consolidated Financial Statements and Statutory Reports	For	For	
			Management	3	Approve Allocation of Income and Dividends of EUR 0.38 per Share	For	For	
			Management	4	Acknowledge Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	For	
			Management	5	Approve Compensation Report	For	For	
			Management	6	Approve Compensation of Pascal Imbert, Chairman of the Management Board	For	For	
			Management	7	Approve Compensation of Patrick Hirigoyen, CEO and Member of the Management Board	For	Against	A vote AGAINST is warranted given: * The lack of transparency on the achievement levels of the bonus' performance criteria; * The absence of disclosure relative to the achievement levels under the LTI plan that vested during FY under review.
			Management	8	Approve Compensation of Michel Dancoisne, Chairman of the Supervisory Board	For	For	
			Management	9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	
			Management	10	Adopt One-Tiered Board Structure and Amend Bylaws Accordingly	For	For	
			Management	11	Pursuant to Item 10, Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For	
			Management	12	Pursuant to Item 10, Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 151,474	For	For	
			Management	13	Pursuant to Item 10, Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 100,982	For	For	
			Management	14	Pursuant to Item 10, Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to 10 Percent of Issued Capital	For	For	
			Management	15	Pursuant to Item 10, Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Item 12	For	For	
			Management	16	Pursuant to Item 10, Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Item 13	For	For	
			Management	17	Pursuant to Item 10, Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Item 14	For	For	
			Management	18	Pursuant to Item 10, Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	Against	* Votes FOR the authorizations under Items 12 to 17 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights (and with a binding priority right). * Votes AGAINST the authorizations under Items 18 and 19 are warranted as, taking into account the authorization proposed under Item 14 of the general meeting, it would bring the total volume for issuances without preemptive rights above the recommended limit of 10 percent of the outstanding capital. * A vote FOR the total limit proposed under Item 23 is warranted as it limits shareholder dilution under all authorizations together.
			Management	19	Pursuant to Item 10, Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	Against	* Votes FOR the authorizations under Items 12 to 17 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights (and with a binding priority right). * Votes AGAINST the authorizations under Items 18 and 19 are warranted as, taking into account the authorization proposed under Item 14 of the general meeting, it would bring the total volume for issuances without preemptive rights above the recommended limit of 10 percent of the outstanding capital. * A vote FOR the total limit proposed under Item 23 is warranted as it limits shareholder dilution under all authorizations together.
			Management	20	Pursuant to Item 10, Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Against	For	A vote FOR is warranted given the absence of any concerns.
			Management	21	Authorize up to 5 Percent of Issued Capital for Use in Restricted Stock Plans	For	For	
			Management	22	Authorize up to 0.5 Percent of Issued Capital for Use in Restricted Stock Plans	For	Against	A vote AGAINST this resolution is warranted because: * The performance conditions are vague * The vesting period is not sufficiently long-term oriented * The performance period is not disclosed.



Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	23	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 151,474	For	For	
			Management	24	Pursuant to Item 10, Authorize Capitalization of Reserves of Up to EUR 400,000 for Bonus Issue or Increase in Par Value	For	For	
			Management	25	Pursuant to Item 10, Elect Marlene Ribeiro as Director	For	For	
			Management	26	Pursuant to Item 10, Elect Veronique Beaumont as Director	For	For	
			Management	27	Pursuant to Item 10, Elect Marie-Ange Verdickt as Director	For	For	
			Management	28	Pursuant to Item 10, Elect Sarah Lamigeon as Director	For	For	
			Management	29	Pursuant to Item 10, Elect Rafael Vivier as Director	For	For	
			Management	30	Pursuant to Item 10, Elect Christophe Aulnette as Director	For	For	
			Management	31	Pursuant to Item 10, Elect FDCH as Director	For	For	
			Management	32	Pursuant to Item 10, Elect Pascal Imbert as Director	For	Against	* Votes FOR the elections of these independent nominees are warranted in the absence of specific concerns (Items 25-27 and 29-30). * Votes FOR the (re)elections of these non-independent nominees are warranted given the satisfactory level of board independence (38.5 percent vs 33.3 percent recommended) and the absence of specific concerns (Items 28, 31, 33 and 39). * As the functions of chairman and CEO are combined, and due to a lack of guarantees to commit to limit this situation strictly temporarily, a vote AGAINST the reelection of Pascal Imbert (Item 32) is warranted. * A vote FOR Pierre Allard (Item 34) is warranted as the candidate is proposed by the FCPE Wavestone Actions, which holds more company shares than the other proposed candidate for being employee shareholder representative, Raphael Brun. As such, the election of Raphael Brun as employee shareholder representative warrants a vote AGAINST (Item 35).
			Management	33	Pursuant to Item 10, Elect Patrick Hirigoyen as Director	For	For	
			Management	34	Pursuant to Item 10, Elect Pierre Allard as Representative of Employee Shareholders to the Board	For	For	
			Management	35	Pursuant to Item 10, Elect Raphael Brun as Representative of Employee Shareholders to the Board	For	Against	* Votes FOR the elections of these independent nominees are warranted in the absence of specific concerns (Items 25-27 and 29-30). * Votes FOR the (re)elections of these non-independent nominees are warranted given the satisfactory level of board independence (38.5 percent vs 33.3 percent recommended) and the absence of specific concerns (Items 28, 31, 33 and 39). * As the functions of chairman and CEO are combined, and due to a lack of guarantees to commit to limit this situation strictly temporarily, a vote AGAINST the reelection of Pascal Imbert (Item 32) is warranted. * A vote FOR Pierre Allard (Item 34) is warranted as the candidate is proposed by the FCPE Wavestone Actions, which holds more company shares than the other proposed candidate for being employee shareholder representative, Raphael Brun. As such, the election of Raphael Brun as employee shareholder representative warrants a vote AGAINST (Item 35).
			Management	36	Approve Remuneration of Directors and Supervisory Board Members in the Aggregate Amount of EUR 271,000	For	For	
			Management	37	Pursuant to Item 10, Approve Remuneration Policy of Pascal Imbert as Chairman and CEO	For	For	
			Management	38	Pursuant to Item 10, Approve Remuneration Policy of Patrick Hirigoyen as CEO and Vice-CEO	For	For	
			Management	39	Subject to the Rejection of Item 10, Reelect Michel Dancoisne as Supervisory Board Member	For	For	
			Management	40	Subject to the Rejection of Item 10, Approve Remuneration Policy of Pascal Imbert, Chairman of the Management Board	For	For	
			Management	41	Subject to the Rejection of Item 10, Approve Remuneration Policy of Patrick Hirigoyen, Management Board Member	For	For	
			Management	42	Subject to the Rejection of Item 10, Approve Remuneration of Supervisory Board Members in the Aggregate Amount of EUR 261,000	For	For	
			Management	43	Subject to the Rejection of Item 10, Approve Remuneration Policy of Chairman and Supervisory Board Members	For	For	
			Management	44	Authorize Filing of Required Documents/Other Formalities	For	For	
Safaricom Plc	Kenya	29-jul-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
			Management	2	Note Interim Dividend of KES 0.64 Per Share; Approve Final Dividend of KES 0.75 Per Share	For	For	
			Management	3	Reelect Rose Ogega as Director	For	For	
			Management	4	Elect Rose Ogega, Bitange Ndemo, Winnie Ouko, Raisibe Morathi, and Sitholizwe Mdlalose, as Members of the Audit, Risk and Compliance Committee (Bundled)	For	For	
			Management	5	Approve Remuneration of Directors and Approve Director's Remuneration Report	For	Against	We prefer to vote AGAINST since the remuneration policy lacks concrete sustainability focused non-financial KPIs
			Management	6	Ratify Ernst & Young as Auditors and Fix Their Remuneration	For	For	
Shafesbury Plc	United Kingdom	29-jul-22	Management	1	Approve Matters Relating to the All-Share Merger of Shafesbury plc and Capital & Counties Properties plc	For	For	
			Management	1	Approve Scheme of Arrangement	For	For	
Pinduoduo Inc.	Cayman Islands	31-jul-22	Management	1	Elect Director Lei Chen	For	For	
			Management	2	Elect Director Anthony Kam Ping Leung	For	For	
			Management	3	Elect Director Haifeng Lin	For	For	
			Management	4	Elect Director Qi Lu	For	For	
			Management	5	Elect Director Nanpeng Shen	For	Against	A vote AGAINST Nanpeng (Neil) Shen is warranted for serving as a director on more than five public company boards. A vote AGAINST incumbent nominating committee chair Yong-Boon (George) Yeo is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
			Management	6	Elect Director George Yong-Boon Yeo	For	Against	A vote AGAINST Nanpeng (Neil) Shen is warranted for serving as a director on more than five public company boards. A vote AGAINST incumbent nominating committee chair Yong-Boon (George) Yeo is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
NEL ASA	Norway	02-a00t-22	Management	2	Elect Chairman of Meeting; Designate Inspector(s) of Minutes of Meeting	For	For	
			Management	3	Approve Notice of Meeting and Agenda	For	For	
			Management	4	Approve Equity Plan Financing	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
Tesla, Inc.	USA	04-août-22	Management	1.1	Elect Director Ira Ehrenpreis	For	Against	<p>Votes AGAINST Ira Ehrenpreis and Kathleen Wilson-Thompson are warranted, in lieu of any audit committee member on ballot, given continuing concerns about the board's risk oversight in light of the pledging of a significant amount of the company's stock by certain directors. Votes AGAINST Ira Ehrenpreis and Kathleen Wilson-Thompson are further warranted, in their capacity as members of the Nominating and Corporate Governance Committee, given the board's insufficient responsiveness to a majority-supported shareholder proposal. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. Votes AGAINST Ira Ehrenpreis and Kathleen Wilson-Thompson are warranted for the following reasons: * Given that board chair, Robyn Denholm, who shoulders the greatest responsibility amongst the board members for failing to effectively supervise the management of risks to the company and its shareholders is not up for election at this year's annual meeting, all board members should be held accountable for poor board and management oversight of ESG risk exposures at the firm.</p> <p>Votes AGAINST Ira Ehrenpreis and Kathleen Wilson-Thompson are warranted, in lieu of any audit committee member on ballot, given continuing concerns about the board's risk oversight in light of the pledging of a significant amount of the company's stock by certain directors. Votes AGAINST Ira Ehrenpreis and Kathleen Wilson-Thompson are further warranted, in their capacity as members of the Nominating and Corporate Governance Committee, given the board's insufficient responsiveness to a majority-supported shareholder proposal. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. Votes AGAINST Ira Ehrenpreis and Kathleen Wilson-Thompson are warranted for the following reasons: * Given that board chair, Robyn Denholm, who shoulders the greatest responsibility amongst the board members for failing to effectively supervise the management of risks to the company and its shareholders is not up for election at this year's annual meeting, all board members should be held accountable for poor board and management oversight of ESG risk exposures at the firm.</p> <p>A vote FOR this proposal is warranted, as adoption of proxy access will enhance shareholder rights.</p> <p>A vote FOR this resolution is warranted, as the company has faced recent attention for allegations of harassment and discrimination in the workplace, and increased transparency would help shareholders assess how the company is managing associated risks.</p> <p>A vote FOR this resolution is warranted as shareholders would benefit from additional information about how the company is ensuring gender and minority representation are included in the company's board nomination.</p> <p>A vote FOR this proposal is warranted because more information on the impact that the company's standard arbitration provision has on Tesla's employees would allow shareholders to better evaluate risks related to several recent controversies; and may bring information to light that could result in improved recruitment, development and retention.</p> <p>A vote FOR this resolution is warranted, because an evaluation of how the company's lobbying activities align with the Paris Agreement goals would provide information that would allow shareholders to better evaluate the company's risk related to its lobbying activities.</p> <p>A vote FOR this proposal is warranted, because this policy may benefit shareholders by improving the company's management of related risks; and the company already has a similar policy in place for its suppliers.</p> <p>A vote FOR this proposal is warranted, as additional information on the company's efforts to eliminate child labor would allow investors to better understand how the company is managing human rights related risks in its supply chain.</p> <p>A vote FOR this proposal is warranted. Shareholders would benefit from increased disclosure regarding how the company is managing water risks.</p>
			Management	1.2	Elect Director Kathleen Wilson-Thompson	For	Against	
			Management	2	Reduce Director Terms from Three to Two Years	For	For	
			Management	3	Eliminate Supermajority Voting Provisions	For	For	
			Management	4	Increase Authorized Common Stock	For	For	
			Management	5	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	
			Shareholder	6	Adopt Proxy Access Right	Against	For	
			Shareholder	7	Report on Efforts to Prevent Harassment and Discrimination in the Workplace	Against	For	
			Shareholder	8	Report on Racial and Gender Board Diversity	Against	For	
			Shareholder	9	Report on the Impacts of Using Mandatory Arbitration	Against	For	
			Shareholder	10	Report on Corporate Climate Lobbying in line with Paris Agreement	Against	For	
			Shareholder	11	Adopt a Policy on Respecting Rights to Freedom of Association and Collective Bargaining	Against	For	
			Shareholder	12	Report on Eradicating Child Labor in Battery Supply Chain	Against	For	
Shareholder	13	Report on Water Risk Exposure	Against	For				
Alibaba Health Information Technology Limited	Bermuda	05-août-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	<p>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.</p> <p>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.</p> <p>A vote AGAINST this resolution is warranted given that the directors eligible to receive options and/or RSUs under the SAS are involved in the administration of the scheme.</p>
			Management	2a1	Elect Zhu Shunyan as Director	For	For	
			Management	2a2	Elect Shen Difan as Director	For	For	
			Management	2a3	Elect Li Faguang as Director	For	For	
			Management	2a4	Elect Luo Tong as Director	For	For	
			Management	2a5	Elect Wong King On, Samuel as Director	For	For	
			Management	3	Authorize Board to Fix Remuneration of Directors	For	For	
			Management	4	Approve Ernst & Young as Auditor and Authorize Board to Fix Their Remuneration	For	For	
			Management	5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	Against	
			Management	6	Authorize Repurchase of Issued Share Capital	For	For	
Management	7	Authorize Reissuance of Repurchased Shares	For	Against				
Management	8	Approve Grant of Mandate Authorizing the Directors to Grant Awards of Options and/or Restricted Share Units Pursuant to the Share Award Scheme and Related Transactions	For	Against				
Management	9a	Amend Bye-laws	For	For				
Management	9b	Authorize Board to Deal with All Matters in Relation to the Proposed Amendments to the Bye-laws	For	For				
Bandhan Bank Limited	India	10-août-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	<p>Vote AGAINST since the remuneration policy lacks concrete sustainability focused non-financial KPIs that are properly communicated with the minority shareholders and combining a few items under a single item.</p>
			Management	2	Reelect Holger Dirk Michaelis as Director	For	For	
			Management	3	Approve Singhi & Co., Chartered Accountants as Joint Statutory Auditors and Authorize Board to Fix Their Remuneration	For	For	
			Management	4	Elect Divya Krishnan as Director	For	For	
			Management	5	Elect Philip Mathew as Director	For	For	
			Management	6	Elect Aparajita Mitra as Director	For	For	
			Management	7	Reelect Narayan Vasudeo Prabhulendulkar as Director	For	For	
			Management	8	Reelect Vijay Nautamlal Bhatt as Director	For	For	
			Management	9	Approve Fixed Remuneration for Non-Executive Directors Except Part-time Non-Executive Chairperson	For	For	
			Management	10	Approve Remuneration Payable to Chandra Shekhar Ghosh as Managing Director and CEO	For	Against	
			Management	11	Approve Material Related Party Transactions with Promoter Entities for Banking Transactions	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
Danimer Scientific, Inc.	USA	11-août-22	Management	1.1	Elect Director Stephen E. Croskrey	For	For	WITHHOLD votes are warranted for governance committee members John Amboian and Isao Noda given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to amend the bylaws which adversely impacts shareholder rights. Votes FOR the remaining director nominees are warranted.
			Management	1.2	Elect Director John P. Amboian	For	Withhold	
			Management	1.3	Elect Director Richard Hendrix	For	For	
			Management	1.4	Elect Director Philip Gregory Calhoun	For	For	
			Management	1.5	Elect Director Gregory Hunt	For	For	
			Management	1.6	Elect Director Isao Noda	For	Withhold	
			Management	1.7	Elect Director Stuart W. Pratt	For	For	
			Management	1.8	Elect Director Cynthia Cohen	For	For	
			Management	1.9	Elect Director Allison M. Leopold Tilley	For	For	
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	
Danimer Scientific, Inc.	USA	11-août-22	Management	3	Advisory Vote on Say on Pay Frequency	Three Years	One Year	A vote AGAINST this proposal is warranted. The NEOs received outsized equity awards, the magnitude of which is considered to be excessive. Moreover, majority of the equity awards lack objective performance criteria and the stock price goals associated with certain awards are considered to be non-rigorous. In addition, annual incentives are discretionary in nature and the CEO's base salary is outsized as compared to peers. 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.
			Management	4	Ratify KPMG LLP as Auditors	For	For	
Electronic Arts Inc.	USA	11-août-22	Management	1a	Elect Director Kofi A. Bruce	For	For	A vote FOR this proposal is warranted given that the request applies only to future severance arrangements, the current agreements will not be affected, the request offers flexibility as to when the board may seek shareholder approval of a new or renewed severance arrangement, such as at the next annual meeting, and it is positive for shareholders to have the ability to vote on severance amounts that exceed market norms.
			Management	1b	Elect Director Rachel A. Gonzalez	For	For	
			Management	1c	Elect Director Jeffrey T. Huber	For	For	
			Management	1d	Elect Director Talbott Roche	For	For	
			Management	1e	Elect Director Richard A. Simonson	For	For	
			Management	1f	Elect Director Luis A. Ubinas	For	For	
			Management	1g	Elect Director Heidi J. Ueberroth	For	For	
			Management	1h	Elect Director Andrew Wilson	For	For	
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Management	3	Ratify KPMG LLP as Auditors	For	For	
			Management	4	Amend Omnibus Stock Plan	For	For	
			Management	5	Reduce Ownership Threshold for Shareholders to Call Special Meetings to 15%	For	For	
			Shareholder	6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against	For	
Klingelberg AG	Switzerland	23-août-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	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 any 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.
			Management	2	Approve Allocation of Income and Omission of Dividends	For	For	
			Management	3	Approve Discharge of Board and Senior Management	For	For	
			Management	4	Approve Remuneration of Directors in the Amount of CHF 700,000	For	For	
			Management	5	Approve Remuneration of Executive Committee in the Amount of EUR 4.5 Million	For	For	
			Management	6.1.1	Reelect Joerg Wolle as Director	For	For	
			Management	6.1.2	Reelect Roger Baillod as Director	For	For	
			Management	6.1.3	Reelect Michael Hilb as Director	For	For	
			Management	6.1.4	Reelect Hans-Martin Schneeberger as Director	For	For	
			Management	6.2.1	Elect Kalina Scott as Director	For	For	
			Management	6.2.2	Elect Philipp Buhofer as Director	For	For	
			Management	7	Reelect Joerg Wolle as Board Chair	For	For	
			Management	8.1.1	Reappoint Joerg Wolle as Member of the Nomination and Compensation Committee	For	For	
			Management	8.1.2	Reappoint Hans-Martin Schneeberger as Member of the Nomination and Compensation Committee	For	For	
Management	8.2	Appoint Philipp Buhofer as Member of the Nomination and Compensation Committee	For	For				
Management	9	Ratify PwC as Auditors	For	For				
Management	10	Designate Ernst Widmer as Independent Proxy	For	For				
Management	11	Transact Other Business (Voting)	For	Against				
INTER ACTION Corp.	Japan	24-août-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 20	For	For	
			Management	2	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	
Koc Holding A.S.	Turkey	25-août-22	Management	1	Open Meeting and Elect Presiding Council of Meeting	For	For	
			Management	3	Approve Spin-Off Agreement	For	For	
NatWest Group Plc	United Kingdom	25-août-22	Management	1	Approve Special Dividend	For	For	
			Management	2	Approve Share Consolidation and Share Sub-Division	For	For	
			Management	3	Authorise Issue of Equity	For	For	
			Management	4	Authorise Issue of Equity without Pre-emptive Rights	For	For	
			Management	5	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	
			Management	6	Authorise Market Purchase of New Ordinary Shares	For	For	
			Management	7	Approve Amendments to Directed Buyback Contract	For	For	
			Management	8	Adopt New Articles of Association	For	For	
			Management	1	Sanction and Consent to Every Variation, Alteration, Modification or Abrogation of the Special Rights Attached to the Ordinary Shares	For	For	
Türkiye Petrol Rafinerileri AS	Turkey	25-août-22	Management	1	Open Meeting and Elect Presiding Council of Meeting	For	For	
			Management	3	Approve Acquisition	For	For	
			Management	4	Amend Company Articles 6 and 7	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales				
Cipla Limited	India	26-aout-22	Management	1	Accept Standalone Financial Statements and Statutory Reports	For	For	We prefer to vote AGAINST since the remuneration policy lacks concrete sustainability focused non-financial KPIs				
			Management	2	Accept Consolidated Financial Statements and Statutory Reports	For	For					
			Management	3	Approve Final Dividend	For	For					
			Management	4	Reelect Samina Hamied as Director	For	For					
			Management	5	Elect Mandar Purushottam Vaidya as Director	For	For					
			Management	6	Approve Grant of Employee Stock Appreciation Rights / Share-Based Benefits to Umang Vohra as Managing Director and Global Chief Executive Officer	For	Against					
			Management	7	Approve Remuneration of Cost Auditors	For	For					
Petkim Petrokimya Holding AS	Turkey	05-sept-22	Management	1	Open Meeting and Elect Presiding Council of Meeting	For	For	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision. A vote AGAINST is warranted as auditor fees for non-audit services exceed 100 percent of standard audit-related fees. This item warrants a vote AGAINST due to a lack of disclosure on the resolution.				
			Management	2	Accept Board Report	For	For					
			Management	3	Accept Audit Report	For	For					
			Management	4	Accept Financial Statements	For	For					
			Management	5	Approve Discharge of Board	For	For					
			Management	6	Approve Allocation of Income	For	For					
			Management	7	Elect Directors	For	For					
			Management	8	Approve Director Remuneration	For	Against					
			Management	9	Ratify External Auditors	For	Against					
			Management	11	Approve Upper Limit of Donations for 2022	For	Against					
			Management	13	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	For	For					
			Akzo Nobel NV	Netherlands	06-sept-22	Management	2		Elect G. Poux-Guillaume to Management Board	For	For	
			Ashtead Group Plc	United Kingdom	06-sept-22	Management	1		Accept Financial Statements and Statutory Reports	For	For	A vote AGAINST this item is considered warranted: * The actions taken by the Remuneration Committee in response to the significant levels of dissent recorded against the remuneration-related resolutions at the 2021 AGM are not considered to sufficiently address the underlying concerns raised.  Item 4-7 & 9-12 A vote FOR these Directors is warranted as no significant concerns have been identified. Item 8 A vote AGAINST the re-election of Lucinda Riches is considered warranted. As the Chair of the Remuneration Committee, she is considered to be ultimately responsible for the Company's remuneration practices. The negative voting recommendation was driven by the Remuneration Committee's lack of action towards the shareholders' concerns voice over the Company's remuneration practices at the last AGM.
Management	2	Approve Remuneration Report				For	Against					
Management	3	Approve Final Dividend				For	For					
Management	4	Re-elect Paul Walker as Director				For	For					
Management	5	Re-elect Brendan Horgan as Director				For	For					
Management	6	Re-elect Michael Pratt as Director				For	For					
Management	7	Re-elect Angus Cockburn as Director				For	For					
Management	8	Re-elect Lucinda Riches as Director				For	Against					
Management	9	Re-elect Tanya Fratto as Director				For	For					
Management	10	Re-elect Lindsley Ruth as Director				For	For					
Management	11	Re-elect Jill Easterbrook as Director				For	For					
Management	12	Elect Renata Ribeiro as Director				For	For					
Management	13	Reappoint Deloitte LLP as Auditors				For	For					
Management	14	Authorise Board to Fix Remuneration of Auditors				For	For					
Management	15	Authorise Issue of Equity				For	For					
Management	16	Authorise Issue of Equity without Pre-emptive Rights				For	For					
Management	17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment				For	For					
Management	18	Authorise Market Purchase of Ordinary Shares				For	For					
Management	19	Authorise the Company to Call General Meeting with Two Weeks' Notice				For	For					
Berkeley Group Holdings Plc	United Kingdom	06-sept-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	VOTE RECOMMENDATION A vote AGAINST the remuneration policy is warranted on account of: * The Remuneration Committee has not provided a compelling rationale for the introduction of the RSP and the LTOP. * Awards under the LTOP are significant and further exacerbate concerns with the total quantum of variable remuneration available to executives. Further, for new executives who receive RSP awards, the Committee has discretion to accelerate the vesting of awards made in the first three years since appointment. A vote AGAINST the Restricted Share Plan is warranted on account of: * The Remuneration Committee has not provided a compelling rationale for the introduction of the RSP. * For new executives, the Committee has discretion to accelerate the vesting of RSP awards made in the first three years since appointment. A vote AGAINST the proposed Long-Term Option Plan is warranted on account of: * The Remuneration Committee has not provided a compelling rationale for the introduction of the LTOP. * Awards under the LTOP are significant and further exacerbate concerns with the total quantum of variable remuneration available to executives.				
			Management	2	Approve Remuneration Report	For	For					
			Management	3	Approve Remuneration Policy	For	Against					
			Management	4	Approve Restricted Share Plan	For	Against					
			Management	5	Approve Long-Term Option Plan	For	Against					
			Management	6	Elect Michael Dobson as Director	For	For					
			Management	7	Re-elect Diana Brightmore-Armour as Director	For	For					
			Management	8	Re-elect Rob Perrins as Director	For	For					
			Management	9	Re-elect Richard Stearn as Director	For	For					
			Management	10	Re-elect Andy Myers as Director	For	For					
			Management	11	Re-elect Andy Kemp as Director	For	For					
			Management	12	Re-elect Sir John Armit as Director	For	For					
			Management	13	Re-elect Rachel Downey as Director	For	For					
			Management	14	Re-elect William Jackson as Director	For	For					
			Management	15	Re-elect Elizabeth Adekunle as Director	For	For					
			Management	16	Re-elect Sarah Sands as Director	For	For					
			Management	17	Elect Natasha Adams as Director	For	For					
			Management	18	Re-elect Karl Whiterman as Director	For	For					
			Management	19	Re-elect Justin Tibaldi as Director	For	For					
			Management	20	Re-elect Paul Vallone as Director	For	For					

