

ROCKEFELLER ASSET MANAGEMENT PROXY VOTING POLICY

Proxy Voting and Corporate Governance

Rockefeller Asset Management ("RAM") considers proxy voting a fiduciary duty to protect and enhance the long-term financial interests of our clients. RAM seeks to assure that proxies are regarded as assets of portfolios subject to the same fiduciary standards as other client assets. In essence, this means that proxies will be voted in an informed and timely fashion on behalf of their "owners," our clients.

Corporate governance, which includes proxy voting, is an integral part of RAM's effort to manage and enhance the long-term value of our clients' assets. We seek to make a positive contribution to good corporate governance and one of the ways we seek to achieve this is through proxy voting. We take an active interest in the companies we invest in, consider proxy voting to be a key element of our stewardship responsibility, and consider internationally recognized corporate governance best practices in our voting decisions.

The proxy statement is a vital document from companies because it is the only formal basis for a dialogue between the board and shareholders. Most proxies address questions of corporate governance and consider social and environmental issues at the request of shareholders. We recognize that the interests of shareholders are not always identical to those of management but that an effective proxy system serves as a signal to a board and management that they have engaged shareholders who expect accountability. We believe that active engagement with portfolio companies leads to greater transparency and is an important element of our stewardship process.

General

RAM has implemented these policies and procedures to ensure that proxies are voted in the best interest of our clients in fulfillment of RAM's fiduciary duties and in accordance with Rule 206(4)-6 under the Investment Advisers Act of 1940, as amended (the "Advisers Act").

RAM is a signatory of the Principles for Responsible Investment ("PRI"), a global network of investors with the aspirational goal to incorporate environmental, social and governance ("ESG") issues that may have a material business impact into their investment analysis and decision-making process. RAM integrated PRI/ESG into its overall proxy voting process beginning with Proxy Season 2013 in an effort to align our proxy voting policies and processes with the PRI as much as reasonably possible.

RAM has engaged Institutional Shareholder Services Inc. ("ISS"), an organization unaffiliated with RAM, to assist with proxy voting. In addition to the execution of proxy votes in accordance with RAM's guidelines and record-keeping services, ISS also provides RAM with corporate governance information, due diligence related to making informed proxy voting decisions and vote recommendations. RAM also obtains research on social issues impacting certain issuers of public securities from a range of additional service providers including MSCI. Research and shareholder engagement underpin our decision-making process. RAM retains final authority and responsibility for proxy voting.

A client may, at any time, retain the right to vote proxies or take action relating to securities held in the client's account, provided the client advises RAM of such decision in advance of any proxy vote(s). If a client retains proxy voting authority, RAM will instruct the appropriate custodian banks to forward proxy material directly

to the client and RAM shall have no further responsibility. In certain cases, however, RAM may provide administrative services to clients who have retained proxy voting authority but desire that RAM assist with the technical aspects of processing related paperwork and executing the client's voting decision.

Upon reasonable notice, RAM may attempt to adhere to any specific client directions and/or guidelines with respect to proxy voting, even if such directions or guidelines conflict with RAM's proxy voting guidelines.

Upon request, RAM will promptly provide clients with a copy of these policies and procedures, as well as information on how RAM voted proxies of securities held in their accounts.

Proxy Voting Committee and Personnel

Senior representatives from a variety of functional areas, such as the Investment, Institutional Sales, and Legal Departments, serve as members of the Proxy Voting & Shareholder Engagement Committee (the "Committee").

The Committee is charged with the responsibility of administering these policies and procedures, and meets periodically and as necessary to: (1) oversee the proxy voting process and the implementation of these policies and procedures; (2) consider matters of a non-routine or unusual nature, including any material conflict of interest presented in connection with a pending vote; (3) assure that the wishes of clients who have provided voting guidelines to RAM have been followed; (4) review and periodically update RAM voting guidelines; (5) arrange for the necessary voting and other records to be maintained in accordance with applicable regulatory requirements; and (6) review the services of any third party engaged by RAM to assist with proxy voting.

The Committee has designated a Voting Delegate and one or more Proxy Administrators who are responsible for the day-to-day administration of these policies and procedures, and who report periodically to the Committee on these matters (see [Exhibit B](#)).

Proxy Voting Guidelines

RAM has developed voting principles and guidelines that govern voting proxies in a prudent and diligent manner (see [Exhibit A](#)). We believe that non-traditional financial issues such as ESG practices can have a material economic impact on the value of a company, and we evaluate these factors when voting. RAM also believes that good citizenship is good business and that encouraging companies to improve their environmental and social responsiveness can lead to improved financial performance.

We do not automatically vote for or against any class of resolutions, but rather follow a list of preferences. Each case is reviewed individually. We recognize that there are often circumstances that even well thought out guidelines fail to contemplate. Exceptions to these guidelines are generally made only after due research and discussion with the company and/or covering equity analyst(s) has led analysts and/or portfolio managers to conclude that a change in voting is warranted and in the best interest of the shareholders.

On governance issues, we tend to favor resolutions that increase disclosure and reporting and that enhance the transparency of decision-making without placing an undue burden on the company or requiring the disclosure of proprietary or competitive information. In addition, our guidelines favor proposals that:

- Preserve and enhance the rights of minority shareholders

- Increase the board's skill base
- Increase the accountability of both the board and management

With respect to environmental and social factors, RAM believes that companies should be able to demonstrate that they have appropriate policies and systems in place and that they encompass relevant sustainability risks and opportunities. Our voting guidelines seek to encourage progress and leadership from companies in areas such as:

- Production of products and services in a manner that is aligned with the sustainable development of the world's economy
- Human capital management policies and practices
- Environmental practices and risk mitigation

The Proxy Voting Guidelines are based on three underlying principles, which we believe are fundamental to financial viability and long-term sustainability:

- The primacy of shareholders and the recognition of the standing of other stakeholders
- The independence of the Board of Directors and its duty to represent the shareholders, including minority shareholders
- A commitment to promoting a culture of transparency and accountability throughout the company for sound corporate decision-making

The guidelines address a broad range of issues reflecting our general views and are meant to be used in evaluating individual proxy proposals and to serve as a framework for exercising voting rights. They are not meant as a comprehensive guide for assessing a corporation or an industry, nor are they intended to provide a guide as to how RAM will vote in every instance. Rather, these guidelines share our view about corporate governance issues generally and provide insight into how we typically approach issues that commonly arise on corporate ballots. They are applied with policy discretion, taking into consideration the issues and facts specific to the company and the individual ballot item.

Proxy Voting Limitations

RAM will not vote proxies in countries that engage in "share blocking," the practice of prohibiting investors who have exercised voting rights from disposing of their shares for a defined period of time. RAM will also not vote in cases where a proxy is received after the requisite voting date or with respect to specific proposals that are incoherent or that would entail extensive and uneconomic investigation or research.

Securities Lending

Clients may in certain instances contract with their custodial agent and notify RAM that they have entered into securities lending arrangements. In such arrangements, the proxy voting rights generally pass with the securities on loan, but the lender retains the right to terminate the loan and recall the loaned shares provided the custodial agent is given sufficient prior notice. RAM's policy is generally not to vote proxies of securities on loan unless we determine there is a significant voting event (e.g., merger, acquisition, etc.) that will materially affect the value of the loaned securities. In such events, we may seek to recall the loaned securities in order to cast a vote at an upcoming shareholder meeting. Clients should be aware that recall efforts may not be completed in time to vote loaned shares. As RAM generally will not seek to recall loaned securities to vote on most ESG-related matters, Client's invested in RAM ESG strategies should consider whether entering

into a securities lending arrangement is consistent with their ESG objectives.

Conflicts of Interest

We actively seek to identify, mitigate and monitor potential conflicts of interest that may emerge in relationship with our proxy voting activities, and have adopted policies and procedures to address potential conflicts which may arise in connection with providing investment advisory services to clients.

Conflicts of interest may arise from the varying types of financial services and products offered by Rockefeller Capital Management and its affiliates ("RCM") and the types of clients that we serve. For example, Rockefeller Financial LLC and other RAM affiliates may provide strategic advisory services to both public and private companies and other types of clients including with respect to acquisitions, divestitures and capital raising activities. We and our affiliates may also provide investment advisory and other services to directors, officers and other persons who have material relationships with public and private companies or who own shares of public and private companies. We or our affiliates may also have relationships with pension plans and other investors who sponsor proposals or participate in engagement activities. In addition, certain directors, officers and employees of RAM and its affiliates may also serve as directors and/or officers of public and private companies or have a material relationship with or own shares in such companies.

RAM's policy is that proxy voting activities must seek to further the long-term interests of our clients and not the interests of RAM, its affiliates or their respective directors, officers and employees. RAM's Voting Delegate, in consultation with RAM's portfolio management team, is responsible for conducting proxy voting activity in accordance with this Policy. In instances in which the Voting Delegate should consider a vote against policy, the Voting Delegate and RAM portfolio management team members are required to disclose to the Committee any potential material conflicts of interest that may arise in connection with performing voting or engagement activities on behalf of clients, including any attempt by persons seeking to influence any engagement activity. Material conflict issues which are identified will be referred for resolution to the Committee, which will consult with RAM's Conflicts Committee as appropriate. Committee members are required to consider if they have a conflict of interest in any proxy voting matter that is referred to the Committee and must disclose such conflict to the Committee and potentially recuse themselves from matters relating to the conflict. In the event a material conflict of interest is identified, the Committee will generally direct the Voting Delegate to vote the proxy based upon the recommendation of ISS. If the Committee determines to resolve the conflict in a different manner, the approach will be documented.

Proxy Voting Procedures

The current procedures for voting client proxies are attached as [Exhibit C](#).

Recordkeeping

RAM must maintain the following proxy voting records pursuant to the Advisers Act: (1) a copy of its proxy voting policies and procedures; (2) proxy statements received regarding client securities; (3) a record of each vote cast; (4) a copy of any document created by RAM that was material to making a decision on how to vote proxies on behalf of a client or that memorializes the basis for that decision; and (5) written client requests for proxy voting records and RAM's written response to any (written or oral) client request for such records. RAM relies on ISS for the records specified in (2) and (3) above. Proxy voting records will be maintained by the Proxy Administrator for a period of six years.

VOTING PRINCIPLES & GUIDELINES

Principle 1 - The Rights and Responsibilities of Shareholders

RAM recognizes that shareholders, as owners of the enterprise in which they are invested, have certain fundamental rights and responsibilities that derive from their ownership interest. As stewards of our clients' capital, in deciding whether to support or oppose a proxy proposal, we seek to assure that the proposal is consistent with the following guidelines:

- Effective voting rights are central to the rights of ownership; all shareowners must be treated equitably and upon the principle of one share/one vote

Basic shareholder rights must be scrupulously maintained, including:

- The right to participate in decisions "concerning" fundamental corporate changes affecting the company's governing documents
- The authorization of new shares and the sale of the company
- Protection against excessive dilution, the election of directors and the ratification of the appointment of auditors
- The right to elect, remove and nominate directors
- Company accountability with appropriate checks and balances; effective enterprise risk management systems covering all significant issues, including corporate responsibility issues

In line with these principles, we will use the following guidelines to vote proxy resolutions. We will generally vote in favor of the following proxy resolutions:

- Majority Vote Standard: We believe directors should be elected based on a majority of votes cast; majority voting provisions will likely lead to greater director accountability
- CEO and Management Succession Planning: We believe boards should be actively engaged in CEO and senior management succession planning consistent with the company's strategic direction
- Shareholder Right to Call a Special Meeting and Act by Written Consent: Shareholders should be able to call special meetings between annual meetings or act by written consent
- Proxy Access: RAM believes proxy access is a fundamental right. We have adopted a guideline which should afford long-term shareholders owning in aggregate at least 3 percent of a company's voting stock the ability to nominate up to 25 percent of the board

We will generally oppose proposals that:

- Restrict or prohibit the right of shareholders to call a special meeting
- Restrict or prohibit the right of shareholders to take action by written consent
- Reprice underwater options unless there are valid reasons that the repricing will benefit all shareholders
- Adopt anti-takeover provisions, including the issuance of new shares, shareholder rights plans (poison pills), and golden parachutes. We will generally withhold votes on all members of the board if new shares are issued, or if a poison pill or golden parachute was implemented or extended without shareholder approval. The link between the financial interests of shareholders and their right to consider and accept buyout offers is significant, and therefore it is important that shareholders be allowed to weigh in and vote on whether or not they support a rights plan

In general, we will oppose proposals that limit shareholder rights:

- We will generally oppose supermajority-voting requirements that limit the rights of minority investors
- We will generally oppose cumulative voting for companies that have not adopted a true majority voting standard but have adopted some form of majority voting
- We will generally oppose dual classes of stock which skew voting rights such that one share does not equal one vote. Directors should represent all shareholders equally and voting power should be held in direct proportion to a shareholder's economic interest in the company
- Bundled Proposals: Shareowners should be allowed to vote on unrelated issues separately. Individual voting issues should not be bundled with proposals that impede the rights of shareholders

Principle 2 - Accountability & Transparency

Integrity of Financial Reports

A strong disclosure policy has important benefits for shareholders and is crucial to their ability to vote intelligently. Such a policy influences corporate policy in positive ways and helps to maintain the confidence of capital markets. The basic principle of strong disclosure is an effort to assure that all constituencies of the corporation have timely and accurate information to make informed decisions. We do not support resolutions calling for more disclosure than is necessary or for the disclosure of information that would materially and adversely affect the company's competitive position.

All public statements of the corporation should be in non-technical language appropriate to their audiences and should be free of obfuscation. This is especially important with respect to financial statements, including their footnotes. Companies should disclose all material risk factors and the steps taken to manage those risks. Risk factors include those arising from the environmental, social and governance impacts of the company's activities.

Accountability and transparency are key. Directors must be accountable to their shareholders and should be accessible for shareholder inquiries. Companies must disclose operational, financial and governance information in a timely, complete and comprehensible manner, and in accordance with applicable regulatory requirements. We expect companies to report on potential material environmental and social risks and opportunities which may impact long-term performance.

We believe it is the duty of management to take steps to ensure the objectivity and accuracy of financial reports. To this end, we expect management to proactively identify threats to auditor independence, put in place safeguards to preserve this independence and evaluate their effectiveness over time. We believe management usually is best placed to select the best auditor for the company.

In line with these principles, we will generally vote in favor of the following proxy proposals that:

- Limit consulting by auditors to a maximum of 25% of total audit fees
- Ensure the integrity of the corporation's accounting and financial reporting systems, including the independent audit, and that appropriate systems of control are in place, in particular, systems for monitoring risk, financial control and compliance with the law

Principle 3 - Boards and Directors

Every company should be headed by an effective board which provides the foundation for a well governed company whose board should reflect a good balance of skills, diversity, expertise, independence and knowledge to capably manage their fiduciary responsibilities effectively. The composition and effectiveness of the board is a crucial element in determining long-term corporate performance. In building an effective board, a company should seek candidates from the most diverse pool of relevant talent.

Composition:

- There should be clear definitions of the role of the board, its committees and senior management to ensure that the responsibilities of each are well understood and delineated
- The roles of Chairman and Chief Executive Officer (CEO) should be separate to ensure there is a clear division of responsibilities at the head of a company and to potentially mitigate the risk of a concentration of decision-making powers in the hands of a single individual
- Absent separate Chairman and CEO positions, a company should have an independent lead director elected by and from the independent board members with clearly delineated and comprehensive duties
- Directors should stand for re-election on an annual basis
- The board should have formal procedures to assure that neither any of its members nor any officer of the corporation has a conflict of interest or engages in undisclosed related-party transactions

Responsibilities of the Board of Directors:

Among the most important missions of the board is ensuring that shareholder value is both enhanced through corporate performance and protected through adequate internal financial controls. There should be a clear division of responsibilities at the head of the company between the running of the board and the executive responsibility for the running of the company's business. No one individual should have unfettered powers of decision. The following are key responsibilities of the board:

- Providing oversight of the company; guiding corporate strategy, risk management and policy, annual budgets and business plans, the setting of performance objectives, monitoring corporate performance, overseeing major capital allocation, capital expenditures, acquisitions and divestitures
- Establishing appropriate executive compensation structures
- Monitoring the effectiveness of the governance practices and ensuring risk mitigation is in place
- Disclosing and communicating board oversight role and responsibilities to shareholders. In line with these principles, we will use the following guidelines to vote proxy resolutions

We will generally vote in favor of the following proxy resolutions:

- Separate CEO and Chairman positions
- Annual election of board of directors
- Proposals related to declassifying or sunseting staggered boards; all directors should stand for election every year
- Independent audit, compensation, nominating and governance committees
- Authorization of increases in common shares provided the amount requested is necessary for sound business practice and is reasonable given the company's industry and performance history

- Mandatory share ownership – executives and directors should be required to own a minimum level of equity ownership in the companies on whose board they sit
- We will support resolutions asking directors to continue the process of in- person annual meetings. Under normal circumstances, “Virtual” annual meetings should not replace face-to-face annual meetings

We will generally vote these proxy resolutions on a case-by-case basis:

- Proposals that request executives to retain a significant portion of shares either until retirement or for a specified period after retirement, if not overly prescriptive
- Proposals that request the creation of a board committee dedicated to long-term sustainability risk management

We may withhold or vote against directors under the following circumstances:

- A director who failed to attend a minimum of 75% of board and applicable committee meetings unless the poor attendance was justifiable and unusual, and unlikely to be repeated in the future
- A director who sits on four or more public company boards; or serves as CEO of any public company and also sits on more than one other public company board in addition to their own board
- A director who has ignored shareholder concerns or failed to act upon a shareholder proposal which received majority shareholder support at the last annual or special meeting
- A director who is also the Chief Financial Officer (CFO). Given the critical importance of financial disclosure and reporting, the CFO should report to the board and not be a member of it
- Compensation chair (or entire committee) when the Say-on-Pay proposal has received over 30% shareholder votes against the proposal and the company has not responded to the shareholder concerns over pay
- We will consider withholding or voting against any director(s) based on issues that our proxy advisor brings to our attention and recommends us to withhold or vote against as a result thereof. The issues may include directors that have served on what is considered a “failed” board, conflicts of interest, or other issues
- We may vote against or withhold from individual directors, members of a committee, or the entire board, which has failed to exercise stewardship including material failure of governance, risk oversight, or fiduciary responsibilities at the company; failure to replace management as appropriate; or egregious actions related to a director's service on other boards that raise substantial doubt about his or her ability to effectively oversee management and serve the best interests of shareholders
- We may vote against directors if we believe a company is not taking steps to appropriately monitor material ESG factors including failure to provide adequate disclosure that appropriate assessment and mitigation of risks has been taken, failure to develop a strategy to align business activities with an under 1.5°C climate scenario, where material, or failure to capitalize on ESG-related opportunities
- We may vote against all directors eligible for re-election at companies that lack gender diversity on their boards
- We may vote against all directors eligible for re-election at companies that lack representation of racial and/or ethnic minorities on their boards (for all markets in which racial and ethnic data is available)

Principle 4 - Board Committees

Companies should have audit, nominating and governance, and compensation committees composed of at least three directors to oversee key oversight functions.

Nominating and Governance Committee

The Nominating and Governance Committee is responsible and accountable for assessing the skills and competencies of directors to ensure the board has a diverse range of expertise as well as formulating a process for the selection, appointment and re-appointment of directors to the board. It is also responsible for providing leadership on governance policies adopted by the company, such as decisions to implement shareholder proposals that have received a majority vote.

The Nominating and Governance Committee should report annually on its activities, providing a detailed discussion of its process for identifying and appointing executive and non-executive directors and the processes it employs to ensure that members reflect an appropriate diversity of perspectives, experiences and cultural backgrounds. The report should also include results of the board evaluation process.