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	21	Reappoint KPMG LLP as Auditors	For	For	
			Management	22	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	
			Management	23	Authorise Issue of Equity	For	For	
			Management	24	Authorise Issue of Equity without Pre-emptive Rights	For	For	
			Management	25	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	
			Management	26	Authorise Market Purchase of Ordinary Shares	For	For	
			Management	27	Authorise UK Political Donations and Expenditure	For	For	
			Management	28	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	
DS Smith Plc	United Kingdom	06-sept-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
			Management	2	Approve Final Dividend	For	For	
			Management	3	Approve Remuneration Report	For	For	
			Management	4	Re-elect Geoff Drabble as Director	For	For	
			Management	5	Re-elect Miles Roberts as Director	For	For	
			Management	6	Re-elect Adrian Marsh as Director	For	For	
			Management	7	Re-elect Celia Baxter as Director	For	For	
			Management	8	Elect Alan Johnson as Director	For	For	
			Management	9	Re-elect Alina Kessel as Director	For	For	
			Management	10	Re-elect David Robbie as Director	For	For	
			Management	11	Re-elect Louise Smalley as Director	For	For	
			Management	12	Appoint Ernst & Young LLP as Auditors	For	For	
			Management	13	Authorise The Audit Committee to Fix Remuneration of Auditors	For	For	
			Management	14	Authorise Issue of Equity	For	For	
			Management	15	Authorise Issue of Equity without Pre-emptive Rights	For	For	
			Management	16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	
			Management	17	Authorise Market Purchase of Ordinary Shares	For	For	
			Management	18	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	
ABB Ltd.	Switzerland	07-sept-22	Management	1	Approve Spin-Off of Accelleron Industries AG	For	For	
			Management	2	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.
NIKE, Inc.	USA	09-sept-22	Management	1a	Elect Director Alan B. Graf, Jr.	For	For	
			Management	1b	Elect Director Peter B. Henry	For	For	
			Management	1c	Elect Director Michelle A. Peluso	For	For	
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	There are significant concerns identified regarding LTI program structure and STI adjustments for the year in review. For FY22, the committee replaced the long-term cash component of the pay program with PSUs. Due to disclosure requirements, total CEO pay includes closing-cycle long-term cash award payouts and PSUs granted in FY22. Although PSUs are based on clearly disclosed multi-year goals that target outperformance, the relatively small weighting of performance-conditioned long-term incentives remains an ongoing concern. The large majority of FY22 LTI awards lack performance-vesting criteria, and the weighting of time-vesting awards was increased in FY22. While the committee committed to increase the weighting of PSUs to 50 percent, the proxy indicates the weighting of PSUs will increase to this percentage "phased in over multiple years." Such vague language makes it difficult to assess the impact of this commitment or the structure of the LTI program going forward. Given that many investors expect at least 50 percent of long-term incentives to carry rigorous performance-vesting criteria, some investors may expect this transition to occur more rapidly. In addition, the committee adjusted the STI performance period from an annual period to two six-month periods at the end of FY22 due to pandemic-related impacts, when threshold goals under the original structure were not achieved. While the committee's decision to not provide the CEO a payout provides some mitigating weight to this decision, the action nevertheless resulted in payouts for other NEOs that would have otherwise been forfeited. Concerns are heightened given the timing of the decision. Given that the surprise element of the pandemic in early 2020 is generally no longer applicable, there is an expectation that companies maintain incentive program structures without the use of significant adjustments once performance has been assessed. In light of the concerns noted above, the quantitative pay-for-performance misalignment is not mitigated and support for this proposal is not warranted.
			Management	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	
			Management	4	Amend Qualified Employee Stock Purchase Plan	For	For	
			Shareholder	5	Adopt a Policy on China Sourcing	Against	For	A vote FOR this proposal is warranted as: * Adoption of this proposal would serve to further enhance the company's stated commitment to addressing labor issues, including forced labor, in its supply chain; * Implementing the proposal could serve to further safeguard shareholder value.
Logitech International S.A.	Switzerland	14-sept-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Management	3	Appropriation of Retained Earnings and Declaration of Dividend	For	For	
			Management	4	Approve Creation of CHF 4.3 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	For	For	
			Management	5	Amend Articles Re: Virtual General Meeting	For	For	
			Management	6	Change Location of Registered Office to Hautemorges, Switzerland	For	For	
			Management	7	Amend Omnibus Stock Plan	For	For	
			Management	8	Approve Discharge of Board and Senior Management	For	For	
			Management	9A	Elect Director Patrick Aebischer	For	For	
			Management	9B	Elect Director Wendy Becker	For	For	
			Management	9C	Elect Director Edouard Bugnion	For	For	
			Management	9D	Elect Director Bracken Darrell	For	For	
			Management	9E	Elect Director Guy Gecht	For	For	
			Management	9F	Elect Director Marjorie Lao	For	For	
			Management	9G	Elect Director Neela Montgomery	For	For	
			Management	9H	Elect Director Michael Polk	For	For	
			Management	9I	Elect Director Deborah Thomas	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	9J	Elect Director Christopher Jones	For	For	
			Management	9K	Elect Director Kwok Wang Ng	For	For	
			Management	9L	Elect Director Sascha Zahnd	For	For	
			Management	10	Elect Wendy Becker as Board Chairman	For	For	
			Management	11A	Appoint Edouard Bugnion as Member of the Compensation Committee	For	For	
			Management	11B	Appoint Neela Montgomery as Member of the Compensation Committee	For	For	
			Management	11C	Appoint Michael Polk as Member of the Compensation Committee	For	For	
			Management	11D	Appoint Kwok Wang Ng as Member of the Compensation Committee	For	For	
			Management	12	Approve Remuneration of Board of Directors in the Amount of CHF 3,900,000	For	For	
			Management	13	Approve Remuneration of the Group Management Team in the Amount of USD 24,900,000	For	For	
			Management	14	Ratify KPMG AG as Auditors and Ratify KPMG LLP as Independent Registered Public Accounting Firm for Fiscal Year 2023	For	For	
			Management	15	Designate Etude Regina Wenger & Sarah Keiser-Wugler as Independent Representative	For	For	
			Management	A	Authorize Independent Representative to Vote on Any Amendment to Previous Resolutions	For	Against	
Civitas Social Housing PLC	United Kingdom	15-sept-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
			Management	2	Approve Remuneration Report	For	For	
			Management	3	Approve Remuneration Policy	For	For	
			Management	4	Re-elect Michael Wrobel as Director	For	For	
			Management	5	Re-elect Peter Baxter as Director	For	Against	
			Management	6	Re-elect Caroline Gulliver as Director	For	For	
			Management	7	Re-elect Alison Hadden as Director	For	For	
			Management	8	Re-elect Alastair Moss as Director	For	For	
			Management	9	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For	
			Management	10	Authorise the Audit and Management Engagement Committee to Fix Remuneration of Auditors	For	For	
			Management	11	Approve the Company's Dividend Payment Policy	For	For	
			Management	12	Approve Continuation of Company as Presently Constituted	For	For	
			Management	13	Authorise Issue of Equity	For	For	
			Management	14	Authorise Issue of Equity without Pre-emptive Rights	For	For	
			Management	15	Authorise Market Purchase of Ordinary Shares	For	For	
			Management	16	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	
Zhejiang Chint Electrics Co., Ltd.	China	19-sept-22	Management	1	Approve Provision of Financial Assistance	For	Against	A vote AGAINST is warranted because the level of loan to be provided to the receiving entity is disproportionate to the company's ownership in the said entity. The company has failed to provide any justifications in the meeting circular.
			Management	2	Approve Amendments to Articles of Association	For	For	
			Management	3	Amend Rules and Procedures Regarding General Meetings of Shareholders	For	Against	
			Management	4	Amend Rules and Procedures Regarding Meetings of Board of Directors	For	Against	
			Management	5	Amend Rules and Procedures Regarding Meetings of Board of Supervisors	For	Against	
			Management	6	Amend Working System for Independent Directors	For	Against	
User Local, Inc.	Japan	22-sept-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 3	For	For	A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.
			Management	2	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	
			Management	3.1	Elect Director Ito, Masao	For	Against	
			Management	3.2	Elect Director Watanabe, Kazuyuki	For	For	
			Management	3.3	Elect Director Iwamoto, Daisuke	For	For	
			Management	3.4	Elect Director Matsuzaki, Ryota	For	For	
			Management	3.5	Elect Director Ito, Taku	For	For	
Biffa Plc	United Kingdom	23-sept-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
			Management	2	Approve Final Dividend	For	For	
			Management	3	Approve Remuneration Report	For	For	
			Management	4	Elect Linda Morant as Director	For	For	
			Management	5	Re-elect Carol Chesney as Director	For	For	
			Management	6	Re-elect Kenneth Lever as Director	For	For	
			Management	7	Re-elect David Martin as Director	For	For	
			Management	8	Re-elect Claire Miles as Director	For	For	
			Management	9	Re-elect Richard Pike as Director	For	For	
			Management	10	Re-elect Michael Topham as Director	For	For	
			Management	11	Reappoint Deloitte LLP as Auditors	For	For	
			Management	12	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	
			Management	13	Authorise Issue of Equity	For	For	
			Management	14	Authorise Issue of Equity without Pre-emptive Rights	For	For	
			Management	15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Specified Capital Investment	For	For	
			Management	16	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	
Avant Group Corp.	Japan	27-sept-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 13	For	For	
			Management	2	Amend Articles to Change Company Name - Adopt Board Structure with Audit Committee - Disclose Shareholder Meeting Materials on Internet - Amend Provisions on Number of Directors	For	For	
			Management	3.1	Elect Director Morikawa, Tetsuji	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	3.2	Elect Director Kasuga, Naoyoshi	For	For	
			Management	3.3	Elect Director Fukutani, Naohisa	For	For	
			Management	3.4	Elect Director Jon Robertson	For	For	
			Management	4.1	Elect Director and Audit Committee Member Noshiro, Tsuyoshi	For	For	
			Management	4.2	Elect Director and Audit Committee Member Goto, Chie	For	For	
			Management	4.3	Elect Director and Audit Committee Member Nakano, Makoto	For	For	
			Management	5	Approve Fixed Cash Compensation Ceiling and Performance-Based Cash Compensation Ceiling for Directors Who Are Not Audit Committee Members and Performance Share Plan	For	For	
			Management	6	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	For	For	
KeePer Technical Laboratory Co., Ltd.	Japan	27-sept-22	Management	1	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	
			Management	2.1	Elect Director Tani, Yoshimichi	For	For	
			Management	2.2	Elect Director Kaku, Toshiyuki	For	For	
			Management	2.3	Elect Director Suzuoki, Chikashi	For	For	
			Management	2.4	Elect Director Yajima, Hiroshi	For	For	
			Management	2.5	Elect Director Miura, Kensuke	For	For	
			Management	2.6	Elect Director Nozaki, Keisuke	For	For	
			Management	2.7	Elect Director Okada, Kunihiko	For	For	
			Management	2.8	Elect Director Fukaya, Masatoshi	For	For	
			Management	2.9	Elect Director Oshima, Moe	For	For	
			Management	3	Elect Director and Audit Committee Member Mizushima, Tadashi	For	Against	A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.
			Management	4	Elect Alternate Director and Audit Committee Member Haruna, Junya	For	For	
Lasertec Corp.	Japan	28-sept-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 65	For	For	
			Management	2	Amend Articles to Clarify Director Authority on Shareholder Meetings - Disclose Shareholder Meeting Materials on Internet - Clarify Director Authority on Board Meetings - Clarify Provisions on Alternate Statutory Auditors	For	For	
			Management	3.1	Elect Director Kusunose, Haruhiko	For	For	
			Management	3.2	Elect Director Okabayashi, Osamu	For	For	
			Management	3.3	Elect Director Morizumi, Koichi	For	For	
			Management	3.4	Elect Director Mihara, Koji	For	For	
			Management	3.5	Elect Director Kamide, Kunio	For	For	
			Management	3.6	Elect Director Iwata, Yoshiko	For	For	
			Management	4	Appoint Alternate Statutory Auditor Michi, Ayumi	For	For	
			Management	5	Approve Annual Bonus	For	For	
Maeda Kosen Co., Ltd.	Japan	28-sept-22	Management	1	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	
			Management	2.1	Elect Director Maeda, Yukitoshi	For	For	
			Management	2.2	Elect Director Maeda, Takahiro	For	For	
			Management	2.3	Elect Director Saito, Yasuo	For	For	
			Management	2.4	Elect Director Akiyama, Shigenobu	For	For	
			Management	2.5	Elect Director Yamada, Masaru	For	For	
			Management	2.6	Elect Director Mayumi, Mitsufumi	For	For	
			Management	2.7	Elect Director Fukuda, Fukiko	For	For	
			Management	3.1	Appoint Statutory Auditor Mimura, Tomo	For	For	
			Management	3.2	Appoint Statutory Auditor Yamakawa, Hitoshi	For	For	
			Management	3.3	Appoint Statutory Auditor Funaki, Yukio	For	Against	A vote AGAINST this nominee is warranted because: * The outside statutory auditor nominee's affiliation with the company could compromise independence.
Shandong Weigao Group Medical Polymer Company Limited	China	28-sept-22	Management	1	Elect Meng Hong as Director	For	For	
			Management	2	Approve Distribution of Interim Dividend	For	For	
			Management	3	Amend Articles of Association	For	For	
Asahi Intecc Co., Ltd.	Japan	29-sept-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 11.99	For	For	
			Management	2	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	
			Management	3.1	Elect Director Miyata, Masahiko	For	For	
			Management	3.2	Elect Director Miyata, Kenji	For	For	
			Management	3.3	Elect Director Kato, Takakazu	For	For	
			Management	3.4	Elect Director Matsumoto, Munechika	For	For	
			Management	3.5	Elect Director Terai, Yoshinori	For	For	
			Management	3.6	Elect Director Ito, Mizuho	For	For	
			Management	3.7	Elect Director Nishiuchi, Makoto	For	For	
			Management	3.8	Elect Director Ito, Kiyomichi	For	For	
			Management	3.9	Elect Director Kusakari, Takahiro	For	For	
			Management	4.1	Elect Director and Audit Committee Member Tomida, Ryuji	For	For	
			Management	4.2	Elect Director and Audit Committee Member Hanano, Yasunari	For	For	
			Management	4.3	Elect Director and Audit Committee Member Fukaya, Ryoko	For	For	
			Management	5	Elect Alternate Director and Audit Committee Member Moriguchi, Shigeki	For	Against	A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.
Koninklijke Philips NV	Netherlands	30-sept-22	Management	1	Elect R.W.O. Jakobs as President / Chief Executive Officer and Member of the Management Board	For	For	
Diageo Plc	United Kingdom	06-oct-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
			Management	2	Approve Remuneration Report	For	For	
			Management	3	Approve Final Dividend	For	For	
			Management	4	Elect Karen Blackett as Director	For	For	
			Management	5	Re-elect Melissa Bethell as Director	For	For	
			Management	6	Re-elect Lavanya Chandrashekar as Director	For	For	
			Management	7	Re-elect Valerie Chapoulaud-Floquet as Director	For	For	
			Management	8	Re-elect Javier Ferran as Director	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	9	Re-elect Susan Kilsby as Director	For	For	
			Management	10	Re-elect Sir John Manzoni as Director	For	For	
			Management	11	Re-elect Lady Mendelsohn as Director	For	For	
			Management	12	Re-elect Ivan Menezes as Director	For	For	
			Management	13	Re-elect Alan Stewart as Director	For	For	
			Management	14	Re-elect Ireena Vittal as Director	For	For	
			Management	15	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For	
			Management	16	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	
			Management	17	Authorise UK Political Donations and Expenditure	For	For	
			Management	18	Amend Irish Share Ownership Plan	For	For	
			Management	19	Authorise Issue of Equity	For	For	
			Management	20	Authorise Issue of Equity without Pre-emptive Rights	For	For	
			Management	21	Authorise Market Purchase of Ordinary Shares	For	For	
			Management	22	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	
Elastic N.V.	Netherlands	06-oct-22	Management	1a	Elect Director Sohaib Abbasi	For	For	
			Management	1b	Elect Director Caryn Marooney	For	Against	A vote AGAINST incumbent governance committee members Chetan Puttagunta and Caryn Marooney is warranted given the board's failure to remove, or subject to a sunset requirement, the classified board structure which adversely impacts shareholder rights. A vote FOR the remaining director nominees is warranted.
			Management	1c	Elect Director Chetan Puttagunta	For	Against	A vote AGAINST incumbent governance committee members Chetan Puttagunta and Caryn Marooney is warranted given the board's failure to remove, or subject to a sunset requirement, the classified board structure which adversely impacts shareholder rights. A vote FOR the remaining director nominees is warranted.
			Management	1d	Elect Director Steven Schuurman	For	For	
			Management	2	Adopt Financial Statements and Statutory Reports	For	For	
			Management	3	Appoint PricewaterhouseCoopers Accountants N.V. as External Auditor	For	For	
			Management	4	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	
			Management	5	Approve Discharge of Executive Directors	For	For	
			Management	6	Approve Discharge of Non-Executive Directors	For	For	
			Management	7	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	
			Management	8	Approve Qualified Employee Stock Purchase Plan	For	For	
			Management	9	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
Van Lanschot Kempen NV	Netherlands	06-oct-22	Management	3a	Amend Articles of Association (Part 1) Re: Increase Nominal Value Per Share	For	For	
			Management	3b	Amend Articles of Association (Part 2) and Pay an Amount of EUR 1.50 per Class A Ordinary Share to the Shareholders	For	For	
Wuxi Lead Intelligent Equipment Co., Ltd.	China	10-oct-22	Management	1	Approve Draft and Summary of Performance Shares Incentive Plan	For	Against	A vote AGAINST is warranted because: * the performance hurdles are proposed in the second half of the year which also take into consideration of that from the first half of year. Its fairness may be questionable. * A director eligible to receive performance shares under the scheme is involved in the administration of the scheme.
			Management	2	Approve Methods to Assess the Performance of Plan Participants	For	Against	A vote AGAINST is warranted because: * the performance hurdles are proposed in the second half of the year which also take into consideration of that from the first half of year. Its fairness may be questionable. * A director eligible to receive performance shares under the scheme is involved in the administration of the scheme.
			Management	3	Approve Authorization of the Board to Handle All Related Matters	For	Against	A vote AGAINST is warranted because: * the performance hurdles are proposed in the second half of the year which also take into consideration of that from the first half of year. Its fairness may be questionable. * A director eligible to receive performance shares under the scheme is involved in the administration of the scheme.
			Management	4	Approve Change in Registered Capital	For	For	
			Management	5	Amend Articles of Association	For	For	
			Shareholder	6	Approve Provision of Guarantee for Wholly-owned Subsidiaries	For	For	VOTE RECOMMENDATION A vote FOR is warranted because no concerns have been identified.
			Shareholder	7	Approve Wholly-owned Subsidiary's Provision of Guarantee for Wholly-owned Indirect Subsidiaries	For	For	VOTE RECOMMENDATION A vote FOR is warranted because no concerns have been identified.
Rio Tinto Plc	United Kingdom	25-oct-22	Management	1	Approve Proposed Joint Venture with China Baowu Steel Group Co., Ltd	For	For	
			Management	2	Approve Any Acquisition or Disposal of a Substantial Asset from or to China Baowu Steel Group Co., Ltd or its Associates Pursuant to a Future Transaction	For	For	
CREALOGIX Holding AG	Switzerland	26-oct-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
			Management	2	Approve Treatment of Net Loss	For	For	
			Management	3	Approve Discharge of Board and Senior Management	For	For	
			Management	4.1.1	Reelect Bruno Richle as Director	For	Against	Votes AGAINST incumbent nominating committee chair Bruno Richle are warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
			Management	4.1.2	Reelect Richard Dratva as Director	For	For	
			Management	4.1.3	Reelect Ralph Mogenicato as Director	For	For	
			Management	4.1.4	Reelect Rudolf Noser as Director	For	For	
			Management	4.1.5	Elect Joerg Zulauf as Director	For	For	
			Management	4.2	Reelect Bruno Richle as Board Chair	For	Against	Votes AGAINST incumbent nominating committee chair Bruno Richle are warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
			Management	4.3.1	Reappoint Bruno Richle as Member of the Nomination and Compensation Committee	For	Against	Votes AGAINST incumbent nominating committee chair Bruno Richle are warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
			Management	4.3.2	Appoint Joerg Zulauf as Member of the Nomination and Compensation Committee	For	For	
			Management	4.4	Ratify PriceWaterhouseCoopers AG as Auditors	For	For	
			Management	4.5	Designate Marc Russenberger as Independent Proxy	For	For	
			Management	5.1	Approve Remuneration of Directors in the Amount of CHF 460,000	For	For	
			Management	5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 1.3 Million	For	For	
			Management	5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 800,000	For	For	
			Management	5.4	Approve Remuneration Report	For	For	
			Management	6	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 any 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.
Rakusl, Inc.	Japan	27-oct-22	Management	1	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	
			Management	2.1	Elect Director Matsumoto, Yasukane	For	For	
			Management	2.2	Elect Director Nagami, Yo	For	For	



Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	2.3	Elect Director Miyauchi, Yoshihiko	For	For	
			Management	2.4	Elect Director Kobayashi, Kenji	For	For	
			Management	2.5	Elect Director Murakami, Yumiko	For	For	
SailMar ASA	Norway	27-oct-22	Management	1	Elect Chairman of Meeting; Designate Inspector(s) of Minutes of Meeting	For	For	
			Management	2	Approve Notice of Meeting and Agenda	For	For	
			Management	3	Remove Deadline for the Merger with Norway Royal Salmon ASA	For	For	
Wesfarmers Limited	Australia	27-oct-22	Management	2a	Elect Jennifer Anne Westacott as Director	For	For	
			Management	2b	Elect Michael (Mike) Roche as Director	For	For	
			Management	2c	Elect Sharon Lee Warburton as Director	For	For	
			Management	3	Approve Remuneration Report	For	For	
			Management	4	Approve Grant of KEEPP Deferred Shares and KEEPP Performance Shares to Robert Scott	For	For	
Meyer Burger Technology AG	Switzerland	28-oct-22	Management	1	Approve CHF 250 Million Ordinary Share Capital Increase with Preemptive Rights	For	For	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.
			Management	2	Transact Other Business (Voting)	For	Against	
Countryside Partnerships Plc	United Kingdom	01-nov-22	Management	1	Approve Matters Relating to the Recommended Cash and Share Combination of Countryside Partnerships plc and Vistry Group plc	For	For	
			Management	1	Approve Scheme of Arrangement	For	For	
Wuxi Lead Intelligent Equipment Co., Ltd.	China	04-nov-22	Management	1	Approve Issuance of GDR and Listing on SIX Swiss Exchange/London Stock Exchange as well as Conversion to an Overseas Fundraising Company	For	For	
			Management	2.1	Approve Share Type and Par Value	For	For	
			Management	2.2	Approve Issue Time	For	For	
			Management	2.3	Approve Issue Manner	For	For	
			Management	2.4	Approve Issue Size	For	For	
			Management	2.5	Approve Scale of GDR in its Lifetime	For	For	
			Management	2.6	Approve Conversion Rate of GDR and Underlying A Shares	For	For	
			Management	2.7	Approve Manner of Pricing	For	For	
			Management	2.8	Approve Target Subscribers	For	For	
			Management	2.9	Approve Listing Location	For	For	
			Management	2.10	Approve Conversion Restriction Period of GDR and Underlying Securities A Shares	For	For	
			Management	2.11	Approve Underwriting Manner	For	For	
			Management	3	Approve Issuance of GDR for Fund-raising Use Plan	For	For	
			Management	4	Approve Roll-forward Profit Distribution Plan	For	For	
Management	5	Approve Authorization of Board to Handle All Related Matters	For	For				
Management	6	Approve Amendments to Articles of Association, Rules and Procedures Regarding General Meetings of Shareholders and Rules and Procedures Regarding Meetings of Board of Directors	For	For				
Management	7	Amend Rules and Procedures Regarding Meetings of Board of Supervisors	For	For				
Management	8	Approve Resolution Validity Period	For	For				
Management	9	Approve Report on the Usage of Previously Raised Funds	For	For				
Lam Research Corporation	USA	08-nov-22	Management	1a	Elect Director Sohail U. Ahmed	For	For	
			Management	1b	Elect Director Timothy M. Archer	For	For	
			Management	1c	Elect Director Eric K. Brandt	For	For	
			Management	1d	Elect Director Michael R. Cannon	For	For	
			Management	1e	Elect Director Bethany J. Mayer	For	For	
			Management	1f	Elect Director Jyoti K. Mehra	For	For	
			Management	1g	Elect Director Abhijit Y. Talwalkar	For	For	
			Management	1h	Elect Director Lih Shyng (Rick L.) Tsai	For	For	
			Management	1i	Elect Director Leslie F. Varon	For	For	
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
Management	3	Ratify Ernst & Young LLP as Auditors	For	For				
Sims Limited	Australia	08-nov-22	Management	1	Elect Deborah O'Toole as Director	For	For	
			Management	2	Elect Hiroyuki Kato as Director	For	For	
			Management	3	Elect Philip Bainbridge as Director	For	For	
			Management	4	Approve Renewal of Proportional Takeover Provisions	For	For	
			Management	5	Approve Remuneration Report	For	Against	We prefer to vote AGAINST since individual performance goals for Executives remuneration are not industry-specific and sustainability/biodiversity related.
			Management	6	Approve Grant of Performance Rights to Alistair Field	For	For	
			Management	7	Approve Climate Transition Plan	For	For	Vote FOR due to the team believes initiatives presented at the AGM to achieve climate commitments and the objectives of the Paris Agreement should be supported, and also given that climate items are rarely on the agenda for most companies.
Broadridge Financial Solutions, Inc.	USA	10-nov-22	Management	1a	Elect Director Leslie A. Brun	For	For	
			Management	1b	Elect Director Pamela L. Carter	For	For	
			Management	1c	Elect Director Richard J. Daly	For	For	
			Management	1d	Elect Director Robert N. Duels	For	For	
			Management	1e	Elect Director Melvin L. Flowers	For	For	
			Management	1f	Elect Director Timothy C. Gokey	For	For	
			Management	1g	Elect Director Brett A. Keller	For	For	
			Management	1h	Elect Director Maura A. Markus	For	For	
			Management	1i	Elect Director Eileen K. Murray	For	For	
			Management	1j	Elect Director Annette L. Nazareth	For	For	
			Management	1k	Elect Director Thomas J. Perna	For	For	
			Management	1l	Elect Director Amit K. Zavery	For	For	
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
Management	3	Ratify Deloitte & Touche LLP as Auditors	For	For				