We will generally vote in favor of Nominating and Governance Committee members, but would vote against certain members under the following circumstances:

- All members of the nominating and governance committee during whose tenure the board failed to implement a shareholder proposal with substantial impact on shareholder rights, where the proposal received a majority vote to allow the board to implement that proposal
- The nominating and governance committee chair if the CEO holds the position of the Chairman as well
 - If the chair isn't up for election, vote against incumbent committee members
- The nominating and governance committee chair if there are no women directors on the board or board slate
 - If the chair isn't up for election, vote against incumbent committee members
- The nominating and governance committee chair if there are no directors of racial or ethnic minority groups on the board or board slate (this applies to all markets for which there is racial and/or ethnic data available)
 - If the chair isn't up for election, vote against incumbent committee members
- The nominating and governance committee chair if the audit committee isn't majority independent
 - If the chair isn't up for election, vote against incumbent committee members
- The nominating and governance committee chair if a diverse (determined by gender, racial, or ethnic status) director nominee is overboarded

In line with these principles, we will also generally vote against the following proxy resolutions:

- Bundled proposals

Audit Committee

The Audit Committee monitors and oversees the process and procedures that management and auditors perform. Additionally, the audit committee monitors and approves related party transactions, and should ensure that any such transactions do not disadvantage minority shareholders. The audit committee report

should include a narrative description of any related-party transactions, with reference to how these might impact the interests of minority shareholders.

The Committee should be comprised of a majority of independent directors and should comment on the process for ensuring independence of the auditors and for evaluating the impact of non-audit work.

Shareholders should be given the right to approve the ratification of auditors annually.

We will generally vote in favor of audit committee members, but would vote against certain members under the following circumstances:

- All audit committee members if there is a lack of adequate controls in place, there is a resulting restatement of financial statements, and disclosures indicate there is lack of documentation with regard to option grants
- The audit committee chair if no member has appropriate financial expertise
- Members of an audit committee who are up for election and who served on the committee at the time of the audit, if non-audit fees are excessive (generally over 25% or more of audit fees)
- The audit committee chair if the committee failed to put auditor ratification on the ballot for shareholder approval
- All members of the audit committee if the company has aggressive accounting policies or poor disclosure/lack of transparency in its financial statements

Compensation Committee

A standing compensation committee of the board must be responsible for the compensation policy of the corporation. Such policies should be written to protect shareholders from the conflict of interest inherent in the practice of managers and directors using shareholder money to compensate themselves. Shareholders should not be diluted without their approval. All plans that grant options or award stock to officers and directors must be approved by shareholders. In general, shareholder approval should be sought also for plans that grant options to non-officers and directors.

Compensation committees are also responsible for the oversight of the transparency of compensation. This oversight includes disclosure of compensation arrangements, the metrics used in assessing pay for performance, and the use of compensation consultants. To ensure the independence of the compensation consultant, the compensation committee should only engage a compensation consultant that does not also provide any other services to the company or management.

Compensation practices should allow a company to attract, motivate and retain proven talent. Good pay practices should align management's interests with the creation of long-term shareholder value. A company should also have an appropriate balance of short-term vs. long-term metrics and the metrics should be aligned with business goals and objectives. External benchmarks should be disclosed and transparent, such as total shareholder return ("TSR") compared to a well-selected sector index, peer group or other performance hurdle. The rationale for the selection of a specific index or peer group should be disclosed as well.

Finally, compensation committees are responsible for reviewing and setting compensation so that compensation is not viewed as "excessive" and certain practical criteria are met aligning the interests of management with those of the corporation and shareholders.

Say on Pay

Say on Pay enhances transparency in setting executive pay, improves accountability to shareholders, and provides a more effective link between pay and performance. Compensation practices should allow a company to attract and retain proven talent. Although Say on Pay proposals are non-binding, a high level of "against" or "abstain" votes indicate substantial shareholder concern about a company's compensation policies and procedures and should elicit board response. In the absence of any evidence that the board is engaging shareholders on the issue and responding accordingly, we will hold compensation committee members accountable for a failure to respond and we may withhold votes from members of the compensation committee for their unresponsiveness to shareholders in subsequent years.

We generally vote on a case-by-case basis on Say on Pay as we evaluate the quantitative and qualitative structure of each Say on Pay plan, including but not limited to: the alignment between pay and total shareholder return, a comparison of executive compensation to peers, perquisites, voting power dilution, incentive structures and market best practices. We generally support annual frequency of the Say on Pay vote.

We will generally vote in favor of compensation committee members, but would vote against certain members under the following circumstances:

- Compensation chair (or entire committee) if we observe a lack of board response to investor concerns and "against" votes in excess of 30% to reject executive compensation proposals
- All members of the compensation committee if the company entered into excessive employment agreements or severance agreements during their tenure
- All members of the compensation committee if option exercise prices were backdated in the last fiscal year
- All members of the compensation committee if egregious compensation practices are identified including but not limited to: accelerated vesting periods, broad discretion to amend without shareholder consent, extraordinary pay decisions to reward executives without evidence of alignment with shareholder interests, and unmitigated misalignment between pay and company performance
- All members of the compensation committee if the board fails to respond to majority-supported shareholder proposals on executive compensation issues

In line with these principles, we will generally vote in favor of proxy resolutions that:

- Require that all board members have and maintain a material investment in the common stock of the company
- Require that directors be compensated for their efforts through a combination of cash and stock, with the latter being the predominant element
- Request approval of Employee Stock Ownership Plans (ESOPs) - these may promote active employee ownership, attract and retain higher quality employees, create more employee wealth and help to achieve sustained superior performance
- Adopt a policy that some portion of future stock option grants to senior executives be performance-based
- Expense options are valued at the time options are granted

In line with these principles, we will generally vote against equity compensation plans that:

- Do not provide clawback provisions or anti-pledging policies
- Do not have long-term focus
- Do not insulate deferred compensation from above-market returns or guaranteed minimums
- Pay dividends or an equivalent on unvested performance shares
- Do not contain more than one performance metric for short- and long-term plans

We will generally vote against Say on Pay and the following proxy resolutions when/where:

- Specific policies fail to link compensation with performance
- Compensation is excessive in comparison to value being created and delivered to shareholders over time
- Disclosure is inadequate
- There is substantial misalignment between total shareholder returns and CEO total pay relative to a comparable peer group
- The compensation program has, or the compensation committee maintains, excessive discretion without an objective, formula-based methodology being used to determine appropriate pay structures
- There is no valid rationale for significant changes to performance targets or metrics
- There is a lack of sufficient board responsiveness to the previous year's failed Say on Pay
- Guaranteed compensation or other "pay for failure" arrangements pose a risk
- Executive compensation for CEO, executives and management if the compensation does not reflect the economic and social circumstances of company (i.e., during times of financial strains, layoffs, downsizing or underperformance)
- Perquisites are considered egregious compared to market best practices
- Stock option plans in total offer greater than 10% of shares outstanding because of voting and earnings dilution unless the company is growing rapidly
- Options repricing is allowed without prior shareholder approval
- Stock option plans reflect option exercise prices that are below the marketplace on the day of the grant
- ESOPs whose purpose is to prevent a corporate takeover
- Egregious Special Executive Retirement Plans (SERPs) payouts

Principle 5 - Environmental, Social and Governance (ESG) Factors

RAM recognizes that ESG factors provide shareholders with an additional lens into the leadership, quality, strategic focus, and operational standards of practice of a company. Such factors may also affect a company's share price and reputation as well as identify potential investment risks and opportunities. We believe that well-managed companies are responsive to ESG impacts and take appropriate steps to manage and disclose policies and performance with respect to these issues. RAM focuses on ESG issues that are material to company performance and in some cases salient to social and environmental outcomes and seeks to balance ESG issues with economic implications within the broader context of stewardship.

Companies should be able to demonstrate that they have appropriate ESG policies and systems in place and that they encompass relevant sustainability risks and opportunities. We expect company disclosures to align with the recommendations of the International Sustainability Standards Board (ISSB) (formerly the

Sustainability Accounting Standards Board (SASB)) and the Task Force on Climate-related Financial Disclosures (TCFD), or evolving guidance as these organizations forge consolidated guidelines under the new International Sustainability Standards Board (ISSB).

Environmental, social and governance proposals are primarily initiated by shareholders and typically request that a company enhance its disclosure or amend certain business practices. When evaluating shareholder proposals, we consider whether the proposal itself is well-framed and compare companies relative to their peers (leaders, laggards) as well as the potential cost of implementation. We review and vote ESG proposals on a case-by-case basis and assess whether adoption of the proposal is likely to enhance or protect long-term shareholder value.

Labor Management

On the social front, we believe companies should adopt progressive practices to ensure strong labor rights of their workforce and within their supply chains. This includes operating policies to prevent workplace discrimination and harassment of any kind including sexual harassment, and/or violence based on race, color, religion, national origin, age, disability, sexual orientation, gender identity, marital status, or any other status protected by laws or regulations in areas of a company's operations. It also includes policies and practices designed to eliminate human rights violations in companies' workforce and supply chains in all countries or environments in which the company operates. Through communications with companies and voting proxies, we will generally favor initiatives that seek to increase accountability and transparency or to prevent abuse.

Climate

On the environmental front, companies are increasingly being held accountable for their environmental impacts and should manage these in accordance with local laws and regulations. Specifically on the topic of climate, we believe that climate risk is increasingly becoming investment risk. Companies should proactively adapt business strategy to ensure readiness for the transition to a low carbon economy. This strategy should reflect the involvement and approval of the board of directors, include forward looking, time-bound decarbonization targets aligned with a well under 2°C scenario (preferably 1.5°C). Particularly where GHG emissions are material, targets should cover a meaningful portion of emissions and disclose the percentage of total emissions covered (scope 1, 2 and 3) including emissions across all products, JVs and non-operated assets that are included in the targets. Companies should also disclose an action plan to achieve targets, and metrics being used to monitor progress.

We will vote on a case-by-case basis regarding "Say on Climate" Management proposals asking for approval of a climate transition plan. We will generally support climate transition plans deemed to be rigorous and will generally not support climate transition plans that are not considered to be rigorous.

- Rigorous plans should include TCFD disclosures, disclosures of scope 1, 2, and 3 emissions, strive for alignment with the Paris Agreement including net zero emissions by 2050 and be complimented by specific action plans to achieve climate related goals

We will generally vote in favor of shareholder proposals that request the following actions if the company has not already made meaningful strides in each respective area:

- Increased disclosures of a company's policies, initiatives and oversight mechanisms related to environmental practices (if not onerous to produce or cost prohibitive)
- A report on how a company is measuring, mitigating and disclosing greenhouse gas (GHG) emissions / methane emissions from their operations and products, as well as their progress towards reducing

such emissions

- Disclosure on climate change risk and opportunities as well as long-term strategy and mitigation (if not onerous to produce or cost prohibitive)
- Ask companies to develop a climate transition plan
- Board oversight and responsibility of environmental policies and practices
- A report on risks of water scarcity and/or water pollution (usually embedded in a general sustainability report)
- Energy efficiency efforts/renewables programs
- The publication of a corporate sustainability report, including its alignment with the reporting principles developed by the Sustainability Accounting Standards Board ("SASB") the International Integrated Reporting Council ("IIRC"), and/or International Sustainability Standards Board (ISSB).
- The nomination of an environmental or risk expert to the board
- A feasibility report on a company's drilling, mining or logging activities in environmentally sensitive areas
- Disclosure of political lobbying activities, if this information has not already been disclosed
- Request management to provide a report on race and/or gender pay equity
- Request a report on commitment and progress to inclusive boards
- Requests for transition plans detailing company alignment with and trajectory toward the goal of limiting global, real economy warming to 1.5°C

We will generally vote on a case-by-case basis on resolutions that request:

- Company disclosure on human capital management including training and development initiatives, employee engagement, workplace harassment practices, and health and safety management
- Linking executive compensation to sustainability metrics
- That the board establish a particular committee, such as a sustainability committee or human rights committee
- The adoption of anti-discrimination policies with respect to gender and sexual orientation
- The adoption of or a report on company or company supplier labor and/or human rights standards and policies, or on the impact of its operations on society
- A report on a company's environmental and social (community and human rights) impact on indigenous communities
- That certain mainstream retail companies stop selling handgun and related ammunition

We will generally vote against resolutions that:

- Are contrary to transparency and accountability
- Are overly prescriptive or that should be left to board discretion
- Are overly burdensome and could harm the long-term interests of the company or place the company at a competitive disadvantage
- Are duplicative with operational or disclosure efforts the company has already undertaken
- Request companies place a shareholder advisory vote on climate transition plans or "Say on Climate" votes on the ballot of Annual General Meetings

Political Contributions and Lobbying Activities

We believe that robust board oversight should guide corporate political contributions and expenditures to

help ensure shareholder assets are protected. Corporations can legally donate to state and local candidates, and state-level political committees through employees' Political Action Committees (PACs). They can also frequently use trade associations for political lobbying purposes. Trade associations are not required to report the funds they receive for or spend on political activity as a means for corporate political action.

It is important that a company's position regarding political contributions is understood, monitored, transparent and regularly reviewed. Improved disclosure would benefit shareholders by allowing them to weigh the benefits and risks of political donations. The number of shareholder proposals requesting more transparency has been steadily increasing as investors realize there are reputational risks, in addition to economic risks, associated with the companies' political involvement.

We will generally vote on a case-by-case basis on proposals requesting information on a company's lobbying activities, policies, or procedures considering:

- Board oversight of all political contributions/spending
- The disclosure of a company's political contributions and trade association spending
- Recent significant controversies, fines, or litigation regarding the company's lobbying-related activities

We will generally vote against resolutions that:

- Are overly burdensome and could harm the long-term interests of the company or place the company at a competitive disadvantage
- Are overly prescriptive and seek to bar a company from making any political contributions. Businesses are impacted by legislation at the federal, state and local level and barring political contributions can put a company at a competitive disadvantage.

Proxy Voting Committee

Casey Clark (Chair), Laura Esposito, Billy Fenrich, Eric Konigsberg, Tim McCarthy, Mike Seo, Sheryl Tierney,
Grace Yoon

Voting Delegate

Emily Claire Mackey Faubel

Proxy Administrator(s)

Emily Claire Mackey Faubel

Proxy Voting Procedures

A. ISS Proxy Voting Process (RAM Voting Authority)

1. RAM may engage third party administrators to assist in various support functions including assistance with proxy voting in conjunction with client accounts where RAM has proxy voting authority.
2. RAM has arranged for proxy information to be forwarded to ISS on a regular basis. ISS is responsible for reconciling the holdings information provided by RAM and the other custodians with the actual proxies received from the custodians.
3. The Voting Delegate will provide ISS with a copy of RAM's proxy voting principles and guidelines, as well as any future updates.
4. ISS posts meeting and record date information and delivers proxy analyses and recommendations via its website ("the Website"). The Voting Delegate is responsible for accessing the Website, reviewing the data posted and making the voting decisions in accordance with RAM's guidelines or any specific client request. Prior to voting, the Voting Delegate must assess the extent to which there may be a material conflict of interest between RAM's interests and those of any client. If such a conflict is identified, the Voting Delegate will advise the Committee and the matter will be resolved as set forth in the Proxy Voting Policy.
5. The Voting Delegate will periodically obtain reports from ISS to review the record of proxy voting and to ensure that ISS is properly executing client proxies. Any material deviations will be promptly reported to the Committee.

B. Proxy Voting Procedures for Certain Accounts (RAM No Voting Authority)

1. In cases where clients have retained proxy voting authority, Account Administration will instruct the appropriate custodians to forward proxy material directly to the client.
2. If a client has retained proxy voting authority, but desires RAM's assistance in the process, the Voting Delegate will be responsible for processing related paperwork and recording voting decisions for those accounts (the "Special Accounts"). The Wealth Advisory group or other relevant staff will assist the Voting Delegate in this regard.
 - All proxies related to the Special Accounts will be forwarded to the Voting Delegate. Upon receipt of a proxy, the Voting Delegate will print a holding report for the account to confirm the number of shares held and other relevant details
 - The Voting Delegate will coordinate with the Wealth Advisory group or other relevant staff to obtain the client's instructions with respect to the proxy vote
 - The Voting Delegate will complete the proxy based upon the client's instruction and return the proxy to the relevant proxy service representing the issuer. A proxy may be voted online, by email or telephone in order to meet a deadline
 - In lieu of the above-described manual process and for purposes of enhancing administrative efficiency, RAM may, in certain cases, forward to ISS the holdings information for the Special Accounts in a separate block and execute the client's voting decisions via the Website. The Voting Delegate and Wealth Advisory personnel will coordinate in this regard

VOTE SUMMARY REPORT

Date range covered : 01/01/2023 to 12/31/2023

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): ALL INSTITUTION ACCOUNTS

Micron Technology, Inc.

Meeting Date: 01/12/2023 **Country:** USA **Ticker:** MU
Record Date: 11/14/2022 **Meeting Type:** Annual **Meeting ID:** 1702650
Primary Security ID: 595112103

Shares Voted: 708,950

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard M. Beyer	Mgmt	For	For	For
1b	Elect Director Lynn A. Dugle	Mgmt	For	For	For
1c	Elect Director Steven J. Gomo	Mgmt	For	For	For
1d	Elect Director Linnie M. Haynesworth	Mgmt	For	For	For
1e	Elect Director Mary Pat McCarthy	Mgmt	For	For	For
1f	Elect Director Sanjay Mehrotra	Mgmt	For	For	For
1g	Elect Director Robert E. Switz	Mgmt	For	For	For
1h	Elect Director MaryAnn Wright	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST compensation proposal due to the company provided an excessive personal security perquisite to the CEO</i>					
3	Amend Omnibus Stock Plan	Mgmt	For	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Linde Plc

Meeting Date: 01/18/2023 **Country:** Ireland **Ticker:** LIN
Record Date: 01/16/2023 **Meeting Type:** Extraordinary Shareholders **Meeting ID:** 1704186
Primary Security ID: G5494J103

Shares Voted: 12,243

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Scheme of Arrangement	Mgmt	For	For	For
2	Amend Articles of Association	Mgmt	For	For	For
3	Approve Common Draft Terms of Merger	Mgmt	For	For	For

Linde Plc

Meeting Date: 01/18/2023

Country: Ireland

Ticker: LIN

Record Date: 01/16/2023

Meeting Type: Court

Meeting ID: 1704749

Primary Security ID: G5494J103

Shares Voted: 12,243

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Court Meeting Approve Scheme of Arrangement	Mgmt	For	For	For

Costco Wholesale Corporation

Meeting Date: 01/19/2023

Country: USA

Ticker: COST

Record Date: 11/11/2022

Meeting Type: Annual

Meeting ID: 1703195

Primary Security ID: 22160K105

Shares Voted: 7

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Susan L. Decker <i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>	Mgmt	For	Against	Against
1b	Elect Director Kenneth D. Denman	Mgmt	For	For	For
1c	Elect Director Richard A. Galanti <i>Voting Policy Rationale: Vote AGAINST because the nominee is the CFO of the company.</i>	Mgmt	For	Against	Against
1d	Elect Director Hamilton E. James	Mgmt	For	For	For
1e	Elect Director W. Craig Jelinek	Mgmt	For	For	For
1f	Elect Director Sally Jewell	Mgmt	For	For	For
1g	Elect Director Charles T. Munger	Mgmt	For	For	For
1h	Elect Director Jeffrey S. Raikes	Mgmt	For	For	For
1i	Elect Director John W. Stanton	Mgmt	For	For	For
1j	Elect Director Ron M. Vachris	Mgmt	For	For	For
1k	Elect Director Mary Agnes (Maggie) Wilderotter <i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>	Mgmt	For	Against	Against
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Report on Risk Due to Restrictions on Reproductive Rights <i>Voting Policy Rationale: 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.</i>	SH	Against	For	For

Intuit Inc.

Meeting Date: 01/19/2023

Country: USA

Ticker: INTU

Record Date: 11/21/2022

Meeting Type: Annual

Meeting ID: 1700516

Primary Security ID: 461202103

Shares Voted: 50,301

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Eve Burton	Mgmt	For	For	For
1b	Elect Director Scott D. Cook	Mgmt	For	For	For
1c	Elect Director Richard L. Dalzell	Mgmt	For	For	For
1d	Elect Director Sasan K. Goodarzi	Mgmt	For	For	For
1e	Elect Director Deborah Liu	Mgmt	For	For	For
1f	Elect Director Tekedra Mawakana	Mgmt	For	For	For
1g	Elect Director Suzanne Nora Johnson	Mgmt	For	For	For
1h	Elect Director Thomas Szkutak	Mgmt	For	For	For
1i	Elect Director Raul Vazquez	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For

Airports of Thailand Public Co. Ltd.

Meeting Date: 01/20/2023

Country: Thailand

Ticker: AOT

Record Date: 12/13/2022

Meeting Type: Annual

Meeting ID: 1701546

Primary Security ID: Y0028Q145

Shares Voted: 3,039,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Matters to be Informed	Mgmt			
2	Acknowledge Operating Results	Mgmt			
3	Approve Financial Statements	Mgmt	For	For	For
4	Approve Omission of Dividend Payment	Mgmt	For	For	For
5.1	Elect Sarawat Songsivilai as Director	Mgmt	For	For	For
5.2	Elect Manoo Mekmok as Director	Mgmt	For	For	For
5.3	Elect Phongsaward Guyaroonsuith as Director	Mgmt	For	For	For
5.4	Elect Apirat Chaiwongnoi as Director	Mgmt	For	For	For
5.5	Elect Jirabhop Bhuridej as Director	Mgmt	For	For	For

Airports of Thailand Public Co. Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Approve Remuneration of Directors	Mgmt	For	For	For
7	Approve EY Company Limited as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
8	Other Business	Mgmt	For	Against	Against

Voting Policy Rationale: A vote AGAINST this resolution is warranted given the lack of information.

Koninklijke DSM NV

Meeting Date: 01/23/2023

Country: Netherlands

Ticker: DSM

Record Date: 12/26/2022

Meeting Type: Extraordinary Shareholders

Meeting ID: 1700046

Primary Security ID: N5017D122

Shares Voted: 23,184

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Presentation on the Transaction	Mgmt			
3	Approve Transaction, the Exchange Offer, Conditional Statutory Triangular Merger and Authorize Managing Board to Repurchase the DSM Preference Shares A and Conditional Cancellation of the DSM Preference Shares A	Mgmt	For	For	For
4	Approve Discharge of Management Board	Mgmt	For	For	For
5	Approve Discharge of Supervisory Board	Mgmt	For	For	For
6	Close Meeting	Mgmt			

Becton, Dickinson and Company

Meeting Date: 01/24/2023

Country: USA

Ticker: BDX

Record Date: 12/05/2022

Meeting Type: Annual

Meeting ID: 1705215

Primary Security ID: 075887109

Shares Voted: 243,815

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director William M. Brown	Mgmt	For	For	For
1.2	Elect Director Catherine M. Burzik	Mgmt	For	For	For
1.3	Elect Director Carrie L. Byington	Mgmt	For	For	For

Becton, Dickinson and Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director R. Andrew Eckert	Mgmt	For	For	For
1.5	Elect Director Claire M. Fraser	Mgmt	For	For	For
1.6	Elect Director Jeffrey W. Henderson	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1.7	Elect Director Christopher Jones	Mgmt	For	For	For
1.8	Elect Director Marshall O. Larsen	Mgmt	For	For	For
1.9	Elect Director Thomas E. Polen	Mgmt	For	For	For
1.10	Elect Director Timothy M. Ring	Mgmt	For	For	For
1.11	Elect Director Bertram L. Scott	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Amend Omnibus Stock Plan	Mgmt	For	For	For
6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	For	For
<i>Voting Policy Rationale: 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.</i>					

Visa Inc.

Meeting Date: 01/24/2023

Country: USA

Ticker: V

Record Date: 11/25/2022

Meeting Type: Annual

Meeting ID: 1702246

Primary Security ID: 92826C839

Shares Voted: 404,565

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lloyd A. Carney	Mgmt	For	For	For
1b	Elect Director Kermit R. Crawford	Mgmt	For	For	For
1c	Elect Director Francisco Javier Fernandez-Carbajal	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1d	Elect Director Alfred F. Kelly, Jr.	Mgmt	For	For	For
1e	Elect Director Ramon Laguarta	Mgmt	For	For	For
1f	Elect Director Teri L. List	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					

Visa Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director John F. Lundgren	Mgmt	For	For	For
1h	Elect Director Denise M. Morrison	Mgmt	For	For	For
1i	Elect Director Linda J. Rendle	Mgmt	For	For	For
1j	Elect Director Maynard G. Webb, Jr.	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against

Voting Policy Rationale: Vote AGAINST compensation proposal due to: as the company provided excessive personal use of corporate aircraft perquisite to the CEO.

3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
5	Require Independent Board Chair	SH	Against	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent board chair.

Air Products and Chemicals, Inc.

Meeting Date: 01/26/2023

Country: USA

Ticker: APD

Record Date: 11/30/2022

Meeting Type: Annual

Meeting ID: 1703881

Primary Security ID: 009158106

Shares Voted: 18,123

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Tonit M. Calaway	Mgmt	For	For	For
1b	Elect Director Charles I. Cogut	Mgmt	For	For	For
1c	Elect Director Lisa A. Davis	Mgmt	For	Against	Against

Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.

1d	Elect Director Seifollah (Seifi) Ghasemi	Mgmt	For	For	For
1e	Elect Director David H. Y. Ho	Mgmt	For	For	For
1f	Elect Director Edward L. Monser	Mgmt	For	For	For
1g	Elect Director Matthew H. Paull	Mgmt	For	For	For
1h	Elect Director Wayne T. Smith	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Amdocs Limited

Meeting Date: 01/27/2023

Country: Guernsey

Ticker: DOX

Record Date: 11/30/2022

Meeting Type: Annual

Meeting ID: 1706272

Primary Security ID: G02602103

Shares Voted: 57

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert A. Minicucci	Mgmt	For	For	For
1.2	Elect Director Adrian Gardner	Mgmt	For	For	For
1.3	Elect Director Rafael de la Vega	Mgmt	For	For	For
1.4	Elect Director Eli Gelman	Mgmt	For	For	For
1.5	Elect Director Richard T.C. LeFave	Mgmt	For	For	For
1.6	Elect Director John A. MacDonald	Mgmt	For	For	For
1.7	Elect Director Shuky Sheffer	Mgmt	For	For	For
1.8	Elect Director Yvette Kanouff	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1.9	Elect Director Sarah Ruth Davis	Mgmt	For	For	For
1.10	Elect Director Amos Genish	Mgmt	For	For	For
2	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
3	Approve an Increase in the Quarterly Cash Dividend Rate	Mgmt	For	For	For
4	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
5	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For

Atkore, Inc.

Meeting Date: 01/27/2023

Country: USA

Ticker: ATKR

Record Date: 11/30/2022

Meeting Type: Annual

Meeting ID: 1704708

Primary Security ID: 047649108

Shares Voted: 13,639

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jeri L. Isbell	Mgmt	For	For	For
1b	Elect Director Wilbert W. James, Jr.	Mgmt	For	For	For
1c	Elect Director Betty R. Johnson	Mgmt	For	For	For
1d	Elect Director Justin A. Kershaw	Mgmt	For	For	For
1e	Elect Director Scott H. Muse	Mgmt	For	For	For
1f	Elect Director Michael V. Schrock	Mgmt	For	For	For

Atkore, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director William R. VanArsdale *Withdrawn*	Mgmt			
1h	Elect Director William E. Waltz, Jr.	Mgmt	For	For	For
1i	Elect Director A. Mark Zeffiro	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Accenture Plc

Meeting Date: 02/01/2023

Country: Ireland

Ticker: ACN

Record Date: 12/06/2022

Meeting Type: Annual

Meeting ID: 1704746

Primary Security ID: G1151C101

Shares Voted: 18

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jaime Ardila	Mgmt	For	For	For
1b	Elect Director Nancy McKinstry	Mgmt	For	For	For
1c	Elect Director Beth E. Mooney	Mgmt	For	For	For
1d	Elect Director Gilles C. Pelisson	Mgmt	For	For	For
1e	Elect Director Paula A. Price	Mgmt	For	For	For
1f	Elect Director Venkata (Murthy) Renduchintala	Mgmt	For	For	For
1g	Elect Director Arun Sarin	Mgmt	For	For	For
1h	Elect Director Julie Sweet	Mgmt	For	For	For
1i	Elect Director Tracey T. Travis	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Vote AGAINST compensation proposal due to: as the company provided an inordinate amount of personal use of corporate aircraft perquisites to the CEO, and the total amount of perquisite compensation reported for the CEO is considered excessive.</i></p>					
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
5	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	For	For
6	Authorize Board to Opt-Out of Statutory Pre-Emption Rights	Mgmt	For	For	For

Accenture Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For	For

Emerson Electric Co.

Meeting Date: 02/07/2023

Country: USA

Ticker: EMR

Record Date: 11/29/2022

Meeting Type: Annual

Meeting ID: 1704093

Primary Security ID: 291011104

Shares Voted: 206,821

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Martin S. Craighead	Mgmt	For	For	For
1b	Elect Director Gloria A. Flach	Mgmt	For	For	For
1c	Elect Director Matthew S. Levatich	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Mueller Water Products, Inc.

Meeting Date: 02/07/2023

Country: USA

Ticker: MWA

Record Date: 12/12/2022

Meeting Type: Annual

Meeting ID: 1705670

Primary Security ID: 624758108

Shares Voted: 215,948

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Shirley C. Franklin	Mgmt	For	For	For
1.2	Elect Director J. Scott Hall	Mgmt	For	For	For
1.3	Elect Director Thomas J. Hansen	Mgmt	For	For	For
1.4	Elect Director Mark J. O'Brien	Mgmt	For	For	For
1.5	Elect Director Christine Ortiz	Mgmt	For	For	For
1.6	Elect Director Jeffery S. Sharritts	Mgmt	For	For	For
1.7	Elect Director Brian L. Slobodow	Mgmt	For	For	For
1.8	Elect Director Lydia W. Thomas	Mgmt	For	For	For
1.9	Elect Director Michael T. Tokarz	Mgmt	For	For	For
1.10	Elect Director Stephen C. Van Arsdell	Mgmt	For	For	For

Mueller Water Products, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Embecta Corp.

Meeting Date: 02/09/2023 **Country:** USA **Ticker:** EMBC
Record Date: 12/12/2022 **Meeting Type:** Annual **Meeting ID:** 1707793
Primary Security ID: 29082K105

Shares Voted: 7,515

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director David J. Albritton	Mgmt	For	For	For
1b	Elect Director Carrie L. Anderson	Mgmt	For	For	For
1c	Elect Director Christopher R. Reidy	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Berry Global Group, Inc.

Meeting Date: 02/15/2023 **Country:** USA **Ticker:** BERY
Record Date: 12/27/2022 **Meeting Type:** Annual **Meeting ID:** 1708680
Primary Security ID: 08579W103

Shares Voted: 407

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director B. Evan Bayh	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>				
1b	Elect Director Jonathan F. Foster	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>				
1c	Elect Director Idalene F. Kesner	Mgmt	For	For	For
1d	Elect Director Jill A. Rahman	Mgmt	For	For	For
1e	Elect Director Carl J. (Rick) Rickertsen	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>				
1f	Elect Director Thomas E. Salmon	Mgmt	For	For	For

Berry Global Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Chaney M. Sheffield, Jr.	Mgmt	For	For	For
1h	Elect Director Robert A. Steele	Mgmt	For	For	For
1i	Elect Director Stephen E. Sterrett	Mgmt	For	For	For
1j	Elect Director Scott B. Ullem	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against

Voting Policy Rationale: Vote AGAINST compensation proposal due to: the company provided an inordinate amount of personal use of corporate aircraft perquisites to the CEO.

Nordson Corporation

Meeting Date: 02/28/2023

Country: USA

Ticker: NDSN

Record Date: 12/30/2022

Meeting Type: Annual

Meeting ID: 1712026

Primary Security ID: 655663102

Shares Voted: 22,192

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Sundaram Nagarajan	Mgmt	For	For	For
1.2	Elect Director Michael J. Merriman, Jr.	Mgmt	For	For	For
1.3	Elect Director Milton M. Morris	Mgmt	For	For	For
1.4	Elect Director Mary G. Puma	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Reduce Supermajority Vote Requirement	Mgmt	For	For	For
6	Reduce Supermajority Vote Requirement for Matters Requiring Shareholder Approval under the Ohio Revised Code	Mgmt	For	For	For
7	Reduce Supermajority Vote Requirement for Certain Amendments to Regulations as set forth in Article IX	Mgmt	For	For	For
8	Amend Regulations to the Extent Permitted by Ohio law	Mgmt	For	For	For

Tetra Tech, Inc.

Meeting Date: 02/28/2023

Country: USA

Ticker: TTEK

Record Date: 01/03/2023

Meeting Type: Annual

Meeting ID: 1710460

Primary Security ID: 88162G103

Tetra Tech, Inc.

Shares Voted: 256,097

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Dan L. Batrack	Mgmt	For	For	For
1B	Elect Director Gary R. Birkenbeuel	Mgmt	For	For	For
1C	Elect Director Prashant Gandhi	Mgmt	For	For	For
1D	Elect Director Joanne M. Maguire	Mgmt	For	For	For
1E	Elect Director Christiana Obiaya	Mgmt	For	For	For
1F	Elect Director Kimberly E. Ritrievi	Mgmt	For	For	For
1G	Elect Director J. Kenneth Thompson	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1H	Elect Director Kirsten M. Volpi	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

The AZEK Company Inc.

Meeting Date: 02/28/2023

Country: USA

Ticker: AZEK

Record Date: 01/05/2023

Meeting Type: Annual

Meeting ID: 1710456

Primary Security ID: 05478C105

Shares Voted: 102,026

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Gary Hendrickson	Mgmt	For	For	For
1.2	Elect Director Howard Heckes	Mgmt	For	For	For
1.3	Elect Director Bennett Rosenthal	Mgmt	For	For	For
1.4	Elect Director Jesse Singh	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For	For

KULICKE AND SOFFA INDUSTRIES, INC.

Meeting Date: 03/02/2023

Country: USA

Ticker: KLIC

Record Date: 12/02/2022

Meeting Type: Annual

Meeting ID: 1709972

Primary Security ID: 501242101

Shares Voted: 17

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Fusen E. Chen	Mgmt	For	For	For
1.2	Elect Director Gregory F. Milzcik	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Toll Brothers, Inc.

Meeting Date: 03/07/2023

Country: USA

Ticker: TOL

Record Date: 01/12/2023

Meeting Type: Annual

Meeting ID: 1711547

Primary Security ID: 889478103

Shares Voted: 14

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Douglas C. Yearley, Jr.	Mgmt	For	For	For
1.2	Elect Director Stephen F. East	Mgmt	For	For	For
1.3	Elect Director Christine N. Garvey	Mgmt	For	For	For
1.4	Elect Director Karen H. Grimes	Mgmt	For	For	For
1.5	Elect Director Derek T. Kan	Mgmt	For	For	For
1.6	Elect Director Carl B. Marbach	Mgmt	For	For	For
1.7	Elect Director John A. McLean	Mgmt	For	For	For
1.8	Elect Director Wendell E. Pritchett	Mgmt	For	For	For
1.9	Elect Director Paul E. Shapiro	Mgmt	For	For	For
1.10	Elect Director Scott D. Stowell	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

QUALCOMM Incorporated

Meeting Date: 03/08/2023

Country: USA

Ticker: QCOM

Record Date: 01/09/2023

Meeting Type: Annual

Meeting ID: 1710924

Primary Security ID: 747525103

Shares Voted: 11

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sylvia Acevedo	Mgmt	For	For	For
1b	Elect Director Cristiano R. Amon	Mgmt	For	For	For
1c	Elect Director Mark Fields	Mgmt	For	For	For
1d	Elect Director Jeffrey W. Henderson	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1e	Elect Director Gregory N. Johnson	Mgmt	For	For	For
1f	Elect Director Ann M. Livermore	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1g	Elect Director Mark D. McLaughlin	Mgmt	For	For	For
1h	Elect Director Jamie S. Miller	Mgmt	For	For	For
1i	Elect Director Irene B. Rosenfeld	Mgmt	For	For	For
1j	Elect Director Kornelis (Neil) Smit	Mgmt	For	For	For
1k	Elect Director Jean-Pascal Tricoire	Mgmt	For	For	For
1l	Elect Director Anthony J. Vinciguerra	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Approve Omnibus Stock Plan	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST due to excessive dilution.</i>					
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST compensation proposal due to: the company provided an inordinate amount of personal use of corporate aircraft perquisites to the CEO.</i>					

AmerisourceBergen Corporation

Meeting Date: 03/09/2023

Country: USA

Ticker: ABC

Record Date: 01/09/2023

Meeting Type: Annual

Meeting ID: 1711984

Primary Security ID: 03073E105

Shares Voted: 17

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ornella Barra	Mgmt	For	For	For
1b	Elect Director Steven H. Collis	Mgmt	For	For	For
1c	Elect Director D. Mark Durcan	Mgmt	For	For	For

AmerisourceBergen Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Richard W. Gochnauer	Mgmt	For	For	For
1e	Elect Director Lon R. Greenberg	Mgmt	For	For	For
1f	Elect Director Kathleen W. Hyle	Mgmt	For	For	For
1g	Elect Director Lorence H. Kim	Mgmt	For	For	For
1h	Elect Director Henry W. McGee	Mgmt	For	For	For
1i	Elect Director Redonda G. Miller	Mgmt	For	For	For
1j	Elect Director Dennis M. Nally	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against

Applied Materials, Inc.

Meeting Date: 03/09/2023

Country: USA

Ticker: AMAT

Record Date: 01/11/2023

Meeting Type: Annual

Meeting ID: 1711707

Primary Security ID: 038222105

Shares Voted: 593,430

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rani Borkar	Mgmt	For	For	For
1b	Elect Director Judy Bruner	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1c	Elect Director Xun (Eric) Chen	Mgmt	For	For	For
1d	Elect Director Aart J. de Geus	Mgmt	For	For	For
1e	Elect Director Gary E. Dickerson	Mgmt	For	For	For
1f	Elect Director Thomas J. Iannotti	Mgmt	For	For	For
1g	Elect Director Alexander A. Karsner	Mgmt	For	For	For
1h	Elect Director Kevin P. March	Mgmt	For	For	For
1i	Elect Director Yvonne McGill	Mgmt	For	For	For
1j	Elect Director Scott A. McGregor	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Applied Materials, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For
<p><i>Voting Policy Rationale: 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 considered small given the company's size and the composition of its shareholder base.</i></p>					
6	Improve Executive Compensation Program and Policy	SH	Against	Against	Against

Apple Inc.

Meeting Date: 03/10/2023 **Country:** USA **Ticker:** AAPL
Record Date: 01/09/2023 **Meeting Type:** Annual **Meeting ID:** 1709502
Primary Security ID: 037833100

Shares Voted: 539,837

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director James Bell	Mgmt	For	For	For
1b	Elect Director Tim Cook	Mgmt	For	For	For
1c	Elect Director Al Gore	Mgmt	For	For	For
1d	Elect Director Alex Gorsky	Mgmt	For	For	For
1e	Elect Director Andrea Jung	Mgmt	For	For	For
1f	Elect Director Art Levinson	Mgmt	For	For	For
1g	Elect Director Monica Lozano	Mgmt	For	For	For
1h	Elect Director Ron Sugar	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i></p>					
1i	Elect Director Sue Wagner	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i></p>					
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Vote AGAINST compensation proposal due to the company provided an inordinate amount of personal use of corporate aircraft and security perquisites to the CEO. Concerns are further raised by the \$75 million equity grant to the CEO in FY22, the second consecutive year he received a grant of such magnitude, as well as the relatively high CEO and NEOs' pay opportunities that remain unchanged for FY23.</i></p>					
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Report on Civil Rights and Non-Discrimination Audit	SH	Against	Against	Against
6	Report on Operations in Communist China	SH	Against	Against	Against
7	Adopt a Policy Establishing an Engagement Process with Proponents to Shareholder Proposals	SH	Against	Against	Against

Apple Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Report on Median Gender/Racial Pay Gap	SH	Against	For	For
<i>Voting Policy Rationale: 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.</i>					
9	Amend Proxy Access Right	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the proposed amendment would enhance the company's existing right for shareholders while maintaining necessary safeguards on the nomination process.</i>					

PT Bank Rakyat Indonesia (Persero) Tbk

Meeting Date: 03/13/2023 **Country:** Indonesia **Ticker:** BBRI
Record Date: 02/16/2023 **Meeting Type:** Annual **Meeting ID:** 1712873
Primary Security ID: Y0697U112

Shares Voted: 298,509

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Annual Report, Financial Statements, Statutory Reports, Financial Statements of Micro and Small Enterprise Funding Program and Discharge of Directors and Commissioners	Mgmt	For	For	For
2	Approve Allocation of Income	Mgmt	For	For	For
3	Approve Remuneration and Tantiem of Directors and Commissioners	Mgmt	For	For	For
4	Approve Auditors of the Company and the Micro and Small Enterprise Funding Program's Financial Statements and Implementation Report	Mgmt	For	For	For
5	Approve Resolution Plan and Update of Recovery Plan of the Company	Mgmt	For	For	For
6	Accept Report on the Use of Proceeds	Mgmt			
7	Approve Share Repurchase Program	Mgmt	For	For	Against
8	Approve Changes in the Boards of the Company	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted given the lack of information to make an informed voting decision.</i>					

Samsung Electronics Co., Ltd.