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
Pernod Ricard SA	France	10-nov-22	Management	1	Approve Financial Statements and Statutory Reports	For	For	
			Management	2	Approve Consolidated Financial Statements and Statutory Reports	For	For	
			Management	3	Approve Allocation of Income and Dividends of EUR 4.12 per Share	For	For	
			Management	4	Reelect Patricia Barbizet as Director	For	For	
			Management	5	Reelect Ian Gallienne as Director	For	For	
			Management	6	Renew Appointment of KPMG SA as Auditor	For	For	
			Management	7	Acknowledge End of Mandate of Salustro Reydel as Alternate Auditor and Decision Not to Replace and Renew	For	For	
			Management	8	Approve Compensation of Alexandre Ricard, Chairman and CEO	For	For	
			Management	9	Approve Remuneration Policy of Alexandre Ricard, Chairman and CEO	For	For	
			Management	10	Approve Compensation Report of Corporate Officers	For	For	
			Management	11	Approve Remuneration Policy of Corporate Officers	For	For	
			Management	12	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	
			Management	13	Approve Auditors' Special Report on Related-Party Transactions	For	For	
			Management	14	Authorize Filing of Required Documents/Other Formalities	For	For	
Genera SAB de CV	Mexico	11-nov-22	Management	1	Approve Dividends of MXN 469.4 Million	For	For	
			Management	2	Authorize Board to Ratify and Execute Approved Resolutions	For	For	
Zhejiang Chint Electrics Co., Ltd.	China	14-nov-22	Management	1	Elect Chen Guoliang as Non-independent Director	For	For	
			Management	2	Approve Provision of Guarantee	For	For	
Biffa Plc	United Kingdom	15-nov-22	Management	1	Approve Matters Relating to the Recommended Cash Acquisition of Biffa plc by Bears Bido Limited	For	For	
			Management	1	Approve Scheme of Arrangement	For	For	
Jack Henry & Associates, Inc.	USA	15-nov-22	Management	1.1	Elect Director David B. Foss	For	For	
			Management	1.2	Elect Director Matthew C. Flanigan	For	For	
			Management	1.3	Elect Director Thomas H. Wilson, Jr.	For	For	
			Management	1.4	Elect Director Jacque R. Fiegel	For	For	
			Management	1.5	Elect Director Thomas A. Wimsatt	For	For	
			Management	1.6	Elect Director Laura G. Kelly	For	For	
			Management	1.7	Elect Director Shruti S. Miyashiro	For	For	
			Management	1.8	Elect Director Wesley A. Brown	For	For	
			Management	1.9	Elect Director Curtis A. Campbell	For	For	
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
Management	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For				
Oracle Corporation	USA	16-nov-22	Management	1.1	Elect Director Awo Ablo	For	For	
			Management	1.2	Elect Director Jeffrey S. Berg	For	Withhold	WITHHOLD votes are warranted for the incumbent members of the board of directors due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results. WITHHOLD votes are further warranted from incumbent governance committee members Bruce Chizen, Leon Panetta, William Parrett, and Jeffrey Berg for the substantial pledging activity and significant concerns regarding risk oversight. Votes FOR new director nominee Awo Ablo are warranted.
			Management	1.3	Elect Director Michael J. Boskin	For	Withhold	WITHHOLD votes are warranted for the incumbent members of the board of directors due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results. WITHHOLD votes are further warranted from incumbent governance committee members Bruce Chizen, Leon Panetta, William Parrett, and Jeffrey Berg for the substantial pledging activity and significant concerns regarding risk oversight. Votes FOR new director nominee Awo Ablo are warranted.
			Management	1.4	Elect Director Safra A. Catz	For	Withhold	WITHHOLD votes are warranted for the incumbent members of the board of directors due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results. WITHHOLD votes are further warranted from incumbent governance committee members Bruce Chizen, Leon Panetta, William Parrett, and Jeffrey Berg for the substantial pledging activity and significant concerns regarding risk oversight. Votes FOR new director nominee Awo Ablo are warranted.
			Management	1.5	Elect Director Bruce R. Chizen	For	Withhold	WITHHOLD votes are warranted for the incumbent members of the board of directors due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results. WITHHOLD votes are further warranted from incumbent governance committee members Bruce Chizen, Leon Panetta, William Parrett, and Jeffrey Berg for the substantial pledging activity and significant concerns regarding risk oversight. Votes FOR new director nominee Awo Ablo are warranted.
			Management	1.6	Elect Director George H. Conrades	For	Withhold	WITHHOLD votes are warranted for the incumbent members of the board of directors due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results. WITHHOLD votes are further warranted from incumbent governance committee members Bruce Chizen, Leon Panetta, William Parrett, and Jeffrey Berg for the substantial pledging activity and significant concerns regarding risk oversight. Votes FOR new director nominee Awo Ablo are warranted.
			Management	1.7	Elect Director Lawrence J. Ellison	For	Withhold	WITHHOLD votes are warranted for the incumbent members of the board of directors due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results. WITHHOLD votes are further warranted from incumbent governance committee members Bruce Chizen, Leon Panetta, William Parrett, and Jeffrey Berg for the substantial pledging activity and significant concerns regarding risk oversight. Votes FOR new director nominee Awo Ablo are warranted.
			Management	1.8	Elect Director Rona A. Fairhead	For	Withhold	WITHHOLD votes are warranted for the incumbent members of the board of directors due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results. WITHHOLD votes are further warranted from incumbent governance committee members Bruce Chizen, Leon Panetta, William Parrett, and Jeffrey Berg for the substantial pledging activity and significant concerns regarding risk oversight. Votes FOR new director nominee Awo Ablo are warranted.
			Management	1.9	Elect Director Jeffrey O. Henley	For	Withhold	WITHHOLD votes are warranted for the incumbent members of the board of directors due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results. WITHHOLD votes are further warranted from incumbent governance committee members Bruce Chizen, Leon Panetta, William Parrett, and Jeffrey Berg for the substantial pledging activity and significant concerns regarding risk oversight. Votes FOR new director nominee Awo Ablo are warranted.