Meeting Date: 03/15/2023 **Country:** South Korea **Ticker:** 005930
Record Date: 12/31/2022 **Meeting Type:** Annual **Meeting ID:** 1714811
Primary Security ID: Y74718100

Samsung Electronics Co., Ltd.

Shares Voted: 16,386

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For
2	Elect Han Jong-hui as Inside Director	Mgmt	For	For	For
3	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For

Samsung Electronics Co., Ltd.

Meeting Date: 03/15/2023

Country: South Korea

Ticker: 005930

Record Date: 12/30/2022

Meeting Type: Annual

Meeting ID: 1716085

Primary Security ID: Y74718100

Shares Voted: 3,134

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for GDR Holders	Mgmt			
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For
2	Elect Han Jong-hui as Inside Director	Mgmt	For	For	For
3	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For

Samsung SDI Co., Ltd.

Meeting Date: 03/15/2023

Country: South Korea

Ticker: 006400

Record Date: 12/31/2022

Meeting Type: Annual

Meeting ID: 1714899

Primary Security ID: Y74866107

Shares Voted: 7,977

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For
2.1	Elect Jeon Young-hyeon as Inside Director	Mgmt	For	For	For
2.2	Elect Kwon Oh-gyeong as Outside Director	Mgmt	For	For	For
2.3	Elect Kim Deok-hyeon as Outside Director	Mgmt	For	For	For
2.4	Elect Lee Mi-gyeong as Outside Director	Mgmt	For	For	For
3.1	Elect Kwon Oh-gyeong as a Member of Audit Committee	Mgmt	For	For	For

Samsung SDI Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.2	Elect Lee Mi-gyeong as a Member of Audit Committee	Mgmt	For	For	For
4	Elect Choi Won-wook as Outside Director to Serve as an Audit Committee Member	Mgmt	For	For	For
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For

TE Connectivity Ltd.

Meeting Date: 03/15/2023

Country: Switzerland

Ticker: TEL

Record Date: 02/23/2023

Meeting Type: Annual

Meeting ID: 1710581

Primary Security ID: H84989104

Shares Voted: 471,538

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jean-Pierre Clamadieu	Mgmt	For	For	For
1b	Elect Director Terrence R. Curtin	Mgmt	For	For	For
1c	Elect Director Carol A. (John) Davidson	Mgmt	For	For	For
1d	Elect Director Lynn A. Dugle	Mgmt	For	For	For
1e	Elect Director William A. Jeffrey	Mgmt	For	For	For
1f	Elect Director Syaru Shirley Lin	Mgmt	For	For	For
1g	Elect Director Thomas J. Lynch	Mgmt	For	For	For
1h	Elect Director Heath A. Mitts	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is the CFO of the company.</i>					
1i	Elect Director Abhijit Y. Talwalkar	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1j	Elect Director Mark C. Trudeau	Mgmt	For	For	For
1k	Elect Director Dawn C. Willoughby	Mgmt	For	For	For
1l	Elect Director Laura H. Wright	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
2	Elect Board Chairman Thomas J. Lynch	Mgmt	For	For	For
3a	Elect Abhijit Y. Talwalkar as Member of Management Development and Compensation Committee	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
3b	Elect Mark C. Trudeau as Member of Management Development and Compensation Committee	Mgmt	For	For	For
3c	Elect Dawn C. Willoughby as Member of Management Development and Compensation Committee	Mgmt	For	For	For

TE Connectivity Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Designate Rene Schwarzenbach as Independent Proxy	Mgmt	For	For	For
5.1	Accept Annual Report for Fiscal Year Ended September 30, 2022	Mgmt	For	For	For
5.2	Accept Statutory Financial Statements for Fiscal Year Ended September 30, 2022	Mgmt	For	For	For
5.3	Approve Consolidated Financial Statements for Fiscal Year Ended September 30, 2022	Mgmt	For	For	For
6	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
7.1	Ratify Deloitte & Touche LLP as Independent Registered Public Accounting Firm for Fiscal Year 2023	Mgmt	For	For	For
7.2	Ratify Deloitte AG as Swiss Registered Auditors	Mgmt	For	For	For
7.3	Ratify PricewaterhouseCoopers AG as Special Auditors	Mgmt	For	For	For
8	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
9	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
10	Approve Remuneration Report	Mgmt	For	For	For
11	Approve Remuneration of Executive Management in the Amount of USD 53.5 Million	Mgmt	For	For	For
12	Approve Remuneration of Board of Directors in the Amount of USD 4.1 Million	Mgmt	For	For	For
13	Approve Allocation of Available Earnings at September 30, 2022	Mgmt	For	For	For
14	Approve Declaration of Dividend	Mgmt	For	For	For
15	Authorize Share Repurchase Program	Mgmt	For	For	For
16	Approve Reduction in Share Capital via Cancellation of Shares	Mgmt	For	For	For
17	Amend Articles to Reflect Changes in Capital	Mgmt	For	For	For

Keysight Technologies, Inc.

Meeting Date: 03/16/2023

Country: USA

Ticker: KEYS

Record Date: 01/17/2023

Meeting Type: Annual

Meeting ID: 1711271

Primary Security ID: 49338L103

Keysight Technologies, Inc.

Shares Voted: 263,560

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Satish C. Dhanasekaran	Mgmt	For	For	For
1.2	Elect Director Richard P. Hamada	Mgmt	For	For	For
1.3	Elect Director Paul A. Lacouture	Mgmt	For	For	For
1.4	Elect Director Kevin A. Stephens	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Declassify the Board of Directors	Mgmt	For	For	For

Svenska Handelsbanken AB

Meeting Date: 03/22/2023

Country: Sweden

Ticker: SHB.A

Record Date: 03/14/2023

Meeting Type: Annual

Meeting ID: 1715465

Primary Security ID: W9112U104

Shares Voted: 3,824,022

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive Financial Statements and Statutory Reports	Mgmt			
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9	Approve Allocation of Income and Dividends of SEK 5.50 Per Share; Special Dividend of SEK 2.50	Mgmt	For	For	For
10	Approve Remuneration Report	Mgmt	For	For	For
11	Approve Discharge of Board and President	Mgmt	For	For	For
12	Authorize Repurchase of up to 120 Million Class A and/or B Shares and Reissuance of Repurchased Shares	Mgmt	For	For	For
13	Authorize Share Repurchase Program	Mgmt	For	For	For

Svenska Handelsbanken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Approve Issuance of Convertible Capital Instruments Corresponding to a Maximum of 198 Million Shares without Preemptive Rights	Mgmt	For	For	For
15	Determine Number of Directors (10)	Mgmt	For	For	For
16	Determine Number of Auditors (2)	Mgmt	For	For	For
17	Approve Remuneration of Directors in the Amount of SEK 3.75 Million for Chair, SEK 1.1 Million for Vice Chair and SEK 765,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
18.1	Reelect Jon Fredrik Baksaa as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Votes AGAINST candidates Jon Fredrik Baksaa, Par Boman and Ulf Riese are warranted for the following reasons:- Boman, Baksaa and Riese serve as non-independent directors on the audit committee with an insufficient level of overall independence. Moreover, Baksaa is a non-independent chair of the audit committee. - Boman and Baksaa serve as non-independent directors on the remuneration committee with an insufficient level of overall independence.</i></p>					
18.2	Reelect Helene Barnekow as Director	Mgmt	For	For	For
18.3	Reelect Stina Bergfors as Director	Mgmt	For	For	For
18.4	Reelect Hans Biorck as Director	Mgmt	For	For	For
18.5	Reelect Par Boman as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded. Votes AGAINST candidates Jon Fredrik Baksaa, Par Boman and Ulf Riese are warranted for the following reasons:- Boman, Baksaa and Riese serve as non-independent directors on the audit committee with an insufficient level of overall independence. Moreover, Baksaa is a non-independent chair of the audit committee. - Boman and Baksaa serve as non-independent directors on the remuneration committee with an insufficient level of overall independence.</i></p>					
18.6	Reelect Kerstin Hessius as Director	Mgmt	For	For	For
18.7	Reelect Fredrik Lundberg as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i></p>					
18.8	Reelect Ulf Riese as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Votes AGAINST candidates Jon Fredrik Baksaa, Par Boman and Ulf Riese are warranted for the following reasons:- Boman, Baksaa and Riese serve as non-independent directors on the audit committee with an insufficient level of overall independence. Moreover, Baksaa is a non-independent chair of the audit committee. - Boman and Baksaa serve as non-independent directors on the remuneration committee with an insufficient level of overall independence.</i></p>					
18.9	Reelect Arja Taaveniku as Director	Mgmt	For	For	For
18.10	Reelect Carina Akerstromas Director	Mgmt	For	For	For
19	Reelect Par Boman as Board Chairman	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded. A vote AGAINST this proposal is warranted because Par Boman sits on the audit committee as a non-independent member.</i></p>					
20.1	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
20.2	Ratify Deloitte as Auditors	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST Item 20.2 is warranted due to the lack of rationale for the change of auditors.</i></p>					
21	Approve Proposal Concerning the Appointment of Auditors in Foundations Without Own Management	Mgmt	For	For	For

Svenska Handelsbanken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Shareholder Proposals Submitted by Carl Axel Bruno	Mgmt			
22	Amend Bank's Mainframe Computers Software	SH	None	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this item is warranted as the proposal seeks to micromanage the company.</i>					
	Shareholder Proposals Submitted by Tommy Jonasson	Mgmt			
23	Approve Formation of Integration Institute	SH	None	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this item is warranted as the proponent has failed to disclose a rationale behind the proposal.</i>					
24	Close Meeting	Mgmt			

ABB Ltd.

Meeting Date: 03/23/2023 **Country:** Switzerland **Ticker:** ABBN
Record Date: 02/17/2023 **Meeting Type:** Annual **Meeting ID:** 1718909
Primary Security ID: H0010V101

Shares Voted: 551,528

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for ADR Holders	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST the formal discharge of the board of directors and senior management is warranted because:- On Dec. 2, 2022, ABB was charged for an unprecedented third time for violations of the Foreign Corrupt Practices Act (FCPA), and ordered to pay \$460 million total to US authorities to settle criminal and civil charges. The SEC found that, from 2015 through 2017, ABB executives in Switzerland and South Africa colluded with a high-ranking South African government official to funnel bribes in return for a \$160 million contract to provide cabling and installation work in South Africa.- While ABB may be applauded for self-reporting and bringing the bribery and corruption to light, concerns are raised with respect to the fact that a culture existed within this company which led to not just the most recent bribery case, but represents the third such case in the last 20 years - making ABB the first company worldwide to be charged under the FCPA for a third time - to the detriment of the company and its shareholders. While no specific member of the company's board or senior management 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 and financial damage.- Due to the symbolic nature of the discharge vote in Switzerland and the historical nature of the bribery case, and because the discharge resolution is currently bundled, which does not allow shareholders to target individuals of both bodies who may have been accountable for failures of due diligence from 2015 until 2017, a vote AGAINST is warranted.</i>					
4	Approve Allocation of Income and Dividends of CHF 0.84 per Share	Mgmt	For	For	For
5.1	Amend Articles Re: Shares and Share Register	Mgmt	For	For	For
5.2	Amend Articles Re: Restriction on Registration	Mgmt	For	For	For
5.3	Amend Articles Re: General Meeting	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.4	Approve Virtual-Only Shareholder Meetings	Mgmt	For	For	For
5.5	Amend Articles Re: Board of Directors and Compensation	Mgmt	For	For	For
6	Approve Creation of Capital Band within the Upper Limit of CHF 259.3 Million and the Lower Limit of CHF 212.2 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
7.1	Approve Remuneration of Directors in the Amount of CHF 4.4 Million	Mgmt	For	For	For
7.2	Approve Remuneration of Executive Committee in the Amount of CHF 43.9 Million	Mgmt	For	For	For
8.1	Reelect Gunnar Brock as Director	Mgmt	For	For	For
8.2	Reelect David Constable as Director	Mgmt	For	For	For
8.3	Reelect Frederico Curado as Director	Mgmt	For	For	For
8.4	Reelect Lars Foerberg as Director	Mgmt	For	For	For
8.5	Elect Denise Johnson as Director	Mgmt	For	For	For
8.6	Reelect Jennifer Xin-Zhe Li as Director	Mgmt	For	For	For
8.7	Reelect Geraldine Matchett as Director	Mgmt	For	For	For
8.8	Reelect David Meline as Director	Mgmt	For	For	For
8.9	Reelect Jacob Wallenberg as Director	Mgmt	For	For	For
8.10	Reelect Peter Voser as Director and Board Chair	Mgmt	For	For	For
9.1	Reappoint David Constable as Member of the Compensation Committee	Mgmt	For	For	For
9.2	Reappoint Frederico Curado as Member of the Compensation Committee	Mgmt	For	For	For
9.3	Reappoint Jennifer Xin-Zhe Li as Member of the Compensation Committee	Mgmt	For	For	For
10	Designate Zehnder Bolliger & Partner as Independent Proxy	Mgmt	For	For	For
11	Ratify KPMG AG as Auditors	Mgmt	For	For	For
12	Transact Other Business (Voting)	Mgmt	For	Against	Against

Voting Policy Rationale: A vote AGAINST is warranted because:- This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and- The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.

Starbucks Corporation

Meeting Date: 03/23/2023

Country: USA

Ticker: SBUX

Record Date: 01/13/2023

Meeting Type: Annual

Meeting ID: 1712056

Primary Security ID: 855244109

Starbucks Corporation

Shares Voted: 19

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard E. Allison, Jr.	Mgmt	For	For	For
1b	Elect Director Andrew Campion	Mgmt	For	For	For
1c	Elect Director Beth Ford	Mgmt	For	For	For
1d	Elect Director Mellody Hobson	Mgmt	For	For	For
1e	Elect Director Jorgen Vig Knudstorp	Mgmt	For	For	For
1f	Elect Director Satya Nadella	Mgmt	For	For	For
1g	Elect Director Laxman Narasimhan	Mgmt	For	For	For
1h	Elect Director Howard Schultz	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST compensation proposal due to concerns regarding the magnitude of the security-related perquisite provided to the CEO.</i>					
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
5	Report on Plant-Based Milk Pricing	SH	Against	Against	Against
6	Adopt Policy on Succession Planning	SH	Against	Against	Against
7	Report on Operations in Communist China	SH	Against	Against	Against
8	Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining Rights	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. A third-party assessment would help shareholders better evaluate various allegations related to freedom of association and collective bargaining and the company's management of any associated risks.</i>					
9	Establish Committee on Corporate Sustainability	SH	Against	Against	Against

KB Financial Group, Inc.

Meeting Date: 03/24/2023

Country: South Korea

Ticker: 105560

Record Date: 12/31/2022

Meeting Type: Annual

Meeting ID: 1717871

Primary Security ID: Y46007103

Shares Voted: 672,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For
2	Amend Articles of Incorporation	Mgmt	For	For	For

KB Financial Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.1	Elect Kwon Seon-ju as Outside Director	Mgmt	For	For	For
3.2	Elect Cho Hwa-jun as Outside Director	Mgmt	For	For	For
3.3	Elect Oh Gyu-taek as Outside Director	Mgmt	For	For	For
3.4	Elect Yeo Jeong-seong as Outside Director	Mgmt	For	For	For
3.5	Elect Kim Seong-yong as Outside Director	Mgmt	For	For	For
4	Elect Kim Gyeong-ho as Outside Director to Serve as an Audit Committee Member	Mgmt	For	For	For
5.1	Elect Kwon Seon-ju as a Member of Audit Committee	Mgmt	For	For	For
5.2	Elect Cho Hwa-jun as a Member of Audit Committee	Mgmt	For	For	For
5.3	Elect Kim Seong-yong as a Member of Audit Committee	Mgmt	For	For	For
6	Approve Terms of Retirement Pay	Mgmt	For	For	For
7	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For
8	Amend Articles of Incorporation (Shareholder Proposal)	SH	Against	Against	Against
9	Elect Lim Gyeong-jong as Outside Director (Shareholder Proposal)	SH	Against	Against	Against

Kubota Corp.

Meeting Date: 03/24/2023

Country: Japan

Ticker: 6326

Record Date: 12/30/2022

Meeting Type: Annual

Meeting ID: 1717428

Primary Security ID: J36662138

Shares Voted: 11,495

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for ADR Holders	Mgmt			
1.1	Elect Director Kitao, Yuichi	Mgmt	For	For	For
1.2	Elect Director Yoshikawa, Masato	Mgmt	For	For	For
1.3	Elect Director Watanabe, Dai	Mgmt	For	For	For
1.4	Elect Director Kimura, Hiroto	Mgmt	For	For	For
1.5	Elect Director Yoshioka, Eiji	Mgmt	For	For	For
1.6	Elect Director Hanada, Shingo	Mgmt	For	For	For
1.7	Elect Director Matsuda, Yuzuru	Mgmt	For	For	For
1.8	Elect Director Ina, Koichi	Mgmt	For	For	For

Kubota Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director Shintaku, Yutaro	Mgmt	For	For	For
1.10	Elect Director Arakane, Kumi	Mgmt	For	For	For
1.11	Elect Director Kawana, Koichi	Mgmt	For	For	For
2	Appoint Alternate Statutory Auditor Iwamoto, Hogara	Mgmt	For	For	For

Kubota Corp.

Meeting Date: 03/24/2023 **Country:** Japan **Ticker:** 6326
Record Date: 12/31/2022 **Meeting Type:** Annual **Meeting ID:** 1718333
Primary Security ID: J36662138

Shares Voted: 302,020

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kitao, Yuichi	Mgmt	For	For	For
1.2	Elect Director Yoshikawa, Masato	Mgmt	For	For	For
1.3	Elect Director Watanabe, Dai	Mgmt	For	For	For
1.4	Elect Director Kimura, Hiroto	Mgmt	For	For	For
1.5	Elect Director Yoshioka, Eiji	Mgmt	For	For	For
1.6	Elect Director Hanada, Shingo	Mgmt	For	For	For
1.7	Elect Director Matsuda, Yuzuru	Mgmt	For	For	For
1.8	Elect Director Ina, Koichi	Mgmt	For	For	For
1.9	Elect Director Shintaku, Yutaro	Mgmt	For	For	For
1.10	Elect Director Arakane, Kumi	Mgmt	For	For	For
1.11	Elect Director Kawana, Koichi	Mgmt	For	For	For
2	Appoint Alternate Statutory Auditor Iwamoto, Hogara	Mgmt	For	For	For

Shiseido Co., Ltd.

Meeting Date: 03/24/2023 **Country:** Japan **Ticker:** 4911
Record Date: 12/31/2022 **Meeting Type:** Annual **Meeting ID:** 1719081
Primary Security ID: J74358144

Shares Voted: 300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 75	Mgmt	For	For	For
2.1	Elect Director Uotani, Masahiko	Mgmt	For	For	For

Shiseido Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.2	Elect Director Fujiwara, Kentaro	Mgmt	For	For	For
2.3	Elect Director Suzuki, Yukari	Mgmt	For	For	For
2.4	Elect Director Tadakawa, Norio	Mgmt	For	For	For
2.5	Elect Director Yokota, Takayuki	Mgmt	For	For	For
2.6	Elect Director Oishi, Kanoko	Mgmt	For	For	For
2.7	Elect Director Iwahara, Shinsaku	Mgmt	For	For	For
2.8	Elect Director Charles D. Lake II	Mgmt	For	For	For
2.9	Elect Director Tokuno, Mariko	Mgmt	For	For	For
2.10	Elect Director Hatanaka, Yoshihiko	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Anno, Hiromi	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Goto, Yasuko	Mgmt	For	For	For
4	Approve Performance Share Plan	Mgmt	For	For	For

Neste Corp.