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	1.10	Elect Director Renee J. James	For	Withhold	WITHHOLD votes are warranted for the incumbent members of the board of directors due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results. WITHHOLD votes are further warranted from incumbent governance committee members Bruce Chizen, Leon Panetta, William Parrett, and Jeffrey Berg for the substantial pledging activity and significant concerns regarding risk oversight. Votes FOR new director nominee Awo Ablo are warranted.
			Management	1.11	Elect Director Charles W. Moorman	For	Withhold	WITHHOLD votes are warranted for the incumbent members of the board of directors due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results. WITHHOLD votes are further warranted from incumbent governance committee members Bruce Chizen, Leon Panetta, William Parrett, and Jeffrey Berg for the substantial pledging activity and significant concerns regarding risk oversight. Votes FOR new director nominee Awo Ablo are warranted.
			Management	1.12	Elect Director Leon E. Panetta	For	Withhold	WITHHOLD votes are warranted for the incumbent members of the board of directors due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results. WITHHOLD votes are further warranted from incumbent governance committee members Bruce Chizen, Leon Panetta, William Parrett, and Jeffrey Berg for the substantial pledging activity and significant concerns regarding risk oversight. Votes FOR new director nominee Awo Ablo are warranted.
			Management	1.13	Elect Director William G. Parrett	For	Withhold	WITHHOLD votes are warranted for the incumbent members of the board of directors due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results. WITHHOLD votes are further warranted from incumbent governance committee members Bruce Chizen, Leon Panetta, William Parrett, and Jeffrey Berg for the substantial pledging activity and significant concerns regarding risk oversight. Votes FOR new director nominee Awo Ablo are warranted.
			Management	1.14	Elect Director Naomi O. Seligman	For	Withhold	WITHHOLD votes are warranted for the incumbent members of the board of directors due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results. WITHHOLD votes are further warranted from incumbent governance committee members Bruce Chizen, Leon Panetta, William Parrett, and Jeffrey Berg for the substantial pledging activity and significant concerns regarding risk oversight. Votes FOR new director nominee Awo Ablo are warranted.
			Management	1.15	Elect Director Vishal Sikka	For	Withhold	WITHHOLD votes are warranted for the incumbent members of the board of directors due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results. WITHHOLD votes are further warranted from incumbent governance committee members Bruce Chizen, Leon Panetta, William Parrett, and Jeffrey Berg for the substantial pledging activity and significant concerns regarding risk oversight. Votes FOR new director nominee Awo Ablo are warranted.
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	A vote AGAINST the proposal is warranted. Following multiple consecutive years of low say-on-pay vote results, the proxy only vaguely disclosed Oracle's engagement efforts with shareholders but does disclose certain concerns heard from shareholders. As in prior years, however, no substantial positive changes nor commitments were made to the pay program to address significant shareholder dissatisfaction. Additionally, concerns remain within the annual pay program, as one NEO's annual bonus was entirely discretionary. In addition, although the annual bonus program for the CEO and Executive Chairman utilizes a pre-set objective growth goal, there is only limited disclosure regarding the year-over-year changes in the target opportunity for that goal. Furthermore, the annual equity grants for two NEOs were entirely in time-vested equity, which is inconsistent with prevailing market practices. Finally, while the decision to modify in-progress performance equity grants to the CEO and Executive Chairman was disclosed in last year's proxy, the resulting incremental value disclosed in this year's proxy was substantial, in excess of \$100 million for each executive's respective award.
			Management	3	Ratify Ernst & Young LLP as Auditors	For	For	
The Hain Celestial Group, Inc.	USA	17-nov-22	Management	1a	Elect Director Richard A. Beck	For	For	Vote FOR due to the team believes initiatives presented at the AGM to achieve climate commitments and the objectives of the Paris Agreement should be supported, and also given that climate items are rarely on the agenda for most companies.
			Management	1b	Elect Director Celeste A. Clark	For	For	
			Management	1c	Elect Director Dean Hollis	For	For	
			Management	1d	Elect Director Shervin J. Korangy	For	For	
			Management	1e	Elect Director Mark L. Schiller	For	For	
			Management	1f	Elect Director Michael B. Sims	For	For	
			Management	1g	Elect Director Carlyn R. Taylor	For	For	
			Management	1h	Elect Director Dawn M. Zier	For	For	
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	
Management	3	Ratify Ernst & Young LLP as Auditors	For	For				
Management	4	Approve Omnibus Stock Plan	For	For				
The Estee Lauder Companies Inc.	USA	18-nov-22	Management	1a	Elect Director Ronald S. Lauder	For	For	WITHHOLD votes are warranted for William Lauder and Richard Parsons for serving as non-independent members of a key board committee. A vote FOR the remaining director nominees is warranted.
			Management	1b	Elect Director William P. Lauder	For	Withhold	
			Management	1c	Elect Director Richard D. Parsons	For	Withhold	
			Management	1d	Elect Director Lynn Forester de Rothschild	For	For	
			Management	1e	Elect Director Jennifer Tejada	For	For	
			Management	1f	Elect Director Richard F. Zannino	For	For	
			Management	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	
			Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
LONGI Green Energy Technology Co., Ltd.	China	21-nov-22	Management	1	Approve Issuance of GDR and Listing on SIX Swiss Exchange as well as Conversion to an Overseas Fundraising Company	For	For	
			Management	2.1	Approve Share Type and Par Value	For	For	
			Management	2.2	Approve Issue Time	For	For	
			Management	2.3	Approve Issue Manner	For	For	
			Management	2.4	Approve Issue Size	For	For	
			Management	2.5	Approve Scale of GDR in its Lifetime	For	For	
			Management	2.6	Approve Conversion Rate of GDR and Underlying A Shares	For	For	
			Management	2.7	Approve Manner of Pricing	For	For	
			Management	2.8	Approve Target Subscribers	For	For	
			Management	2.9	Approve Conversion Restriction Period of GDR and Underlying Securities A Shares	For	For	
			Management	2.10	Approve Underwriting Manner	For	For	
			Management	3	Approve Resolution Validity Period	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales			
			Management	4	Approve Report on the Usage of Previously Raised Funds	For	For	A vote AGAINST is warranted because the proposed articles amendments are not considered to adequately provide for accountability and transparency to shareholders.			
			Management	5	Approve Raised Funds Usage Plan	For	For				
			Management	6	Approve Forward Rollover Profit Distribution Plan	For	For				
			Management	7	Approve Authorization of Board to Handle All Related Matters	For	For				
			Management	8	Amend Articles of Association and Its Annexes	For	Against				
			Management	9	Approve Purchase of Liability Insurance and Prospectus Liability Insurance for Directors, Supervisors and Senior Management Members	For	For				
			Management	10	Approve Adjustment of Repurchase Quantity and Price of Performance Share Incentive Plan	For	For				
			Management	11	Approve Repurchase and Cancellation of Performance Shares	For	For				
			Management	12	Amend Working System for Independent Directors	For	For	ISS proposes to vote "AGAINST" because the company has not specified the details and the provisions covered under the proposed amendments (e.g., a comparison table or a summary). We raised this issue and the company replied to us with a detailed explanation and supplementary documents. The company sent us detailed information (including a comparison table). We think that these items are operational issues and since the company disclosed detailed information and explanations we are okay to vote FOR .			
			Management	13	Amend Special Management System of Raised Funds	For	For				
			Management	14	Amend External Investment Management System	For	For				
			Management	15	Amend Related Party Transaction System	For	For				
			Management	16	Amend External Guarantee System	For	For				
			Management	17	Approve Formulation of Entrusted Financial Management System	For	For				
			Management	18	Approve Formulation of Securities Investment and Derivatives Transaction Management System	For	For				
			u-blox Holding AG	Switzerland	21-nov-22	Management	1.1	Elect Karin Sonnenmoser as Director	For	For	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.
			Management	1.2	Elect Elke Eckstein as Director	For	For				
			Management	2	Transact Other Business (Voting)	For	Against				
Australian Ethical Investment Limited	Australia	23-nov-22	Management	1	Approve Remuneration Report	For	Against	We prefer to vote AGAINST since the remuneration policy lacks concrete sustainability focused non-financial KPIs			
Management	2	Elect Kate Greenhill as Director	For	For							
Management	3	Elect Julie Orr as Director	For	For							
Chr. Hansen Holding A/S	Denmark	23-nov-22	Management	2	Accept Financial Statements and Statutory Reports	For	For				
			Management	3	Approve Allocation of Income and Dividends of DKK 7.04 Per Share	For	For				
			Management	4	Approve Remuneration Report (Advisory Vote)	For	For				
			Management	5	Approve Remuneration of Directors in the Amount of DKK 1.3 Million for Chair, DKK 840,000 for Vice-Chair and DKK 420,000 for Other Directors; Approve Remuneration for Committee Work	For	For				
			Management	6.a	Approve Creation of 10 Percent of Pool of Capital without Preemptive Rights	For	For				
			Management	6.b	Authorize Share Repurchase Program	For	For				
			Management	6.c	Amend Articles Re: Board of Directors	For	For				
			Management	7a	Reelect Dominique Reiniche (Chair) as Director	For	For				
			Management	7b.a	Reelect Jesper Brandgaard as Director	For	For				
			Management	7b.b	Reelect Luis Cantarell as Director	For	For				
			Management	7b.c	Reelect Lise Kaee as Director	For	For				
Management	7b.d	Reelect Heidi Kleinbach-Sauter as Director	For	For							
Management	7b.e	Reelect Kevin Lane as Director	For	For							
Management	8	Reelect PricewaterhouseCoopers as Auditor	For	For							
Management	9	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	For	For							
SHIFT, Inc.	Japan	25-nov-22	Management	1	Amend Articles to Amend Business Lines - Disclose Shareholder Meeting Materials on Internet	For	For				
			Management	2.1	Elect Director Tange, Masaru	For	For				
			Management	2.2	Elect Director Sasaki, Michio	For	For				
			Management	2.3	Elect Director Kobayashi, Motoya	For	For				
			Management	2.4	Elect Director Hattori, Taichi	For	For				
			Management	2.5	Elect Director Murakami, Takafumi	For	For				
			Management	2.6	Elect Director Motoya, Fumiko	For	For				
			Management	3	Elect Director and Audit Committee Member Nakagaki, Tetsujiro	For	For				
			Management	4	Approve Restricted Stock Plan	For	For				
			Management	5	Approve Capital Reduction	For	For				

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
Xinyi Solar Holdings Limited	Cayman Islands	25-nov-22	Management	1	Approve First Amendments and Adopt First Amended and Restated Articles	For	For	
			Management	2	Approve Second Amendments and Adopt Second Amended and Restated Memorandum and the Second Amended and Restated Articles	For	For	
			Management	3	Approve RMB Ordinary Share Issue and Specific Mandate	For	For	
			Management	4	Approve Plan for Distribution of Profits	For	For	
			Management	5	Approve Stabilization Plan	For	For	
			Management	6	Approve Profit Distribution and Return Policy	For	For	
			Management	7	Approve the Plan for the Use of the Net Proceeds	For	For	
			Management	8	Approve Remedial Measures for Potential Dilution	For	For	
			Management	9	Approve Seven Letters of Commitment and Undertakings	For	For	
			Management	10	Approve Adoption of General Meeting Procedures	For	For	
			Management	11	Approve Adoption of Board Meeting Procedures	For	For	
			Management	12	Authorize Board to Deal with Matters in Relation to the RMB Ordinary Share Issue and PRC Listing	For	For	
Ford Otomotiv Sanayi AS	Turkey	28-nov-22	Management	1	Open Meeting and Elect Presiding Council of Meeting	For	For	
			Management	2	Ratify Director Appointment	For	For	
			Management	3	Authorize Board to Distribute Advance Dividends	For	For	
HITO-Communications Holdings, Inc.	Japan	29-nov-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 17.5	For	For	
			Management	2	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	
			Management	3.1	Elect Director Yasui, Toyomi	For	For	
			Management	3.2	Elect Director Fukuhara, Naomichi	For	For	
			Management	3.3	Elect Director Tamura, Jun	For	For	
			Management	3.4	Elect Director Koga, Tetsuo	For	For	
			Management	3.5	Elect Director Mori, Tadatsugu	For	For	
			Management	3.6	Elect Director Nomura, Yasuko	For	For	
			Management	4.1	Appoint Statutory Auditor Hotta, Shozo	For	For	
			Management	4.2	Appoint Statutory Auditor Matsuda, Takako	For	For	
Management	4.3	Appoint Statutory Auditor Nakano, Masayuki	For	For				
Management	5	Approve Statutory Auditor Retirement Bonus	For	Against	A vote AGAINST this proposal is warranted because: * The bonus amount is not disclosed.			
Transaction Co., Ltd.	Japan	29-nov-22	Management	1	Amend Articles to Clarify Director Authority on Shareholder Meetings - Disclose Shareholder Meeting Materials on Internet - Clarify Director Authority on Board Meetings	For	For	
			Management	2.1	Elect Director Ishikawa, Satoshi	For	For	
			Management	2.2	Elect Director Chiba, Keiichi	For	For	
			Management	2.3	Elect Director Kitayama, Yoshinari	For	For	
			Management	2.4	Elect Director Iguchi, Yukiko	For	For	
			Management	3.1	Elect Director and Audit Committee Member Sasaki, Toshiro	For	For	
			Management	3.2	Elect Director and Audit Committee Member Tochimoto, Takeo	For	For	
			Management	3.3	Elect Director and Audit Committee Member Matsuo, Yumiko	For	For	
			Management	4	Elect Alternate Director and Audit Committee Member Sakuma, Koji	For	For	
			Management	5	Appoint Grant Thornton Taiyo LLC as New External Audit Firm	For	For	
Coloplast A/S	Denmark	01-déc-22	Management	1	Approve General Meeting Materials and Reports to be Drafted in English	For	For	
			Management	3	Accept Financial Statements and Statutory Reports	For	For	
			Management	4	Approve Allocation of Income	For	For	
			Management	5	Approve Remuneration Report	For	For	
			Management	6	Approve Remuneration of Directors in the Amount of DKK 1.35 Million for Chairman, DKK 787,500 for Deputy Chairman, and DKK 450,000 for Other Directors; Approve Remuneration for Committee Work	For	For	
			Management	7.1	Amend Articles Re: Extend Current Authorizations in Articles 5(a) and 5(b)	For	For	
			Management	7.2	Amend Articles Re: Corporate Language	For	For	
			Management	8.1	Reelect Lars Soren Rasmussen as Director	For	For	
			Management	8.2	Reelect Niels Peter Louis-Hansen as Director	For	For	
			Management	8.3	Reelect Annette Bruls as Director	For	For	
Management	8.4	Reelect Carsten Hellmann as Director	For	For				
Management	8.5	Reelect Jette Nygaard-Andersen as Director	For	For				
Management	8.6	Reelect Marianne Wiinholt as Director	For	For				
Management	9	Ratify PricewaterhouseCoopers as Auditors	For	For				
Management	10	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	For	For				
Corticeira Amorim SGPS SA	Portugal	05-déc-22	Management	1	Accept Interim Individual Financial Statements as of Sept. 30, 2022	For	For	
			Management	2	Approve Dividends from Reserves	For	For	
Cisco Systems, Inc.	USA	08-déc-22	Management	1a	Elect Director M. Michele Burns	For	For	
			Management	1b	Elect Director Wesley G. Bush	For	For	
			Management	1c	Elect Director Michael D. Capellas	For	For	
			Management	1d	Elect Director Mark Garrett	For	For	
			Management	1e	Elect Director John D. Harris, II	For	For	
			Management	1f	Elect Director Kristina M. Johnson	For	For	
			Management	1g	Elect Director Roderick C. McGeary	For	For	
			Management	1h	Elect Director Sarah Rae Murphy	For	For	
			Management	1i	Elect Director Charles H. Robbins	For	For	
			Management	1j	Elect Director Brenton L. Saunders	For	For	
			Management	1k	Elect Director Lisa T. Su	For	For	
			Management	1l	Elect Director Marianna Tessel	For	For	
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Management	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	
Shareholder	4	Report on Tax Transparency Set Forth in the Global Reporting Initiative's Tax Standard	Against	For	A vote FOR this proposal is warranted as the proposed GRI Tax Standard would enhance the company's transparency in communicating its tax practices to investors globally.			
Microsoft Corporation	USA	13-déc-22	Management	1.1	Elect Director Reid G. Hoffman	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	1.2	Elect Director Hugh F. Johnston	For	For	
			Management	1.3	Elect Director Teri L. List	For	For	
			Management	1.4	Elect Director Satya Nadella	For	For	
			Management	1.5	Elect Director Sandra E. Peterson	For	For	
			Management	1.6	Elect Director Penny S. Pritzker	For	For	
			Management	1.7	Elect Director Carlos A. Rodriguez	For	For	
			Management	1.8	Elect Director Charles W. Scharf	For	For	
			Management	1.9	Elect Director John W. Stanton	For	For	
			Management	1.10	Elect Director John W. Thompson	For	For	
			Management	1.11	Elect Director Emma N. Walmsley	For	For	
			Management	1.12	Elect Director Padmasree Warrior	For	For	
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Management	3	Ratify Deloitte & Touche LLP as Auditors	For	For	
Shareholder	4	Report on Cost/Benefit Analysis of Diversity and Inclusion	Against	Against	A vote AGAINST this proposal is warranted, as it is not standard industry practice for a company to disclose a detailed cost-benefit analysis of its diversity and inclusion efforts, and Microsoft already provides shareholders with sufficient information to assess its diversity and inclusion efforts.			
Shareholder	5	Report on Hiring of Persons with Arrest or Incarceration Records	Against	For	A vote FOR this proposal is warranted because additional information could help shareholders better understand how the company is assessing and managing the progress of its various diversity and inclusion initiatives.			
Shareholder	6	Assess and Report on the Company's Retirement Funds' Management of Systemic Climate Risk	Against	For	A vote FOR this resolution is warranted. While Microsoft may not be responsible for its employees' investment decisions, the information requested in the report would not only complement and enhance Microsoft's existing commitments regarding climate change, but also allow shareholders to better evaluate the company's strategies and management of related risks.			
Shareholder	7	Report on Government Use of Microsoft Technology	Against	For	A vote FOR this proposal is warranted as additional disclosure of the company's policies, procedures and oversight mechanisms would aid shareholders in understanding how the company is managing and mitigating cyber risks and oversight related to government use of its technology.			
Shareholder	8	Report on Development of Products for Military	Against	For	A vote FOR this resolution is warranted as shareholders would benefit from the requested report by allowing them to better understand the company's management and oversight of risks related to its production and development of military products.			
Shareholder	9	Report on Tax Transparency	Against	For	A vote FOR this proposal is warranted as the proposed GRI Tax Standard would enhance the company's transparency in communicating its tax practices to investors globally.			
Vanguard Funds PLC - Vanguard S&P 500 UCITS ETF	Ireland	13-déc-22	Management	1	Accept Financial Statements and Statutory Reports and Review the Company's Affairs	For	For	
			Management	2	Ratify KPMG Ireland as Auditors and Authorise Their Remuneration	For	For	
Barry Callebaut AG	Switzerland	14-déc-22	Management	1.1	Accept Annual Report	For	For	Board elections (Items 4.1.1-4.2) Votes AGAINST Markus Neuhaus are warranted because he is non-independent and serves as the chair of the audit committee. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Board chair election (Item 4.3) Votes FOR Patrick De Maeseineire as board chair are warranted due to a lack of concerns. Committee elections (Items 4.4.1-4.4.5) We note that the company has a combined nomination and compensation committee. As such, votes AGAINST the reappointment of the committee chair, Tim Minges, are warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns.
			Management	1.2	Approve Remuneration Report	For	For	
			Management	1.3	Accept Financial Statements and Consolidated Financial Statements	For	For	
			Management	2	Approve Allocation of Income and Dividends of CHF 28.00 per Share	For	For	
			Management	3	Approve Discharge of Board and Senior Management	For	For	
			Management	4.1.1	Reelect Patrick De Maeseineire as Director	For	For	
			Management	4.1.2	Reelect Markus Neuhaus as Director	For	Against	
			Management	4.1.3	Reelect Fernando Aguirre as Director	For	For	
			Management	4.1.4	Reelect Angela Wei Dong as Director	For	For	
			Management	4.1.5	Reelect Nicolas Jacobs as Director	For	For	
			Management	4.1.6	Reelect Elio Sceti as Director	For	For	
			Management	4.1.7	Reelect Tim Minges as Director	For	For	
			Management	4.1.8	Reelect Antoine de Saint-Affrique as Director	For	For	
			Management	4.1.9	Reelect Yen Tan as Director	For	For	
			Management	4.2	Elect Thomas Intrator as Director	For	For	
			Management	4.3	Reelect Patrick De Maeseineire as Board Chair	For	For	
			Management	4.4.1	Appoint Fernando Aguirre as Member of the Nomination and Compensation Committee	For	For	
			Management	4.4.2	Appoint Elio Sceti as Member of the Nomination and Compensation Committee	For	For	
			Management	4.4.3	Appoint Tim Minges as Member of the Nomination and Compensation Committee	For	Against	
			Management	4.4.4	Appoint Antoine de Saint-Affrique as Member of the Nomination and Compensation Committee	For	For	
			Management	4.4.5	Appoint Yen Tan as Member of the Nomination and Compensation Committee	For	For	
			Management	4.5	Designate Keller KLG as Independent Proxy	For	For	
			Management	4.6	Ratify KPMG AG as Auditors	For	For	
			Management	5.1	Approve Remuneration of Board of Directors in the Amount of CHF 6.2 Million	For	For	
			Management	5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 6.5 Million	For	For	
			Management	5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 13.6 Million	For	For	
			Management	6	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.