Meeting Date: 03/28/2023

Country: Finland

Ticker: NESTE

Record Date: 03/16/2023

Meeting Type: Annual

Meeting ID: 1711981

Primary Security ID: X5688A109

Shares Voted: 202

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt			
5	Prepare and Approve List of Shareholders	Mgmt			
6	Receive Financial Statements and Statutory Reports; Receive Board's Report; Receive Auditor's Report	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of EUR 1.02 Per Share	Mgmt	For	For	For
9	Approve Discharge of Board and President	Mgmt	For	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For

Neste Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Approve Remuneration of Directors in the Amount of EUR 95,000 for Chairman, EUR 60,000 for Vice Chairman, and EUR 45,000 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For	For
12	Fix Number of Directors at Nine	Mgmt	For	For	For
13	Reelect Matti Kahkonen (Chair), John Abbott, Nick Elmslie, Just Jansz, Jari Rosendal, Eeva Sipila (Vice Chair) and Johanna Soderstrom as Directors; Elect Heikki Malinen and Kimmo Viertola as New Directors	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is an incumbent member of the audit committee and non-audit fees are excessive.</i>					
14	Approve Remuneration of Auditors	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST ratification of auditor or auditor-related proposal due to excessive non-audit fees.</i>					
15	Ratify KPMG as Auditors	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST ratification of auditor or auditor-related proposal due to excessive non-audit fees.</i>					
16	Authorize Share Repurchase Program	Mgmt	For	For	For
17	Approve Issuance of up to 23 Million Shares without Preemptive Rights	Mgmt	For	For	For
18	Amend Articles Re: Book-Entry System	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST the proposed article amendments is warranted because the new articles provide the possibility for virtual-only shareholder meetings. While there are benefits from allowing participation at shareholder meetings via electronic means, virtual-only meetings may hinder meaningful exchanges between management and shareholders and enable management to avoid uncomfortable questions.</i>					
19	Close Meeting	Mgmt			

Konecranes Oyj

Meeting Date: 03/29/2023

Country: Finland

Ticker: KCR

Record Date: 03/17/2023

Meeting Type: Annual

Meeting ID: 1712741

Primary Security ID: X4550J108

Shares Voted: 249

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt			
5	Prepare and Approve List of Shareholders	Mgmt			

Konecranes Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of EUR 1.25 Per Share	Mgmt	For	For	For
9	Approve Discharge of Board and President	Mgmt	For	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Vote AGAINST compensation proposal due to the company operates long-term incentive plans consisting of performance periods of one year, and because the new CEO has been granted RSUs which are subject to vesting periods of less than three years.</i></p>					
11	Approve Remuneration of Directors in the Amount of EUR 150,000 for Chairman, EUR 100,000 for Vice Chairman and EUR 70,000 for Other Directors; Approve Meeting Fees and Compensation for Committee Work	Mgmt	For	For	For
12	Fix Number of Directors at Nine	Mgmt	For	For	For
13	Reelect Pauli Anttila, Pasi Laine (Vice-Chair), Ulf Liljedahl, Niko Mokkila, Sami Piittisjarvi, Paivi Rekonen, Helene Svahn and Christoph Vitthum (Chair) as Directors; Elect Gun Nilsson as New Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i></p>					
14	Approve Remuneration of Auditors	Mgmt	For	For	For
15	Ratify Ernst & Young as Auditor	Mgmt	For	For	For
16	Authorize Share Repurchase Program	Mgmt	For	For	For
17	Approve Issuance of up to 7.5 Million Shares without Preemptive Rights	Mgmt	For	For	For
18	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	For
19	Approve Equity Plan Financing	Mgmt	For	For	For
20	Approve Charitable Donations of up to EUR 400,000	Mgmt	For	For	For
21	Close Meeting	Mgmt			

LG Corp.

Meeting Date: 03/29/2023

Country: South Korea

Ticker: 003550

Record Date: 12/31/2022

Meeting Type: Annual

Meeting ID: 1725545

Primary Security ID: Y52755108

Shares Voted: 5,289

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For
2.1	Elect Cho Seong-wook as Outside Director	Mgmt	For	For	For
2.2	Elect Park Jong-su as Outside Director	Mgmt	For	For	For
3.1	Elect Cho Seong-wook as a Member of Audit Committee	Mgmt	For	For	For
3.2	Elect Park Jong-su as a Member of Audit Committee	Mgmt	For	For	For
4	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	Against	Against

Voting Policy Rationale: A vote AGAINST this item is warranted. The company is not proposing an increase in the directors' remuneration limit. However, based on Sustainability Advisory Services' updated market data, the level of the directors' remuneration cap is excessive compared to that of the market norm, and the company has not provided any reasonable justification for the excessive remuneration limit.

Arca Continental SAB de CV

Meeting Date: 03/30/2023

Country: Mexico

Ticker: AC

Record Date: 03/16/2023

Meeting Type: Annual

Meeting ID: 1721601

Primary Security ID: P0448R103

Shares Voted: 1,185

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve CEO's Report on Results and Operations of Company, Auditor's Report and Board's Opinion; Approve Board's Report on Activities; Approve Report of Audit and Corporate Practices Committee; Receive Report on Adherence to Fiscal Obligations	Mgmt	For	For	For
2	Approve Allocation of Income and Cash Dividends of MXN 3.50 Per Share	Mgmt	For	For	For
3	Set Maximum Amount of Share Repurchase Reserve	Mgmt	For	For	For
4	Authorize Reduction in Variable Portion of Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
5	Elect Directors, Verify their Independence Classification, Approve their Remuneration and Elect Secretaries	Mgmt	For	Against	Against

Voting Policy Rationale: A vote AGAINST these items is warranted because:- The names of the director and committee candidates are not disclosed;- The company has bundled the election of directors into a single voting item; and- Undisclosed bundled director election proposals disenfranchise shareholders voting by proxy.

Arca Continental SAB de CV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Approve Remuneration of Board Committee Members; Elect Chairman of Audit and Corporate Practices Committee	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST these items is warranted because:- The names of the director and committee candidates are not disclosed;- The company has bundled the election of directors into a single voting item; and- Undisclosed bundled director election proposals disenfranchise shareholders voting by proxy.</i>					
7	Appoint Legal Representatives	Mgmt	For	For	For
8	Approve Minutes of Meeting	Mgmt	For	For	For

Ciena Corporation

Meeting Date: 03/30/2023 **Country:** USA **Ticker:** CIEN
Record Date: 01/30/2023 **Meeting Type:** Annual **Meeting ID:** 1715741
Primary Security ID: 171779309

Shares Voted: 16

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Joanne B. Olsen	Mgmt	For	For	For
1b	Elect Director Gary B. Smith	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Swedbank AB

Meeting Date: 03/30/2023 **Country:** Sweden **Ticker:** SWED.A
Record Date: 03/22/2023 **Meeting Type:** Annual **Meeting ID:** 1712226
Primary Security ID: W94232100

Shares Voted: 3,383,246

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt			
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspectors of Minutes of Meeting	Mgmt			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7.a	Receive Financial Statements and Statutory Reports	Mgmt			
7.b	Receive Auditor's Reports	Mgmt			
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9	Approve Allocation of Income and Dividends of SEK 9.75 Per Share	Mgmt	For	For	For
10.a	Approve Discharge of Bo Bengtsson	Mgmt	For	For	For
10.b	Approve Discharge of Goran Bengtson	Mgmt	For	For	For
10.c	Approve Discharge of Annika Creutzer	Mgmt	For	For	For
10.d	Approve Discharge of Hans Eckerstrom	Mgmt	For	For	For
10.e	Approve Discharge of Kerstin Hermansson	Mgmt	For	For	For
10.f	Approve Discharge of Helena Liljedahl	Mgmt	For	For	For
10.g	Approve Discharge of Bengt Erik Lindgren	Mgmt	For	For	For
10.h	Approve Discharge of Anna Mossberg	Mgmt	For	For	For
10.i	Approve Discharge of Per Olof Nyman	Mgmt	For	For	For
10.j	Approve Discharge of Biljana Pehrsson	Mgmt	For	For	For
10.k	Approve Discharge of Goran Persson	Mgmt	For	For	For
10.l	Approve Discharge of Biorn Riese	Mgmt	For	For	For
10.m	Approve Discharge of Bo Magnusson	Mgmt	For	For	For
10.n	Approve Discharge of Jens Henriksson	Mgmt	For	For	For
10.o	Approve Discharge of Roger Ljung	Mgmt	For	For	For
10.p	Approve Discharge of Ake Skoglund	Mgmt	For	For	For
10.q	Approve Discharge of Henrik Joelsson	Mgmt	For	For	For
10.r	Approve Discharge of Camilla Linder	Mgmt	For	For	For
11	Determine Number of Members (11) and Deputy Members of Board (0)	Mgmt	For	For	For
12	Approve Remuneration of Directors in the Amount of SEK 3 Million for Chairman, SEK 1 Million for Vice Chairman and SEK 709,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors	Mgmt	For	For	For
13.a	Reelect Goran Bengtsson as Director	Mgmt	For	For	For
13.b	Reelect Annika Creutzer as Director	Mgmt	For	For	For
13.c	Reelect Hans Eckerstrom as Director	Mgmt	For	For	For
13.d	Reelect Kerstin Hermansson as Director	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13.e	Reelect Helena Liljedahl as Director	Mgmt	For	For	For
13.f	Reelect Bengt Erik Lindgren as Director	Mgmt	For	For	For
13.g	Reelect Anna Mossberg as Director	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
13.h	Reelect Per Olof Nyman as Director	Mgmt	For	For	For
13.i	Reelect Biljana Pehrsson as Director	Mgmt	For	For	For
13.j	Reelect Goran Persson as Director	Mgmt	For	For	For
13.k	Reelect Biorn Riese as Director	Mgmt	For	For	For
14	Elect Goran Persson as Board Chairman	Mgmt	For	For	For
15	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
16	Approve Nomination Committee Procedures	Mgmt	For	For	For
17	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
18	Authorize Repurchase Authorization for Trading in Own Shares	Mgmt	For	For	For
19	Authorize Share Repurchase Program	Mgmt	For	For	For
20	Approve Issuance of Convertibles without Preemptive Rights	Mgmt	For	For	For
21.a	Approve Common Deferred Share Bonus Plan (Eken 2023)	Mgmt	For	For	For
21.b	Approve Deferred Share Bonus Plan for Key Employees (IP 2023)	Mgmt	For	For	For
21.c	Approve Equity Plan Financing	Mgmt	For	For	For
22	Approve Remuneration Report	Mgmt	For	For	For
	Shareholder Proposals Submitted by Carl Axel Bruno	Mgmt			
23	Change Bank Software	SH	Against	Against	Against
	Shareholder Proposals Submitted by Tommy Jonasson	Mgmt			
24	Allocation of funds	SH	Against	Against	Against
25	Establishment of a Chamber of Commerce	SH	Against	Against	Against
	Joint Shareholder Proposals Submitted by Greenpeace Nordic and Swedish Society	Mgmt			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
26	Stop Financing Fossil Companies That Expand Extraction and Lack Robust Fossil Phase-Out Plans in Line with 1.5 Degrees	SH	None	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this item is warranted based on the following considerations:- On the lending side, the bank's policy included in its climate action plan launched in November 2022, sets exclusion and restriction rules for its lending activities combined to absolute and intensity GHG reduction goals by 2030, which have been sent to SBTi for validation. It appears burdensome to request the company to revisit the bank's strategy at this time.- On the asset management side, the bank's policy is to halve its emissions by 2030 (compared to 2019 year baseline) to ensure net zero emissions by 2040. However, the bank's position statement on climate change suggests that Swedbank's policies could be more robust on climate-related requirements on investee companies, including establishing Paris-aligned strategies.</i></p>					

KT Corp.

Meeting Date: 03/31/2023 **Country:** South Korea **Ticker:** 030200
Record Date: 12/31/2022 **Meeting Type:** Annual **Meeting ID:** 1724133
Primary Security ID: Y49915104

Shares Voted: 1,845,014

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Yoon Gyeong-rim as CEO	Mgmt	For	For	For
2	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For
3.1	Amend Articles of Incorporation (Business Objectives)	Mgmt	For	For	For
3.2	Amend Articles of Incorporation (Treasury Shares)	Mgmt	For	For	For
3.3	Amend Articles of Incorporation (Treasury Shares)	Mgmt	For	For	For
4.1	Elect Seo Chang-seok as Inside Director	Mgmt	For	For	For
4.2	Elect Song Gyeong-min as Inside Director	Mgmt	For	For	For
4.3	Elect Kang Chung-gu as Outside Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST all incumbent directors (Item 4.3, 4.4, and 4.6) is warranted, as their collective inaction to remove a legally concerned director is indicative of material failure of governance and risk oversight.</i></p>					
4.4	Elect Yeo Eun-jeong as Outside Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST all incumbent directors (Item 4.3, 4.4, and 4.6) is warranted, as their collective inaction to remove a legally concerned director is indicative of material failure of governance and risk oversight.</i></p>					
4.6	Elect Pyo Hyeon-myeong as Outside Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST all incumbent directors (Item 4.3, 4.4, and 4.6) is warranted, as their collective inaction to remove a legally concerned director is indicative of material failure of governance and risk oversight.</i></p>					
5.1	Elect Kang Chung-gu as a Member of Audit Committee	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: For the same concerns raised in the director election section of this report, we recommend to vote AGAINST Chung-gu Kang (Item 5.1) and Eun-jeong Yeo (Eun-jung Yeo) (Item 5.2) as they have not acted in the best interest of shareholders while serving on the board.</i></p>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.2	Elect Yeo Eun-jeong as a Member of Audit Committee	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: For the same concerns raised in the director election section of this report, we recommend to vote AGAINST Chung-gu Kang (Item 5.1) and Eun-jeong Yeo (Eun-jung Yeo) (Item 5.2) as they have not acted in the best interest of shareholders while serving on the board.</i></p>					
6	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For
7	Approve Signing of Management Contract	Mgmt	For	For	For
8	Approve Terms of Retirement Pay	Mgmt	For	For	For

Meeting Date: 03/31/2023 **Country:** South Korea **Ticker:** 030200
Record Date: 12/30/2022 **Meeting Type:** Annual **Meeting ID:** 1727895
Primary Security ID: Y49915104

Shares Voted: 1,264,749

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for ADR Holders	Mgmt			
1	Elect Yoon Gyeong-rim as CEO	Mgmt	For	For	For
2	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For
3.1	Amend Articles of Incorporation (Business Objectives)	Mgmt	For	For	For
3.2	Amend Articles of Incorporation (Treasury Shares)	Mgmt	For	For	For
3.3	Amend Articles of Incorporation (Treasury Shares)	Mgmt	For	For	For
4.1	Elect Seo Chang-seok as Inside Director	Mgmt	For	For	For
4.2	Elect Song Gyeong-min as Inside Director	Mgmt	For	For	For
4.3	Elect Kang Chung-gu as Outside Director	Mgmt	For	Against	For

Voter Rationale: After multiple engagements with various members of the board and leadership, we feel confident in the newly appointed CEO and in the board's management of governance and risk oversight. Additionally, we do not feel that removing incumbent board members would be in the best interest of the company or of shareholders. Finally, because we have also seen internal improvement of governance practice over the past few years, we are voting in support of this director's re-election to the board.

Voting Policy Rationale: A vote AGAINST all incumbent directors (Item 4.3, 4.4, and 4.6) is warranted, as their collective inaction to remove a legally concerned director is indicative of material failure of governance and risk oversight.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.4	Elect Yeo Eun-jeong as Outside Director	Mgmt	For	Against	For
<p><i>Voter Rationale: After multiple engagements with various members of the board and leadership, we feel confident in the newly appointed CEO and in the board's management of governance and risk oversight. Additionally, we do not feel that removing incumbent board members would be in the best interest of the company or of shareholders. Finally, because we have also seen internal improvement of governance practice over the past few years, we are voting in support of this director's re-election to the board.</i></p> <p><i>Voting Policy Rationale: A vote AGAINST all incumbent directors (Item 4.3, 4.4, and 4.6) is warranted, as their collective inaction to remove a legally concerned director is indicative of material failure of governance and risk oversight.</i></p>					
4.6	Elect Pyo Hyeon-myeong as Outside Director	Mgmt	For	Against	For
<p><i>Voter Rationale: After multiple engagements with various members of the board and leadership, we feel confident in the newly appointed CEO and in the board's management of governance and risk oversight. Additionally, we do not feel that removing incumbent board members would be in the best interest of the company or of shareholders. Finally, because we have also seen internal improvement of governance practice over the past few years, we are voting in support of this director's re-election to the board.</i></p> <p><i>Voting Policy Rationale: A vote AGAINST all incumbent directors (Item 4.3, 4.4, and 4.6) is warranted, as their collective inaction to remove a legally concerned director is indicative of material failure of governance and risk oversight.</i></p>					
5.1	Elect Kang Chung-gu as a Member of Audit Committee	Mgmt	For	Against	For
<p><i>Voter Rationale: After multiple engagements with various members of the board and leadership, we feel confident in the newly appointed CEO and in the board's management of governance and risk oversight. Additionally, we do not feel that removing incumbent board members would be in the best interest of the company or of shareholders. Finally, because we have also seen internal improvement of governance practice over the past few years, we are voting in support of this director's re-election to the board.</i></p> <p><i>Voting Policy Rationale: For the same concerns raised in the director election section of this report, we recommend to vote AGAINST Chung-gu Kang (Item 5.1) and Eun-jeong Yeo (Eun-jung Yeo) (Item 5.2) as they have not acted in the best interest of shareholders while serving on the board.</i></p>					
5.2	Elect Yeo Eun-jeong as a Member of Audit Committee	Mgmt	For	Against	For
<p><i>Voter Rationale: After multiple engagements with various members of the board and leadership, we feel confident in the newly appointed CEO and in the board's management of governance and risk oversight. Additionally, we do not feel that removing incumbent board members would be in the best interest of the company or of shareholders. Finally, because we have also seen internal improvement of governance practice over the past few years, we are voting in support of this director's re-election to the board.</i></p> <p><i>Voting Policy Rationale: For the same concerns raised in the director election section of this report, we recommend to vote AGAINST Chung-gu Kang (Item 5.1) and Eun-jeong Yeo (Eun-jung Yeo) (Item 5.2) as they have not acted in the best interest of shareholders while serving on the board.</i></p>					
6	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For
7	Approve Signing of Management Contract	Mgmt	For	For	For
8	Approve Terms of Retirement Pay	Mgmt	For	For	For

Broadcom Inc.