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
Volution Group Plc	United Kingdom	14-déc-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
			Management	2	Approve Remuneration Report	For	For	
			Management	3	Approve Final Dividend	For	For	
			Management	4	Re-elect Paul Hollingworth as Director	For	For	
			Management	5	Re-elect Ronnie George as Director	For	For	
			Management	6	Re-elect Andy O'Brien as Director	For	For	
			Management	7	Re-elect Nigel Lingwood as Director	For	For	
			Management	8	Re-elect Amanda Mellor as Director	For	For	
			Management	9	Re-elect Claire Tiney as Director	For	For	
			Management	10	Elect Margaret Amos as Director	For	For	
			Management	11	Reappoint Ernst & Young LLP as Auditors	For	For	
			Management	12	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	
			Management	13	Authorise UK Political Donations and Expenditure	For	For	
			Management	14	Authorise Issue of Equity	For	For	
			Management	15	Authorise Issue of Equity without Pre-emptive Rights	For	For	
			Management	16	Authorise Market Purchase of Ordinary Shares	For	For	
			Management	17	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	
Arountown SA	Luxembourg	16-déc-22	Management	1	Amend Article 9.2 of the Articles of Association	For	For	
			Management	1	Approve the Use of Treasury Shares Acquired Through the Buy-Back Programme for Share Lending Transactions with Financial Institutions	For	For	
Atrae, Inc.	Japan	16-déc-22	Management	1	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	
			Management	2.1	Elect Director Arai, Yoshihide	For	For	
			Management	2.2	Elect Director Oka, Toshiyuki	For	For	
			Management	2.3	Elect Director Suzuki, Hidekazu	For	For	
GMO Payment Gateway, Inc.	Japan	18-déc-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 160	For	For	
			Management	2	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	
			Management	3.1	Elect Director Ainoura, Issei	For	Against	A vote AGAINST this director nominee is warranted because: * Top management should be held responsible for the board composition at the controlled company, which will not have at least two independent directors and board independence of at least one-third.
			Management	3.2	Elect Director Kumagai, Masatoshi	For	Against	A vote AGAINST this director nominee is warranted because: * Top management should be held responsible for the board composition at the controlled company, which will not have at least two independent directors and board independence of at least one-third.
			Management	3.3	Elect Director Muramatsu, Ryu	For	For	
			Management	3.4	Elect Director Isozaki, Satoru	For	For	
			Management	3.5	Elect Director Yasuda, Masashi	For	For	
			Management	3.6	Elect Director Yamashita, Hirofumi	For	For	
			Management	3.7	Elect Director Arai, Teruhiro	For	For	
			Management	3.8	Elect Director Inagaki, Noriko	For	For	
			Management	3.9	Elect Director Kawasaki, Yuki	For	For	
Management	3.10	Elect Director Shimahara, Takashi	For	For				
Management	3.11	Elect Director Sato, Akio	For	For				
Sodexo SA	France	19-déc-22	Management	1	Approve Financial Statements and Statutory Reports	For	For	
			Management	2	Approve Consolidated Financial Statements and Statutory Reports	For	For	
			Management	3	Approve Allocation of Income and Dividends of EUR 2.40 per Share	For	For	
			Management	4	Reelect Veronique Laury as Director	For	For	
			Management	5	Reelect Luc Messier as Director	For	For	
			Management	6	Reelect Cecile Tandeau de Marsac as Director	For	For	
			Management	7	Elect Patrice de Talhouet as Director	For	For	
			Management	8	Appoint Cabinet ERNST & YOUNG AUDIT as Auditor	For	For	
			Management	9	Approve Remuneration Policy of Chairman and CEO from March 1 to August 31, 2022	For	For	
			Management	10	Approve Compensation of Sophie Bellon, Chairman of the Board then Chairman and CEO	For	For	
			Management	11	Approve Compensation Report of Corporate Officers	For	For	
			Management	12	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.2 Million	For	For	
			Management	13	Approve Remuneration Policy of Directors	For	For	
			Management	14	Approve Remuneration Policy of Chairman of the Board and CEO	For	For	
			Management	15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	
			Management	16	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For	
			Management	17	Authorize Filing of Required Documents/Other Formalities	For	For	
Guidewire Software, Inc.	USA	20-déc-22	Management	1a	Elect Director Marcus S. Ryu	For	For	
			Management	1b	Elect Director Paul Lavin	For	For	
			Management	1c	Elect Director Mike Rosenbaum	For	For	
			Management	1d	Elect Director David S. Bauer	For	For	
			Management	1e	Elect Director Margaret Dillon	For	For	
			Management	1f	Elect Director Michael C. Keller	For	For	
			Management	1g	Elect Director Catherine P. Lego	For	For	
			Management	1h	Elect Director Rajani Ramanathan	For	For	
			Management	2	Ratify KPMG LLP as Auditors	For	For	
			Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Management	4	Provide Right to Call Special Meeting	For	For	
			Management	5	Amend Certificate of Incorporation to Permit the Exculpation of Officers	For	For	
			Management	6	Amend Omnibus Stock Plan	For	For	
Fixstars Corp.	Japan	21-déc-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 10	For	For	
			Management	2	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	
			Management	3.1	Elect Director Miki, Satoshi	For	For	
			Management	3.2	Elect Director Hori, Minako	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	3.3	Elect Director Hachisuka, Toshiyuki	For	For	
			Management	3.4	Elect Director Ishii, Makoto	For	For	
			Management	3.5	Elect Director Endo, Naoki	For	For	
			Management	3.6	Elect Director Kabashima, Hiroaki	For	For	
			Management	3.7	Elect Director Enomoto, Yukino	For	For	
CrowdWorks, Inc.	Japan	22-déc-22	Management	1	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.
			Management	2.1	Elect Director Yoshida, Koichiro	For	Against	
			Management	2.2	Elect Director Orui, Koichi	For	For	
			Management	2.3	Elect Director Tsukii, Takatsugu	For	For	
			Management	2.4	Elect Director Nomura, Shinichi	For	For	
			Management	2.5	Elect Director Ito, Junichi	For	For	
			Management	2.6	Elect Director Taketani, Yuya	For	For	
			Management	2.7	Elect Director Masuyama, Masami	For	For	
			Management	2.8	Elect Director Niinami, Takeshi	For	For	
Amvis Holdings, Inc.	Japan	23-déc-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 6	For	For	A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.
			Management	2.1	Elect Director Shibahara, Keiichi	For	Against	
			Management	2.2	Elect Director Nakagawa, Tetsuya	For	For	
			Management	2.3	Elect Director Yamaguchi, Shingo	For	For	
			Management	2.4	Elect Director Ushigome, Nobutaka	For	For	
			Management	2.5	Elect Director Yamada, Tsuyoshi	For	For	
			Management	3.1	Appoint Statutory Auditor Arai, Ryoji	For	For	
			Management	3.2	Appoint Statutory Auditor Matsuo, Shinkichi	For	For	
			Management	3.3	Appoint Statutory Auditor Sugawara, Takahiro	For	For	
			Management	4	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	
			Management	5	Approve Capital Reduction	For	For	
JD Health International Inc.	Cayman Islands	23-déc-22	Management	1	Approve 2023 Technology and Traffic Support Services Framework Agreement and Related Transactions	For	For	
			Management	2	Approve 2023 JD Sales Framework Agreement, Annual Caps and Related Transactions	For	For	
			Management	3	Approve 2023 Marketing Services Framework Agreement, Annual Caps and Related Transactions	For	For	
			Management	4	Approve 2023 Supply Chain Solutions and Logistics Services Framework Agreement, Annual Caps and Related Transactions	For	For	
Xinjiang Goldwind Science & Technology Co., Ltd.	China	23-déc-22	Management	1	Amend Articles of Association	For	Against	A vote AGAINST is warranted due to lack of transparency, as no disclosure on the proposed article amendments regarding CPC organization has been made as of this writing.
			Management	2	Amend Rules and Procedures Regarding General Meetings of Shareholders	For	For	A vote FOR the election of Wang Yili is warranted given the absence of any known issues concerning the nominee and the company's board and committee dynamics.
			Management	3	Approve Remuneration of the Chairman of the Eighth Session of the Board	For	For	
			Management	4	Approve Application for the Estimated Annual Cap for Connected Transactions	For	For	
			Shareholder	5	Elect Wang Yili as Director	For	For	
Wuxi Lead Intelligent Equipment Co., Ltd.	China	29-déc-22	Management	1	Approve Change in Usage of Raised Funds	For	For	
Shandong Weigao Group Medical Polymer Company Limited	China	30-déc-22	Management	1	Elect Li Qiang as Director	For	For	
			Management	2	Amend Articles of Association	For	For	



## Disclaimer

This document is for general information purposes only and does not constitute investment research or financial analysis relating to transactions in financial instruments nor does it constitute on the part of Union Bancaire Privée, UBP SA or any entity of the UBP Group (UBP) an offer to buy or sell any investments, products or services, and should not be considered as solicitation or investment, legal or tax advice, a recommendation for an investment strategy or a personalized recommendation to buy or sell securities. This document reflects the opinion of UBP as of the date of issue. Reasonable efforts have been made to ensure that the content of this document is based on information and data obtained from reliable sources. UBP makes no representations, provides no warranty and gives no undertaking, express or implied, regarding any of the information, projections or opinions contained herein, nor does it accept any liability whatsoever for any errors, omissions or misstatements.

This content is being made available in the following countries:

**Switzerland:** UBP is authorised and regulated in Switzerland by the Swiss Financial Market Supervisory Authority (FINMA). The head office is Union Bancaire Privée, UBP SA, 96-98 rue du Rhône, P.O. Box 1320, 1211 Geneva 1, Switzerland.

ubp@ubp.com | www.ubp.com

**United Kingdom:** UBP is authorised in the United Kingdom by the Prudential Regulation Authority (PRA) and is subject to regulation by the Financial Conduct Authority (FCA) and limited regulation by the PRA.

**France:** Sales and distribution are carried out by Union Bancaire Gestion Institutionnelle (France) SAS, a management company licensed by the French Autorité des Marchés Financiers, - licence n° AMF GP98041; 116, av. des Champs Elysées I 75008 Paris, France T +33 1 75 77 80 80 Fax +33 1 44 50 16 19 www.ubpamfrance.com

**Luxembourg:** through UBP Asset Management (Europe) S.A., a Management Company authorised under Chapter 15 of the Law of 17 December 2010 relating to undertakings for collective investment (the "2010 Law") and an Alternative Investment Fund Manager authorised under the Law of 12 July 2013 (the "AIFM Law"), which manages undertakings for collective investment subject to Part I of the 2010 law and other types of funds which qualify as alternative investment funds. 287-289, route d'Arlon P.O. Box 79 1150 Luxembourg T +352 228 007-1 F +352 228 007 221.

**Hong Kong:** UBP Asset Management Asia Limited (CE No.: AOB278) is licensed with the Securities and Futures Commission to carry on Type 1 – Dealing in Securities, Type 4 – Advising on Securities and Type 9 – Asset Management regulated activities. The document is intended only for Institutional or Corporate Professional Investor and not for public distribution. The contents of this document have not been reviewed by the Securities and Futures Commission in Hong Kong. Investment involves risks. Past performance is not indicative of future performance. Investors should refer to the fund prospectus for further details, including the product features and risk factors. The document is intended only for Institutional Professional Investor and not for public distribution. The contents of this document and any attachments/links contained in this document are for general information only and are not advice. The information does not take into account your specific investment objectives, financial situation and investment needs and is not designed as a substitute for professional advice. You should seek independent professional advice regarding the suitability of an investment product, taking into account your specific investment objectives, financial situation and investment needs before making an investment.

The contents of this document and any attachments/links contained in this document have been prepared in good faith. UBP Asset Management Asia Limited (UBP AM Asia) and all of its affiliates accept no liability for any errors or omissions. Please note that the information may also have become outdated since its publication. UBP AM Asia makes no representation that such information is accurate, reliable or complete. In particular, any information sourced from third parties is not necessarily endorsed by UBP AM Asia, and UBP AM Asia has not checked the accuracy or completeness of such third-party information.

**Singapore:** This document is intended only for accredited investors and institutional investors as defined under the Securities and Futures Act (Cap. 289 of Singapore) ("SFA"). Persons other than accredited investors or institutional investors (as defined in the SFA) are not the intended recipients of this document and must not act upon or rely upon any of the information in this document. The financial products or services to which this material relates will only be made available to clients who are accredited investors or institutional investors under the SFA. This document has not been registered as a prospectus with the MAS. Accordingly, this document and any other document or material in connection with the offer or sale, or invitation for subscription or purchase, of this product may not be circulated or distributed, nor may the product be offered or sold, or be made the subject of an invitation for subscription or purchase, whether directly or indirectly, to persons in Singapore other than (i) to institutional investors under Section 274 or 304 of the Securities and Futures Act (Cap. 289) of Singapore ("SFA"), (ii) to relevant persons pursuant to Section 275(1) or 305(1), or any person pursuant to Section 275(1A) or 305(2) of the SFA, and in accordance with the conditions specified in Section 275 or 305 of the SFA, or (iii) otherwise pursuant to, and in accordance with the conditions of, any other applicable provision of the SFA. This advertisement has not been reviewed by the Monetary Authority of Singapore.

## Union Bancaire Privée, UBP SA

Rue du Rhône 96-98 | P.O. Box 1320 | 1211 Geneva 1 | Switzerland

ubp@ubp.com | www.ubp.com