Meeting Date: 04/03/2023

Country: USA

Ticker: AVGO

Record Date: 02/06/2023

Meeting Type: Annual

Meeting ID: 1716200

Primary Security ID: 11135F101

Shares Voted: 4

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Diane M. Bryant	Mgmt	For	For	For
1b	Elect Director Gayla J. Delly	Mgmt	For	For	For
1c	Elect Director Raul J. Fernandez	Mgmt	For	For	For
1d	Elect Director Eddy W. Hartenstein	Mgmt	For	For	For
1e	Elect Director Check Kian Low	Mgmt	For	For	For
1f	Elect Director Justine F. Page	Mgmt	For	For	For
1g	Elect Director Henry Samueli	Mgmt	For	For	For
1h	Elect Director Hock E. Tan	Mgmt	For	For	For
1i	Elect Director Harry L. You	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST due to excessive dilutionVote AGAINST due to lack of clawback provision.Based on an 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 three-year average burn rate is excessive;- The plan permits liberal recycling of shares; and- The plan allows broad discretion to accelerate vesting.</i>					
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST compensation proposal due to the annual bonus has the potential for a significant amount of committee discretion, and in FY22 the CEO's individual performance modifier increased the payout from 150 percent of target to 225 percent. In addition, the annual performance equity award targets merely median performance and the board also provided the CEO with an additional special award in FY22. Though smaller in value than the annual award, the performance period was just one year, specific goals were not disclosed, and directors determined that the goals were met just one month after grant. Investors may also note the CEO received another sizable special equity grant after the end of the fiscal year. Lastly, concerns are raised with respect to the CEO's excessive automobile perquisite.</i>					
5	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

The Walt Disney Company
Meeting Date: 04/03/2023

Country: USA

Ticker: DIS

Record Date: 02/08/2023

Meeting Type: Annual

Meeting ID: 1713426

Primary Security ID: 254687106

Shares Voted: 28

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mary T. Barra	Mgmt	For	For	For
1b	Elect Director Safra A. Catz	Mgmt	For	For	For
1c	Elect Director Amy L. Chang	Mgmt	For	For	For

The Walt Disney Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Francis A. deSouza	Mgmt	For	For	For
1e	Elect Director Carolyn N. Everson	Mgmt	For	For	For
1f	Elect Director Michael B.G. Froman	Mgmt	For	For	For
1g	Elect Director Robert A. Iger	Mgmt	For	For	For
1h	Elect Director Maria Elena Lagomasino	Mgmt	For	For	For
1i	Elect Director Calvin R. McDonald	Mgmt	For	For	For
1j	Elect Director Mark G. Parker	Mgmt	For	For	For
1k	Elect Director Derica W. Rice	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST compensation proposal due to the company provided a large corporate aircraft perquisite to the then-CEO.</i>					
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Report on Risks Related to Operations in China	SH	Against	Against	Against
6	Report on Charitable Contributions	SH	Against	Against	Against
7	Report on Political Expenditures	SH	Against	For	For
<i>Voting Policy Rationale: 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.</i>					

EDP Renovaveis SA

Meeting Date: 04/04/2023

Country: Spain

Ticker: EDPR

Record Date: 03/28/2023

Meeting Type: Annual

Meeting ID: 1722766

Primary Security ID: E3847K101

Shares Voted: 600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For
2	Approve Treatment of Net Loss	Mgmt	For	For	For
3	Approve Scrip Dividends	Mgmt	For	For	For
4	Approve Consolidated and Standalone Management Reports, Corporate Governance Report and Management Report	Mgmt	For	For	For
5	Approve Non-Financial Information Statement	Mgmt	For	For	For

EDP Renovaveis SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Appraise Management of Company and Approve Vote of Confidence to Board of Directors	Mgmt	For	For	For
7	Ratify Appointment of and Elect Cynthia Kay Mc Call as Director	Mgmt	For	For	For
8.A	Approve Financing Agreement between EDP Renovaveis SA and EDP Energias de Portugal SA	Mgmt	For	For	For
8.B	Grant Board Powers for the Execution and Development of the Financing Agreement between EDP Renovaveis SA and EDP Energias de Portugal SA	Mgmt	For	For	For
9	Amend Remuneration Policy	Mgmt	For	For	For
10.A	Add New Article 30 Re: Environmental, Social and Corporate Governance Committee	Mgmt	For	For	For
10.B	Amend Articles Re: Governing Bodies, Remuneration of Directors and Appointments and Remunerations Committee	Mgmt	For	For	For
11	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Deutsche Telekom AG

Meeting Date: 04/05/2023

Country: Germany

Ticker: DTE

Record Date: 03/31/2023

Meeting Type: Annual

Meeting ID: 1692358

Primary Security ID: D2035M136

Shares Voted: 922,712

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.70 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2023 and for the Review of the Interim Financial Statements for Fiscal Year 2023 and First Quarter of Fiscal Year 2024	Mgmt	For	For	For
6.1	Elect Harald Krueger to the Supervisory Board	Mgmt	For	For	For
6.2	Elect Reinhard Ploss to the Supervisory Board	Mgmt	For	For	For

Deutsche Telekom AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.3	Elect Margret Suckale to the Supervisory Board	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
7	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For	For
8	Approve Remuneration Report	Mgmt	For	For	For

Deutsche Telekom AG

Meeting Date: 04/05/2023

Country: Germany

Ticker: DTE

Record Date: 03/10/2023

Meeting Type: Annual

Meeting ID: 1721422

Primary Security ID: D2035M136

Shares Voted: 67,913

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for ADR Holders	Mgmt			
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.70 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2023 and for the Review of the Interim Financial Statements for Fiscal Year 2023 and First Quarter of Fiscal Year 2024	Mgmt	For	For	For
6.a	Elect Harald Krueger to the Supervisory Board	Mgmt	For	For	For
6.b	Elect Reinhard Ploss to the Supervisory Board	Mgmt	For	For	For
6.c	Elect Margret Suckale to the Supervisory Board	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
7	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For	For
8	Approve Remuneration Report	Mgmt	For	For	For
	Counter Proposals (if any)	Mgmt			
A	Counter Motion A	SH	Against	Against	Against
B	Counter Motion B	SH	Against	Against	Against
C	Counter Motion C	SH	Against	Against	Against
D	Counter Motion D	SH	Against	Against	Against

Deutsche Telekom AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
E	Counter Motion E	SH	Against	Against	Against
F	Counter Motion F	SH	Against	Against	Against
G	Counter Motion G	SH	Against	Against	Against
H	Counter Motion H	SH	Against	Against	Against
I	Counter Motion I	SH	Against	Against	Against
J	Counter Motion J	SH	Against	Against	Against
K	Counter Motion K	SH	Against	Against	Against
L	Counter Motion L	SH	Against	Against	Against

Schlumberger N.V.

Meeting Date: 04/05/2023

Country: Curacao

Ticker: SLB

Record Date: 02/08/2023

Meeting Type: Annual

Meeting ID: 1718155

Primary Security ID: 806857108

Shares Voted: 23

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Peter Coleman	Mgmt	For	For	For
1.2	Elect Director Patrick de La Chevardiere	Mgmt	For	For	For
1.3	Elect Director Miguel Galuccio	Mgmt	For	For	For
1.4	Elect Director Olivier Le Peuch	Mgmt	For	For	For
1.5	Elect Director Samuel Leupold	Mgmt	For	For	For
1.6	Elect Director Tatiana Mitrova	Mgmt	For	For	For
1.7	Elect Director Maria Moraeus Hanssen	Mgmt	For	For	For
1.8	Elect Director Vanitha Narayanan	Mgmt	For	For	For
1.9	Elect Director Mark Papa	Mgmt	For	For	For
1.10	Elect Director Jeff Sheets	Mgmt	For	For	For
1.11	Elect Director Ulrich Spiesshofer	Mgmt	For	For	For
2	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Adopt and Approve Financials and Dividends	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Thai Union Group Public Co. Ltd.

Meeting Date: 04/10/2023

Country: Thailand

Ticker: TU

Record Date: 03/07/2023

Meeting Type: Annual

Meeting ID: 1716374

Primary Security ID: Y8730K108

Shares Voted: 30,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Acknowledge Operational Results	Mgmt			
2	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income	Mgmt	For	For	For
4.1	Elect Thiraphong Chansiri as Director	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
4.2	Elect Nart Liuchareon as Director	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is an incumbent member of the audit committee and non-audit fees are excessive.</i>					
4.3	Elect Thamnoon Ananthothai as Director	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is an incumbent member of the audit committee and non-audit fees are excessive.</i>					
4.4	Elect Nakorn Niruttinanon as Director	Mgmt	For	For	For
5	Approve Remuneration and Bonus of Directors	Mgmt	For	For	For
6	Approve PricewaterhouseCoopers ABAS Limited as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST ratification of auditor or auditor-related proposal due to excessive non-audit fees.</i>					
7	Amend Company's Objectives and Amend Memorandum of Association	Mgmt	For	For	For
8	Amend Articles of Association	Mgmt	For	For	For
9	Other Business	Mgmt			

A. O. Smith Corporation

Meeting Date: 04/11/2023

Country: USA

Ticker: AOS

Record Date: 02/21/2023

Meeting Type: Annual

Meeting ID: 1722221

Primary Security ID: 831865209

Shares Voted: 62,539

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ronald D. Brown	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: A WITHHOLD vote for governance committee member Ronald Brown is warranted given that the company maintains a multi-class capital structure with disparate voting rights that is not subject to a reasonable time-based sunset.</i>					

A. O. Smith Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Earl E. Exum	Mgmt	For	For	For
1.3	Elect Director Michael M. Larsen	Mgmt	For	For	For
1.4	Elect Director Idelle K. Wolf	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Vote AGAINST compensation proposal due to the company maintains agreements that contain excise tax gross-up provisions, as well as auto-accelerated equity vesting provisions. Concerns are also raised by the Compensation Committee's decision to discretionarily increase annual incentive payouts and its continued limited disclosure of annual incentive metric performance goals and actual results of the executive pay program.</i></p>					
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Report on Whether Company Policies Reinforce Racism in Company Culture	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from additional information allowing them to better measure the progress of the company's existing diversity and inclusion initiatives.</i></p>					

Synopsys, Inc.

Meeting Date: 04/12/2023	Country: USA	Ticker: SNPS
Record Date: 02/13/2023	Meeting Type: Annual	Meeting ID: 1716202
Primary Security ID: 871607107		

Shares Voted: 4

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Aart J. de Geus	Mgmt	For	For	For
1b	Elect Director Luis Borgen	Mgmt	For	For	For
1c	Elect Director Marc N. Casper	Mgmt	For	For	For
1d	Elect Director Janice D. Chaffin	Mgmt	For	For	For
1e	Elect Director Bruce R. Chizen	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i></p>					
1f	Elect Director Mercedes Johnson	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i></p>					
1g	Elect Director Jeannine P. Sargent	Mgmt	For	For	For
1h	Elect Director John G. Schwarz	Mgmt	For	For	For
1i	Elect Director Roy Vallee	Mgmt	For	For	For
2	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Vote AGAINST due to excessive dilution.</i></p>					
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Synopsys, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
6	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted, as it would enhance the existing shareholder right to call special meetings. Although the proposal also requests the elimination of a one-year holding period provision, the precatory proposal inherently affords the board flexibility to maintain appropriate safeguards against abuse.

Vestas Wind Systems A/S

Meeting Date: 04/12/2023 **Country:** Denmark **Ticker:** VWS
Record Date: 04/05/2023 **Meeting Type:** Annual **Meeting ID:** 1716918
Primary Security ID: K9773J201

Shares Voted: 1,164,907

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
5	Approve Remuneration of Directors in the Amount of DKK 1.4 Million for Chairman, DKK 910,350 for Vice Chairman and DKK 455,175 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
6.a	Reelect Anders Runevad as Director	Mgmt	For	For	For
6.b	Reelect Bruce Grant as Director	Mgmt	For	For	For
6.c	Reelect Eva Merete Sofelde Berneke as Director	Mgmt	For	Abstain	Abstain
<i>Voting Policy Rationale: Vote ABSTAIN because the nominee is an incumbent member of the audit committee and non-audit fees are excessive.</i>					
6.d	Reelect Helle Thorning-Schmidt as Director	Mgmt	For	For	For
6.e	Reelect Karl-Henrik Sundstrom as Director	Mgmt	For	Abstain	Abstain
<i>Voting Policy Rationale: Vote ABSTAIN because the nominee is an incumbent member of the audit committee and non-audit fees are excessive.</i>					
6.f	Reelect Kentaro Hosomi as Director	Mgmt	For	For	For
6.g	Reelect Lena Olving as Director	Mgmt	For	Abstain	Abstain
<i>Voting Policy Rationale: Vote ABSTAIN because the nominee is overboarded.</i>					
7	Ratify PricewaterhouseCoopers as Auditor	Mgmt	For	Abstain	Abstain

Voting Policy Rationale: Vote ABSTAIN on ratification of auditor or auditor-related proposal due to excessive non-audit fees.

Vestas Wind Systems A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.1	Authorize Share Repurchase Program	Mgmt	For	For	For
9	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For
10	Other Business	Mgmt			

Dow Inc.

Meeting Date: 04/13/2023

Country: USA

Ticker: DOW

Record Date: 02/15/2023

Meeting Type: Annual

Meeting ID: 1723102

Primary Security ID: 260557103

Shares Voted: 31

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Samuel R. Allen	Mgmt	For	For	For
1b	Elect Director Gaurdie E. Banister, Jr.	Mgmt	For	For	For
1c	Elect Director Wesley G. Bush	Mgmt	For	For	For
1d	Elect Director Richard K. Davis	Mgmt	For	For	For
1e	Elect Director Jerri DeVard	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1f	Elect Director Debra L. Dial	Mgmt	For	For	For
1g	Elect Director Jeff M. Fettig	Mgmt	For	For	For
1h	Elect Director Jim Fitterling	Mgmt	For	For	For
1i	Elect Director Jacqueline C. Hinman	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Jacqueline (Jacque) Hinman, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.</i>					
1j	Elect Director Luis Alberto Moreno	Mgmt	For	For	For
1k	Elect Director Jill S. Wyant	Mgmt	For	For	For
1l	Elect Director Daniel W. Yohannes	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST compensation proposal due to the company continues to provide an inordinate amount of personal use of corporate aircraft perquisite to the CEO.</i>					
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Require Independent Board Chair	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent board chair.</i>					

Dow Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Commission Audited Report on Reduced Plastics Demand	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure on the company's efforts to manage a possible reduction in the demand for virgin plastics and the associated financial repercussions would allow shareholders to better assess the company's related risk management and strategic planning.</i>					

IQVIA Holdings Inc.

Meeting Date: 04/18/2023 **Country:** USA **Ticker:** IQV
Record Date: 02/17/2023 **Meeting Type:** Annual **Meeting ID:** 1719918
Primary Security ID: 46266C105

Shares Voted: 104,528

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Carol J. Burt	Mgmt	For	For	For
1b	Elect Director Colleen A. Goggins	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1c	Elect Director Sheila A. Stamps	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST compensation proposal due to the company continuing to provide an inordinate amount of personal use of corporate aircraft and financial planning perquisites to the CEO.</i>					
3	Provide Right to Call a Special Meeting at a 25 Percent Ownership Threshold	Mgmt	For	For	For
4	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the right to call special meetings at a 10 percent ownership threshold would enhance shareholders' rights and the precatory proposal inherently affords the board flexibility to maintain appropriate safeguards against abuse.</i>					
5	Require Independent Board Chair	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent board chair.</i>					
6	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Prosperity Bancshares, Inc.

Meeting Date: 04/18/2023 **Country:** USA **Ticker:** PB
Record Date: 02/27/2023 **Meeting Type:** Annual **Meeting ID:** 1729257
Primary Security ID: 743606105

Shares Voted: 18

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kevin J. Hanigan	Mgmt	For	For	For
1.2	Elect Director William T. Luedke, IV	Mgmt	For	For	For
1.3	Elect Director Perry Mueller, Jr.	Mgmt	For	For	For
1.4	Elect Director Harrison Stafford, II	Mgmt	For	For	For
1.5	Elect Director Laura Murillo	Mgmt	For	For	For
1.6	Elect Director Ileana Blanco	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Vote AGAINST compensation proposal due to:- The company maintains agreements with certain executives that provide for single trigger cash severance.- Equity award arrangements provide for automatic accelerated vesting upon a change-in-control.- The company provided an excessive amount for the CEO's life insurance perquisite.</i></p>					
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Subsea 7 SA

Meeting Date: 04/18/2023

Country: Luxembourg

Ticker: SUBC

Record Date: 04/04/2023

Meeting Type: Annual/Special

Meeting ID: 1721870

Primary Security ID: L8882U106

Shares Voted: 2,436

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Receive Board's and Auditor's Reports	Mgmt			
2	Approve Financial Statements	Mgmt	For	For	For
3	Approve Consolidated Financial Statements	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends of NOK 4.00 Per Share	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	For	For
6	Approve Remuneration Policy	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Vote AGAINST compensation proposal due to: - there is a lack of disclosure on targets under each metrics of the STI and the company provided only limited disclosure regarding their weights for STI metrics- the company has the possibility to apply exceptions to any part of the compensation framework described in this policy in exceptional circumstances, without providing further details on certain limits of applying the derogation clause.</i></p>					
7	Approve Discharge of Directors	Mgmt	For	For	For
8	Renew Appointment of Ernst & Young S.A., Luxembourg as Auditor	Mgmt	For	For	For

Subsea 7 SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Elect Treveri S.a r.l., Represented by Kristian Siem as Director	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A concern is raised because the nominee Kristian Siem is non-independent, and he sits on the remuneration committee that is not sufficiently independent.</i>					
10	Elect Elisabeth Proust as Non-Executive Director	Mgmt	For	For	For
11	Reelect Eldar Saetre as Non-Executive Director	Mgmt	For	For	For
12	Reelect Louisa Siem as Non-Executive Director	Mgmt	For	For	For
	Extraordinary Meeting Agenda	Mgmt			
1	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights and to Limit or Cancel the Preferential Subscription Rights	Mgmt	For	For	For
2	Approve Share Repurchase and Cancel Repurchased Shares by way of Share Capital Reduction	Mgmt	For	For	For

CapitaLand Integrated Commercial Trust

Meeting Date: 04/19/2023

Country: Singapore

Ticker: C38U

Record Date:

Meeting Type: Extraordinary Shareholders

Meeting ID: 1732084

Primary Security ID: Y1100L160

Shares Voted: 5,223,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Proposed Entry Into the New Singapore Property Management Agreement	Mgmt	For	For	For

CapitaLand Integrated Commercial Trust

Meeting Date: 04/19/2023

Country: Singapore

Ticker: C38U

Record Date:

Meeting Type: Annual

Meeting ID: 1732086

Primary Security ID: Y1100L160

Shares Voted: 5,223,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Adopt Trustee's Report, the Manager's Statement, Financial Statements and Directors' and Auditors' Reports	Mgmt	For	For	For
2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For

CapitaLand Integrated Commercial Trust

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For	For
4	Authorize Unit Repurchase Program	Mgmt	For	For	For

Geberit AG

Meeting Date: 04/19/2023

Country: Switzerland

Ticker: GEBN

Record Date:

Meeting Type: Annual

Meeting ID: 1706743

Primary Security ID: H2942E124

Shares Voted: 3,863

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 12.60 per Share	Mgmt	For	For	For
3	Approve Discharge of Board of Directors	Mgmt	For	For	For
4.1	Amend Articles of Association	Mgmt	For	For	For
4.2	Amend Articles Re: Editorial Changes	Mgmt	For	For	For
4.3	Amend Corporate Purpose	Mgmt	For	For	For
4.4	Amend Articles Re: Share Register and Nominees	Mgmt	For	For	For
4.5	Amend Articles Re: Board Meetings; Electronic Communication	Mgmt	For	For	For
4.6	Amend Articles Re: Age Limit for Board and Compensation Committee Members	Mgmt	For	For	For
4.7	Amend Articles Re: Board Resolutions	Mgmt	For	For	For
5.1.1	Reelect Albert Baehny as Director and Board Chair	Mgmt	For	For	For
5.1.2	Reelect Thomas Bachmann as Director	Mgmt	For	For	For
5.1.3	Reelect Felix Ehrat as Director	Mgmt	For	For	For
5.1.4	Reelect Werner Karlen as Director	Mgmt	For	For	For
5.1.5	Reelect Bernadette Koch as Director	Mgmt	For	For	For
5.1.6	Reelect Eunice Zehnder-Lai as Director	Mgmt	For	For	For
5.2.1	Reappoint Eunice Zehnder-Lai as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
5.2.2	Reappoint Thomas Bachmann as Member of the Nomination and Compensation Committee	Mgmt	For	For	For

Geberit AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.2.3	Reappoint Werner Karlen as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
6	Designate Roger Mueller as Independent Proxy	Mgmt	For	For	For
7	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
8.1	Approve Remuneration Report	Mgmt	For	For	For
8.2	Approve Remuneration of Directors in the Amount of CHF 2.4 Million	Mgmt	For	For	For
8.3	Approve Remuneration of Executive Committee in the Amount of CHF 13 Million	Mgmt	For	For	For
9	Approve CHF 68,525.10 Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For	For	For
10	Approve Creation of Capital Band within the Upper Limit of CHF 3.9 Million and the Lower Limit of CHF 3.2 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
11	Transact Other Business (Voting)	Mgmt	For	Against	Against

Voting Policy Rationale: A vote AGAINST is warranted because:- This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and- The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.

Huntington Bancshares Incorporated

Meeting Date: 04/19/2023

Country: USA

Ticker: HBAN

Record Date: 02/15/2023

Meeting Type: Annual

Meeting ID: 1726205

Primary Security ID: 446150104

Shares Voted: 149

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Alanna Y. Cotton	Mgmt	For	For	For
1.2	Elect Director Ann B. (Tanny) Crane	Mgmt	For	For	For
1.3	Elect Director Gina D. France	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1.4	Elect Director J. Michael Hochschwender	Mgmt	For	For	For
1.5	Elect Director Richard H. King	Mgmt	For	For	For
1.6	Elect Director Katherine M. A. (Allie) Kline	Mgmt	For	For	For
1.7	Elect Director Richard W. Neu	Mgmt	For	For	For

Huntington Bancshares Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director Kenneth J. Phelan	Mgmt	For	For	For
1.9	Elect Director David L. Porteous	Mgmt	For	For	For
1.10	Elect Director Roger J. Sit	Mgmt	For	For	For
1.11	Elect Director Stephen D. Steinour	Mgmt	For	For	For
1.12	Elect Director Jeffrey L. Tate	Mgmt	For	For	For
1.13	Elect Director Gary Torgow	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Vote AGAINST compensation proposal due to the company provided an inordinate amount of personal use of corporate aircraft perquisites to the CEO.</i></p>					
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Maxar Technologies Inc.

Meeting Date: 04/19/2023 **Country:** USA **Ticker:** MAXR
Record Date: 03/15/2023 **Meeting Type:** Special **Meeting ID:** 1730014
Primary Security ID: 57778K105

Shares Voted: 178,289

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	For	For	For
2	Advisory Vote on Golden Parachutes	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. Although cash severance is double trigger and reasonably based, and no excise tax gross-ups are payable, the majority of NEOs' equity, including a portion of recent awards, will be accelerated upon consummation of the merger.</i></p>					
3	Adjourn Meeting	Mgmt	For	For	For

Regions Financial Corporation

Meeting Date: 04/19/2023 **Country:** USA **Ticker:** RF
Record Date: 02/21/2023 **Meeting Type:** Annual **Meeting ID:** 1723877
Primary Security ID: 7591EP100

Shares Voted: 109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mark A. Crosswhite	Mgmt	For	For	For
1b	Elect Director Noopur Davis	Mgmt	For	For	For
1c	Elect Director Zhanna Golodryga	Mgmt	For	For	For

Regions Financial Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director J. Thomas Hill	Mgmt	For	For	For
1e	Elect Director John D. Johns	Mgmt	For	For	For
1f	Elect Director Joia M. Johnson	Mgmt	For	For	For
1g	Elect Director Ruth Ann Marshall	Mgmt	For	For	For
1h	Elect Director Charles D. McCrary	Mgmt	For	For	For
1i	Elect Director James T. Prokopanko	Mgmt	For	For	For
1j	Elect Director Lee J. Styslinger, III	Mgmt	For	For	For
1k	Elect Director Jose S. Suquet	Mgmt	For	For	For
1l	Elect Director John M. Turner, Jr.	Mgmt	For	For	For
1m	Elect Director Timothy Vines	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

The Sherwin-Williams Company

Meeting Date: 04/19/2023

Country: USA

Ticker: SHW

Record Date: 02/21/2023

Meeting Type: Annual

Meeting ID: 1725180

Primary Security ID: 824348106

Shares Voted: 4

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kerrii B. Anderson	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1b	Elect Director Arthur F. Anton	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1c	Elect Director Jeff M. Fettig	Mgmt	For	For	For
1d	Elect Director John G. Morikis	Mgmt	For	For	For
1e	Elect Director Christine A. Poon	Mgmt	For	For	For
1f	Elect Director Aaron M. Powell	Mgmt	For	For	For
1g	Elect Director Marta R. Stewart	Mgmt	For	For	For
1h	Elect Director Michael H. Thaman	Mgmt	For	For	For
1i	Elect Director Matthew Thornton, III	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Adobe Inc.

Meeting Date: 04/20/2023

Country: USA

Ticker: ADBE

Record Date: 02/21/2023

Meeting Type: Annual

Meeting ID: 1723128

Primary Security ID: 00724F101

Shares Voted: 112,847

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Amy Banse	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1b	Elect Director Brett Biggs	Mgmt	For	For	For
1c	Elect Director Melanie Boulden	Mgmt	For	For	For
1d	Elect Director Frank Calderoni	Mgmt	For	For	For
1e	Elect Director Laura Desmond	Mgmt	For	For	For
1f	Elect Director Shantanu Narayen	Mgmt	For	For	For
1g	Elect Director Spencer Neumann	Mgmt	For	For	For
1h	Elect Director Kathleen Oberg	Mgmt	For	For	For
1i	Elect Director Dheeraj Pandey	Mgmt	For	For	For
1j	Elect Director David Ricks	Mgmt	For	For	For
1k	Elect Director Daniel Rosensweig	Mgmt	For	For	For
1l	Elect Director John Warnock	Mgmt	For	For	For
2	Amend Omnibus Stock Plan	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST compensation proposal due to the company provided excessive personal use of corporate aircraft perquisite to the CEO.</i>					
5	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
6	Report on Hiring of Persons with Arrest or Incarceration Records	SH	Against	For	For
<i>Voting Policy Rationale: 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.</i>					

Carrier Global Corporation

Meeting Date: 04/20/2023

Country: USA

Ticker: CARR

Record Date: 02/28/2023

Meeting Type: Annual

Meeting ID: 1724487

Primary Security ID: 14448C104

Shares Voted: 1,443,013

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jean-Pierre Garnier	Mgmt	For	For	For

Carrier Global Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director David L. Gitlin	Mgmt	For	For	For
1c	Elect Director John J. Greisch	Mgmt	For	For	For
1d	Elect Director Charles M. Holley, Jr.	Mgmt	For	For	For
1e	Elect Director Michael M. McNamara	Mgmt	For	For	For
1f	Elect Director Susan N. Story	Mgmt	For	For	For
1g	Elect Director Michael A. Todman	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1h	Elect Director Virginia M. Wilson	Mgmt	For	For	For
1i	Elect Director Beth A. Wozniak	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST compensation proposal due to the CEO received an excessive amount of life insurance and financial planning perquisite.</i>					
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Require Independent Board Chairman	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent board chair.</i>					

Heineken NV

Meeting Date: 04/20/2023

Country: Netherlands

Ticker: HEIA

Record Date: 03/23/2023

Meeting Type: Annual

Meeting ID: 1711164

Primary Security ID: N39427211

Shares Voted: 132,992

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1.a	Receive Report of Executive Board (Non-Voting)	Mgmt			
1.b	Approve Remuneration Report	Mgmt	For	For	For
1.c	Adopt Financial Statements	Mgmt	For	For	For
1.d	Receive Explanation on Company's Dividend Policy	Mgmt			
1.e	Approve Dividends	Mgmt	For	For	For
1.f	Approve Discharge of Executive Directors	Mgmt	For	For	For
1.g	Approve Discharge of Supervisory Board	Mgmt	For	For	For
2.a	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
2.b	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	Mgmt	For	For	For

Heineken NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.c	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
3.a	Reelect M.R. de Carvalho to Supervisory Board	Mgmt	For	For	For
3.b	Reelect R.L. Ripley to Supervisory Board	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
3.c	Elect B. Pardo to Supervisory Board	Mgmt	For	For	For
3.d	Elect L.J. Hijmans van den Bergh to Supervisory Board	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
4	Ratify Deloitte Accountants B.V. as Auditors	Mgmt	For	For	For

Jeronimo Martins SGPS SA

Meeting Date: 04/20/2023 **Country:** Portugal **Ticker:** JMT
Record Date: 04/13/2023 **Meeting Type:** Annual **Meeting ID:** 1734609
Primary Security ID: X40338109

Shares Voted: 443

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Individual and Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income	Mgmt	For	For	For
3	Appraise Management and Supervision of Company and Approve Vote of Confidence to Corporate Bodies	Mgmt	For	For	For
4	Approve Remuneration Policy	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST compensation proposal due to:- The policy does not establish any framework for salary increase, which has led the remuneration committee to increase the CEO's salary by 65 percent over the last three years.- The company's contributions to the CEO's pension scheme (2022: 64 percent of salary) are deemed excessive in view of market standards.- There is no malus or clawback provisions.- The company does not defer variable remuneration, which conflicts with local best practice.</i>					
5	Appoint Alternate Auditor for 2022-2024 Period	Mgmt	For	For	For

LVMH Moët Hennessy Louis Vuitton SE

Meeting Date: 04/20/2023 **Country:** France **Ticker:** MC
Record Date: 04/18/2023 **Meeting Type:** Annual/Special **Meeting ID:** 1724571
Primary Security ID: F58485115

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 12.00 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST is warranted as the Company failed to provide enough information with respect to the transaction with Agache, important shareholder, making it therefore impossible to ascertain that the continuation of this agreement is in shareholders' interests.</i></p>					
5	Reelect Delphine Arnault as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (including all board members: 31.3 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 35.7 percent vs 50 percent recommended) (Items 5-7).</i></p>					
6	Reelect Antonio Belloni as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (including all board members: 31.3 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 35.7 percent vs 50 percent recommended) (Items 5-7).</i></p>					
7	Reelect Marie-Josée Kravis as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (including all board members: 31.3 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 35.7 percent vs 50 percent recommended) (Items 5-7).</i></p>					
8	Reelect Marie-Laure Sauty de Chalon as Director	Mgmt	For	For	For
9	Reelect Natacha Valla as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: The nominee is the chair of the nominating/governance committee and the audit committee is not majority independent.</i></p>					
10	Elect Laurent Mignon as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i></p>					
11	Renew Appointment of Lord Powell of Bayswater as Censor	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Votes AGAINST these items are warranted because the company has failed to provide an adequate rationale on the proposed nominations.</i></p>					
12	Appoint Diego Della Valle as Censor	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Votes AGAINST these items are warranted because the company has failed to provide an adequate rationale on the proposed nominations.</i></p>					
13	Approve Compensation Report of Corporate Officers	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Vote AGAINST compensation proposal due to:- The high level of dissent recorded at several previous AGMs and the lack of response from the company.- The limited perimeter used for the pay ratio.</i></p>					

LVMH Moët Hennessy Louis Vuitton SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Approve Compensation of Bernard Arnault, Chairman and CEO	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: Vote AGAINST compensation proposal due to lack of disclosure on the level of achievement of the performance conditions of both the STI and the LTIP that vested this year. Furthermore, the performance criteria of the LTI granted do not seem particularly challenging.</i>				
15	Approve Compensation of Antonio Belloni, Vice-CEO	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: Vote AGAINST compensation proposal due to lack of disclosure on the level of achievement of the performance conditions of both the STI and the LTIP that vested this year. Furthermore, the performance criteria of the LTI granted do not seem particularly challenging.</i>				
16	Approve Remuneration Policy of Directors	Mgmt	For	For	For
17	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: Vote AGAINST compensation proposal due to:- The Company does not disclose targets or payout scales for the annual bonus;- The nature of the LTIP criteria, the vesting scales and the performance period are not disclosed;- Post-mandate vesting of LTI grant is not explicitly excluded;- The derogation policy of the board is deemed too broad; and- The cap on the exceptional remuneration is not disclosed.</i>				
18	Approve Remuneration Policy of Vice-CEO	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: Vote AGAINST compensation proposal due to:- The Company does not disclose targets or payout scales for the annual bonus;- The nature of the LTIP criteria, the vesting scales and the performance period are not disclosed;- Post-mandate vesting of LTI grant is not explicitly excluded;- The derogation policy of the board is deemed too broad; and- The cap on the exceptional remuneration is not disclosed.</i>				
19	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
20	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
21	Authorize Capitalization of Reserves of Up to EUR 20 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
22	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 20 Million	Mgmt	For	For	For
23	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights With Binding Priority Right up to Aggregate Nominal Amount of EUR 20 Million	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: Votes AGAINST the authorizations under Items 23-26 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights.</i>				
24	Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to Aggregate Nominal Amount of EUR 20 Million	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: Votes AGAINST the authorizations under Items 23-26 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights.</i>				

LVMH Moët Hennessy Louis Vuitton SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
25	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Votes AGAINST the authorizations under Items 23-26 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights.</i>					
26	Authorize Capital Increase of Up to EUR 20 Million for Future Exchange Offers	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Votes AGAINST the authorizations under Items 23-26 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights.</i>					
27	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
28	Authorize up to 1 Percent of Issued Capital for Use in Stock Option Plans Reserved for Employees and Corporate Officers	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because:- No information is available on the criteria of performance conditions.- The vesting period is not disclosed.- The performance period is not disclosed.</i>					
29	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
30	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 20 Million	Mgmt	For	For	For

Owens Corning

Meeting Date: 04/20/2023 **Country:** USA **Ticker:** OC
Record Date: 02/21/2023 **Meeting Type:** Annual **Meeting ID:** 1726364
Primary Security ID: 690742101

Shares Voted: 13

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Brian D. Chambers	Mgmt	For	For	For
1b	Elect Director Eduardo E. Cordeiro	Mgmt	For	For	For
1c	Elect Director Adrienne D. Elsner	Mgmt	For	For	For
1d	Elect Director Alfred E. Festa	Mgmt	For	For	For
1e	Elect Director Edward F. Lonergan	Mgmt	For	For	For
1f	Elect Director Maryann T. Mannen	Mgmt	For	For	For
1g	Elect Director Paul E. Martin	Mgmt	For	For	For
1h	Elect Director W. Howard Morris	Mgmt	For	For	For
1i	Elect Director Suzanne P. Nimocks	Mgmt	For	For	For
1j	Elect Director John D. Williams	Mgmt	For	For	For

Owens Corning

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Approve Omnibus Stock Plan	Mgmt	For	For	For
6	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For	For
7	Amend Bylaws to Add Federal Forum Selection Provision	Mgmt	For	For	For

PPG Industries, Inc.

Meeting Date: 04/20/2023 **Country:** USA **Ticker:** PPG
Record Date: 02/17/2023 **Meeting Type:** Annual **Meeting ID:** 1726294
Primary Security ID: 693506107

Shares Voted: 153,292

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Stephen F. Angel	Mgmt	For	For	For
1.2	Elect Director Hugh Grant	Mgmt	For	For	For
1.3	Elect Director Melanie L. Healey	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1.4	Elect Director Timothy M. Knavish	Mgmt	For	For	For
1.5	Elect Director Guillermo Novo	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Require Independent Board Chair	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent board chair.</i>					

RELX Plc

Meeting Date: 04/20/2023 **Country:** United Kingdom **Ticker:** REL
Record Date: 04/18/2023 **Meeting Type:** Annual **Meeting ID:** 1715606
Primary Security ID: G7493L105

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Policy	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
6	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
7	Elect Alistair Cox as Director	Mgmt	For	For	For
8	Re-elect Paul Walker as Director	Mgmt	For	For	For
9	Re-elect June Felix as Director	Mgmt	For	For	For
10	Re-elect Erik Engstrom as Director	Mgmt	For	For	For
11	Re-elect Charlotte Hogg as Director	Mgmt	For	For	For
12	Re-elect Marike van Lier Lels as Director	Mgmt	For	For	For
13	Re-elect Nick Luff as Director	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is the CFO of the company.</i>					
14	Re-elect Robert MacLeod as Director	Mgmt	For	For	For
15	Re-elect Andrew Sukawaty as Director	Mgmt	For	For	For
16	Re-elect Suzanne Wood as Director	Mgmt	For	For	For
17	Approve Long-Term Incentive Plan	Mgmt	For	For	For
18	Approve Executive Share Ownership Scheme	Mgmt	For	For	For
19	Approve Sharesave Plan	Mgmt	For	For	For
20	Approve Employee Share Purchase Plan	Mgmt	For	For	For
21	Authorise Issue of Equity	Mgmt	For	For	For
22	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
23	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
24	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
25	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Meeting Date: 04/20/2023

Country: United Kingdom

Ticker: REL

Record Date: 02/21/2023

Meeting Type: Annual

Meeting ID: 1727127

Primary Security ID: G7493L105

Shares Voted: 42,365

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for ADR Holders	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Policy	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
6	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
7	Elect Alistair Cox as Director	Mgmt	For	For	For
8	Re-elect Paul Walker as Director	Mgmt	For	For	For
9	Re-elect June Felix as Director	Mgmt	For	For	For
10	Re-elect Erik Engstrom as Director	Mgmt	For	For	For
11	Re-elect Charlotte Hogg as Director	Mgmt	For	For	For
12	Re-elect Marike van Lier Lels as Director	Mgmt	For	For	For
13	Re-elect Nick Luff as Director	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: Vote AGAINST because the nominee is the CFO of the company.</i>				
14	Re-elect Robert MacLeod as Director	Mgmt	For	For	For
15	Re-elect Andrew Sukawaty as Director	Mgmt	For	For	For
16	Re-elect Suzanne Wood as Director	Mgmt	For	For	For
17	Approve Long-Term Incentive Plan	Mgmt	For	For	For
18	Approve Executive Share Ownership Scheme	Mgmt	For	For	For
19	Approve Sharesave Plan	Mgmt	For	For	For
20	Approve Employee Share Purchase Plan	Mgmt	For	For	For
21	Authorise Issue of Equity	Mgmt	For	For	For
22	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
23	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
24	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

RELX Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
25	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Fastenal Company

Meeting Date: 04/22/2023

Country: USA

Ticker: FAST

Record Date: 02/22/2023

Meeting Type: Annual

Meeting ID: 1718861

Primary Security ID: 311900104

Shares Voted: 18

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Scott A. Satterlee	Mgmt	For	For	For
1b	Elect Director Michael J. Ancius	Mgmt	For	For	For
1c	Elect Director Stephen L. Eastman	Mgmt	For	For	For
1d	Elect Director Daniel L. Florness	Mgmt	For	For	For
1e	Elect Director Rita J. Heise	Mgmt	For	For	For
1f	Elect Director Hsenghung Sam Hsu	Mgmt	For	For	For
1g	Elect Director Daniel L. Johnson	Mgmt	For	For	For
1h	Elect Director Nicholas J. Lundquist	Mgmt	For	For	For
1i	Elect Director Sarah N. Nielsen	Mgmt	For	For	For
1j	Elect Director Reyne K. Wisecup	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Bank of America Corporation

Meeting Date: 04/25/2023

Country: USA

Ticker: BAC

Record Date: 03/01/2023

Meeting Type: Annual

Meeting ID: 1724644

Primary Security ID: 060505104

Shares Voted: 46

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sharon L. Allen	Mgmt	For	For	For
1b	Elect Director Jose (Joe) E. Almeida	Mgmt	For	For	For
1c	Elect Director Frank P. Bramble, Sr.	Mgmt	For	For	For
1d	Elect Director Pierre J.P. de Weck	Mgmt	For	For	For

Bank of America Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Arnold W. Donald	Mgmt	For	For	For
1f	Elect Director Linda P. Hudson	Mgmt	For	For	For
1g	Elect Director Monica C. Lozano	Mgmt	For	For	For
1h	Elect Director Brian T. Moynihan	Mgmt	For	For	For
1i	Elect Director Lionel L. Nowell, III	Mgmt	For	For	For
1j	Elect Director Denise L. Ramos	Mgmt	For	For	For
1k	Elect Director Clayton S. Rose	Mgmt	For	For	For
1l	Elect Director Michael D. White	Mgmt	For	For	For
1m	Elect Director Thomas D. Woods	Mgmt	For	For	For
1n	Elect Director Maria T. Zuber	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Vote AGAINST compensation proposal due to the first time in several years in which a quantitative pay-for-performance misalignment has been identified at BAC. On the positive side, CEO performance year pay decreased in directional alignment with recent stock price underperformance, and the majority of equity awards are based on clearly-disclosed multi-year goals with no upside vesting potential. However, there are significant concerns regarding the structure and lack of key disclosures under the annual incentive determination process. Annual incentives are discretionarily determined, although guided by performance assessments that highlighted consistent metrics year-over-year, and this discretionary determination resulted in an identified pay-for-performance misalignment for the year in review. Further, the proxy lacks key disclosures such as target pay opportunities, per-metric weightings, and threshold, target or maximum goals. Investors generally prefer a more formulaic incentive determination process with discretion constrained and judiciously applied, with key disclosures that provide transparency into pay outcomes. Also concerning is the structure and lack of disclosure related to sizable time-vesting awards granted to non-CEO NEOs. Additionally, the company provided an inordinate amount of personal use of corporate aircraft perquisites to the CEO</i></p>					
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Amend Omnibus Stock Plan	Mgmt	For	For	For
6	Require Independent Board Chair	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent board chair.</i></p>					
7	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against
8	Disclose 2030 Absolute GHG Reduction Targets Associated with Lending and Underwriting	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted. Shareholders would benefit from the company's adoption of absolute reduction targets, as it would help evaluate how the company is managing decarbonization risks.</i></p>					
9	Report on Climate Transition Plan Describing Efforts to Align Financing Activities with GHG Targets	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted. Additional disclosure about the company's climate transition plan would help shareholders better evaluate the company's strategy for implementing its commitments to advance a low-carbon economy and the company's management of related risks and opportunities.</i></p>					

Bank of America Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Adopt Time-Bound Policy to Phase Out Underwriting and Lending for New Fossil Fuel Development	SH	Against	Against	For
<p><i>Voter Rationale: A vote FOR this proposal is warranted due to our alignment with the United Nations Principles for Responsible Investment (UN PRI) and Net Zero Asset Managers Initiative (NZAMI) and our expectations of the actions required to reach a 1.5C degree warming scenario. While the company has decent disclosure around its current climate action plan, we believe that including a phase out plan for the underwriting and lending of new fossil fuel investments is necessary for the firm to reach its climate action ambitions.</i></p>					
11	Commission Third Party Racial Equity Audit	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted, as an independent civil rights audit would help shareholders better assess the effectiveness of the company's efforts to address the issue of civil rights for its stakeholders and its management of related risks.</i></p>					

Comerica Incorporated

Meeting Date: 04/25/2023 **Country:** USA **Ticker:** CMA
Record Date: 02/24/2023 **Meeting Type:** Annual **Meeting ID:** 1727936
Primary Security ID: 200340107

Shares Voted: 278,717

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Nancy Avila	Mgmt	For	For	For
1.2	Elect Director Michael E. Collins	Mgmt	For	For	For
1.3	Elect Director Roger A. Cregg	Mgmt	For	For	For
1.4	Elect Director Curtis C. Farmer	Mgmt	For	For	For
1.5	Elect Director Jacqueline P. Kane	Mgmt	For	For	For
1.6	Elect Director Derek J. Kerr	Mgmt	For	For	For
1.7	Elect Director Richard G. Lindner	Mgmt	For	For	For
1.8	Elect Director Jennifer H. Sampson	Mgmt	For	For	For
1.9	Elect Director Barbara R. Smith	Mgmt	For	For	For
1.10	Elect Director Robert S. Taubman	Mgmt	For	For	For
1.11	Elect Director Reginald M. Turner, Jr.	Mgmt	For	For	For
1.12	Elect Director Nina G. Vaca	Mgmt	For	For	For
1.13	Elect Director Michael G. Van de Ven	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Vote AGAINST compensation proposal due to the company maintaining legacy agreements that contain a modified single trigger change-in-control provision. In addition, the company provided large miscellaneous perquisites to the CEO.</i></p>					
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

First Financial Bankshares, Inc.

Meeting Date: 04/25/2023

Country: USA

Ticker: FFIN

Record Date: 03/01/2023

Meeting Type: Annual

Meeting ID: 1729449

Primary Security ID: 32020R109

Shares Voted: 67

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director April K. Anthony	Mgmt	For	For	For
1.2	Elect Director Vianei Lopez Braun	Mgmt	For	For	For
1.3	Elect Director David L. Copeland	Mgmt	For	For	For
1.4	Elect Director Mike B. Denny	Mgmt	For	For	For
1.5	Elect Director F. Scott Dueser	Mgmt	For	For	For
1.6	Elect Director Murray H. Edwards	Mgmt	For	For	For
1.7	Elect Director Eli Jones	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1.8	Elect Director I. Tim Lancaster	Mgmt	For	For	For
1.9	Elect Director Kade L. Matthews	Mgmt	For	For	For
1.10	Elect Director Robert C. Nickles, Jr.	Mgmt	For	For	For
1.11	Elect Director Johnny E. Trotter	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Indorama Ventures Public Co. Ltd.

Meeting Date: 04/25/2023

Country: Thailand

Ticker: IVL

Record Date: 03/10/2023

Meeting Type: Annual

Meeting ID: 1718964

Primary Security ID: Y39742104

Shares Voted: 13,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Acknowledge Operational Results	Mgmt			
2	Approve Financial Statements	Mgmt	For	For	For
3	Approve Allocation of Income and Dividend Payment	Mgmt	For	For	For
4.1.1	Elect Kaisri Nuengsigkapan as Director	Mgmt	For	Against	Against

Voting Policy Rationale: Vote AGAINST because the nominee is an incumbent member of the audit committee and non-audit fees are excessive. Vote AGAINST because the nominee is overboarded.

Indorama Ventures Public Co. Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1.2	Elect Dilip Kumar Agarwal as Director	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is the CFO of the company.</i>					
4.2	Approve Reduction of Number of Directors from 15 to 12	Mgmt	For	For	For
5	Approve Remuneration of Directors	Mgmt	For	For	For
6	Approve KPMG Phoomchai Audit Limited as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST ratification of auditor or auditor-related proposal due to excessive non-audit fees.</i>					
7	Other Business	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted given the lack of information.</i>					

International Business Machines Corporation

Meeting Date: 04/25/2023 **Country:** USA **Ticker:** IBM
Record Date: 02/24/2023 **Meeting Type:** Annual **Meeting ID:** 1723863
Primary Security ID: 459200101

Shares Voted: 14

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas Buberl	Mgmt	For	For	For
1b	Elect Director David N. Farr	Mgmt	For	For	For
1c	Elect Director Alex Gorsky	Mgmt	For	For	For
1d	Elect Director Michelle J. Howard	Mgmt	For	For	For
1e	Elect Director Arvind Krishna	Mgmt	For	For	For
1f	Elect Director Andrew N. Liveris	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1g	Elect Director F. William McNabb, III	Mgmt	For	For	For
1h	Elect Director Martha E. Pollack	Mgmt	For	For	For
1i	Elect Director Joseph R. Swedish	Mgmt	For	For	For
1j	Elect Director Peter R. Voser	Mgmt	For	For	For
1k	Elect Director Frederick H. Waddell	Mgmt	For	For	For
1l	Elect Director Alfred W. Zollar	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST compensation proposal due to the company provides excessive amount for the CEO's personal aircraft use and aggregate miscellaneous perquisites.</i>					

International Business Machines Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Require Independent Board Chair	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent board chair.</i>					
6	Report on Lobbying Payments and Policy	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's direct and indirect lobbying-related expenditures would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.</i>					
7	Report on Risks Related to Operations in China	SH	Against	Against	Against
8	Report on Efforts to Prevent Harassment and Discrimination in the Workplace	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Shareholders would benefit from increased disclosure due to the ongoing scrutiny over the company's harassment and discrimination issues involving protected classes of employees. Increased transparency would help shareholders to fully assess how the company is managing associated risks.</i>					

NatWest Group Plc

Meeting Date: 04/25/2023 **Country:** United Kingdom **Ticker:** NWG
Record Date: 03/16/2023 **Meeting Type:** Annual **Meeting ID:** 1717616
Primary Security ID: G6422B147

Shares Voted: 294,895

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for ADR Holders	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Howard Davies as Director	Mgmt	For	For	For
5	Re-elect Alison Rose-Slade as Director	Mgmt	For	For	For
6	Re-elect Katie Murray as Director	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is the CFO of the company.</i>					
7	Re-elect Frank Dangeard as Director	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
8	Elect Roisin Donnelly as Director	Mgmt	For	For	For
9	Re-elect Patrick Flynn as Director	Mgmt	For	For	For
10	Re-elect Morten Friis as Director	Mgmt	For	For	For
11	Re-elect Yasmin Jetha as Director	Mgmt	For	For	For
12	Elect Stuart Lewis as Director	Mgmt	For	For	For

NatWest Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Re-elect Mark Seligman as Director	Mgmt	For	For	For
14	Re-elect Lena Wilson as Director	Mgmt	For	For	For
15	Reappoint Ernst and Young LLP as Auditors	Mgmt	For	For	For
16	Authorise the Group Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
20	Authorise Issue of Equity in Connection with Equity Convertible Notes	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with Equity Convertible Notes	Mgmt	For	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
23	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
24	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
25	Authorise Off-Market Purchase of Ordinary Shares from HM Treasury	Mgmt	For	For	For
26	Authorise Off-Market Purchase of Preference Shares	Mgmt	For	For	For

Oversea-Chinese Banking Corporation Limited

Meeting Date: 04/25/2023

Country: Singapore

Ticker: O39

Record Date:

Meeting Type: Annual

Meeting ID: 1737204

Primary Security ID: Y64248209

Shares Voted: 7,317,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Adopt Directors' Statement, Financial Statements and Directors' and Auditors' Reports	Mgmt	For	For	For
2a	Elect Chua Kim Chiu as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Vote AGAINST because the nominee is an incumbent member of the audit committee and non-audit fees are excessive.</i></p>					
2b	Elect Lee Tih Shih as Director	Mgmt	For	For	For

Oversea-Chinese Banking Corporation Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2c	Elect Tan Yen Yen as Director	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: Vote AGAINST because the nominee is an incumbent member of the audit committee and non-audit fees are excessive. Vote AGAINST because the nominee is overboarded.</i>				
3	Elect Helen Wong Pik Kuen as Director	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>				
4	Approve Final Dividend	Mgmt	For	For	For
5a	Approve Directors' Remuneration	Mgmt	For	For	For
5b	Approve Allotment and Issuance of Remuneration Shares to the Directors	Mgmt	For	For	For
6	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Directors to Fix Their Remuneration	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: Vote AGAINST ratification of auditor or auditor-related proposal due to excessive non-audit fees.</i>				
7	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For	For
8	Approve Grant of Options and/or Rights and Issuance of Shares Pursuant to the OCBC Share Option Scheme 2001, OCBC Employee Share Purchase Plan, and the OCBC Deferred Share Plan 2021	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted given the following:- The company could be considered a mature company, and the limit under the Scheme, the Plan, and the DSP 2021 is 10 percent of the company's issued capital.- The lack of performance conditions attached during the vesting period of awards granted under the share plan would reduce the incentive rationale of the plan.</i>				
9	Approve Issuance of Shares Pursuant to the OCBC Scrip Dividend Scheme	Mgmt	For	For	For
10	Authorize Share Repurchase Program	Mgmt	For	For	For
11	Approve Extension and Alterations of OCBC Employee Share Purchase Plan	Mgmt	For	For	For

PACCAR Inc

Meeting Date: 04/25/2023

Country: USA

Ticker: PCAR

Record Date: 02/28/2023

Meeting Type: Annual

Meeting ID: 1729434

Primary Security ID: 693718108

Shares Voted: 21

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mark C. Pigott	Mgmt	For	For	For
1.2	Elect Director Dame Alison J. Carnwath	Mgmt	For	For	For
1.3	Elect Director Franklin L. Feder	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>				
1.4	Elect Director R. Preston Feight	Mgmt	For	For	For

PACCAR Inc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Kirk S. Hachigian	Mgmt	For	For	For
1.6	Elect Director Barbara B. Hulit	Mgmt	For	For	For
1.7	Elect Director Roderick C. McGeary	Mgmt	For	For	For
1.8	Elect Director Cynthia A. Niekamp	Mgmt	For	For	For
1.9	Elect Director John M. Pigott	Mgmt	For	For	For
1.10	Elect Director Ganesh Ramaswamy	Mgmt	For	For	For
1.11	Elect Director Mark A. Schulz	Mgmt	For	Against	Against

Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Mark Schulz, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.

1.12	Elect Director Gregory M. E. Spierkel	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	Three Years	One Year	One Year

Voting Policy Rationale: 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.

4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	For	For

Voting Policy Rationale: A vote FOR this item is warranted. The implementation of a policy like the one described in the proposal would meaningfully mitigate the risk of cash severance payments that are excessive or not in line with market norms. Further, the proposal applies only to new or renewed severance arrangements.

6	Report on Climate Lobbying	SH	Against	For	For
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Voting Policy Rationale: A vote FOR this proposal is warranted at this time, because shareholders may benefit from a more complete evaluation of climate lobbying activities being conducted by the company and on the company's behalf.

Papa John's International, Inc.

Meeting Date: 04/25/2023

Country: USA

Ticker: PZZA

Record Date: 02/24/2023

Meeting Type: Annual

Meeting ID: 1732932

Primary Security ID: 698813102

Shares Voted: 11

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Christopher L. Coleman	Mgmt	For	For	For
1b	Elect Director Laurette T. Koellner	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1c	Elect Director Robert M. Lynch	Mgmt	For	For	For
1d	Elect Director Jocelyn C. Mangan	Mgmt	For	For	For
1e	Elect Director Sonya E. Medina	Mgmt	For	For	For

Papa John's International, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Shaquille R. O'Neal	Mgmt	For	For	For
1g	Elect Director Anthony M. Sanfilippo	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Retail Opportunity Investments Corp.

Meeting Date: 04/25/2023

Country: USA

Ticker: ROIC

Record Date: 03/01/2023

Meeting Type: Annual

Meeting ID: 1733867

Primary Security ID: 76131N101

Shares Voted: 134

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Richard A. Baker	Mgmt	For	For	For
1.2	Elect Director Angela K. Ho	Mgmt	For	For	For
1.3	Elect Director Michael J. Indiveri	Mgmt	For	For	For
1.4	Elect Director Zabrina M. Jenkins	Mgmt	For	For	For
1.5	Elect Director Lee S. Neibart	Mgmt	For	For	For
1.6	Elect Director Adrienne B. Pitts	Mgmt	For	For	For
1.7	Elect Director Laura H. Pomerantz	Mgmt	For	For	For
1.8	Elect Director Stuart A. Tanz	Mgmt	For	For	For
1.9	Elect Director Eric S. Zorn	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Stepan Company

Meeting Date: 04/25/2023

Country: USA

Ticker: SCL

Record Date: 03/03/2023

Meeting Type: Annual

Meeting ID: 1731010

Primary Security ID: 858586100

Stepan Company

Shares Voted: 10

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Joaquin Delgado	Mgmt	For	For	For
1.2	Elect Director F. Quinn Stepan, Jr.	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

The Coca-Cola Company

Meeting Date: 04/25/2023

Country: USA

Ticker: KO

Record Date: 02/24/2023

Meeting Type: Annual

Meeting ID: 1727268

Primary Security ID: 191216100

Shares Voted: 35

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Herb Allen	Mgmt	For	For	For
1.2	Elect Director Marc Bolland	Mgmt	For	For	For
1.3	Elect Director Ana Botin	Mgmt	For	For	For
1.4	Elect Director Christopher C. Davis	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1.5	Elect Director Barry Diller	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1.6	Elect Director Carolyn Everson	Mgmt	For	For	For
1.7	Elect Director Helene D. Gayle	Mgmt	For	For	For
1.8	Elect Director Alexis M. Herman	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Alexis Herman, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.</i>					
1.9	Elect Director Maria Elena Lagomasino	Mgmt	For	For	For
1.10	Elect Director Amity Millhiser	Mgmt	For	For	For
1.11	Elect Director James Quincey	Mgmt	For	For	For
1.12	Elect Director Caroline J. Tsay	Mgmt	For	For	For
1.13	Elect Director David B. Weinberg	Mgmt	For	For	For

The Coca-Cola Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST compensation proposal due to the company provided an inordinate amount of personal use of corporate aircraft perquisites to the CEO.</i>					
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Report on Third-Party Civil Rights Audit	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as an independent civil rights audit would help shareholders better assess the effectiveness of the company's efforts to address the issue of civil rights for its stakeholders and its management of related risks.</i>					
6	Issue Transparency Report on Global Public Policy and Political Influence	SH	Against	For	For
<i>Voting Policy Rationale: 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.</i>					
7	Report on Congruency of Political Spending with Company Values and Priorities	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as a report on the congruence of the company's political expenditures with its stated values would enable shareholders to have a more comprehensive understanding of how the company oversees and manages risks related to its political spending.</i>					
8	Require Independent Board Chair	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent board chair.</i>					
9	Report on Risk Due to Restrictions on Reproductive Rights	SH	Against	For	For
<i>Voting Policy Rationale: 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.</i>					

The Williams Companies, Inc.

Meeting Date: 04/25/2023

Country: USA

Ticker: WMB

Record Date: 02/24/2023

Meeting Type: Annual

Meeting ID: 1729884

Primary Security ID: 969457100

Shares Voted: 51

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Alan S. Armstrong	Mgmt	For	For	For
1.2	Elect Director Stephen W. Bergstrom	Mgmt	For	For	For
1.3	Elect Director Michael A. Creel	Mgmt	For	For	For
1.4	Elect Director Stacey H. Dore	Mgmt	For	For	For
1.5	Elect Director Carri A. Lockhart	Mgmt	For	For	For
1.6	Elect Director Richard E. Muncrief	Mgmt	For	For	For

The Williams Companies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Peter A. Ragauss	Mgmt	For	For	For
1.8	Elect Director Rose M. Robeson	Mgmt	For	For	For
1.9	Elect Director Scott D. Sheffield	Mgmt	For	For	For
1.10	Elect Director Murray D. Smith	Mgmt	For	For	For
1.11	Elect Director William H. Spence	Mgmt	For	For	For
1.12	Elect Director Jesse J. Tyson	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Wells Fargo & Company

Meeting Date: 04/25/2023 **Country:** USA **Ticker:** WFC
Record Date: 02/24/2023 **Meeting Type:** Annual **Meeting ID:** 1729457
Primary Security ID: 949746101

Shares Voted: 96

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Steven D. Black	Mgmt	For	For	For
1b	Elect Director Mark A. Chancy	Mgmt	For	For	For
1c	Elect Director Celeste A. Clark	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1d	Elect Director Theodore F. Craver, Jr.	Mgmt	For	For	For
1e	Elect Director Richard K. Davis	Mgmt	For	For	For
1f	Elect Director Wayne M. Hewett	Mgmt	For	For	For
1g	Elect Director CeCelia (CeCe) G. Morken	Mgmt	For	For	For
1h	Elect Director Maria R. Morris	Mgmt	For	For	For
1i	Elect Director Felicia F. Norwood	Mgmt	For	For	For
1j	Elect Director Richard B. Payne, Jr.	Mgmt	For	For	For
1k	Elect Director Ronald L. Sargent	Mgmt	For	For	For
1l	Elect Director Charles W. Scharf	Mgmt	For	For	For
1m	Elect Director Suzanne M. Vautrinot	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Wells Fargo & Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
5	Adopt Simple Majority Vote	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that a reduction in certain vote requirements would be beneficial for shareholders.</i>					
6	Report on Political Expenditures Congruence	SH	Against	For	For
<i>Voting Policy Rationale: 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.</i>					
7	Report on Climate Lobbying	SH	Against	For	For
<i>Voting Policy Rationale: 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 its climate goals.</i>					
8	Report on Climate Transition Plan Describing Efforts to Align Financing Activities with GHG Targets	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted. Additional disclosure about the company's climate transition plan would help shareholders better evaluate the company's strategy around the transition to a low-carbon economy and the company's management of related risks and opportunities.</i>					
9	Adopt Time-Bound Policy to Phase Out Underwriting and Lending for New Fossil Fuel Development	SH	Against	Against	For
<i>Voter Rationale: A vote FOR this proposal is warranted due to our alignment with the United Nations Principles for Responsible Investment (UN PRI) and Net Zero Asset Managers Initiative (NZAMI) and our expectations of the actions required to reach a 1.5C degree warming scenario. While the company has decent disclosure around its current climate action plan, we believe that including a phase out plan for the underwriting and lending of new fossil fuel investments is necessary for the firm to reach its climate action ambitions.</i>					
10	Report on Prevention of Workplace Harassment and Discrimination	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as the company has faced recent attention for allegations of discrimination in the workplace, and increased transparency would help shareholders assess how the company is managing associated risks.</i>					
11	Adopt Policy on Freedom of Association and Collective Bargaining	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as this policy may benefit shareholders by improving the company's management of related risks and put the company more in line with peer disclosures.</i>					

AerCap Holdings NV

Meeting Date: 04/26/2023

Country: Netherlands

Ticker: AER

Record Date: 03/29/2023

Meeting Type: Annual

Meeting ID: 1726590

Primary Security ID: N00985106

Shares Voted: 1,125,059

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

AerCap Holdings NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Receive Board Report (Non-Voting)	Mgmt			
3	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
4	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
5	Approve Discharge of Directors	Mgmt	For	For	For
6	Approve Appointment of Peter L. Juhas as the Person Referred to in Article 16, Paragraph 8 of the Company's Articles of Association	Mgmt	For	For	For
7	Ratify KPMG Accountants N.V. as Auditors	Mgmt	For	For	For
8a	Grant Board Authority to Issue Shares	Mgmt	For	For	For
8b	Authorize Board to Exclude Preemptive Rights from Share Issuances under Item 8a	Mgmt	For	For	For
8c	Grant Board Authority to Issue Additional Shares and Grant Additional Rights to Subscribe for Shares	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this proposals (8c-8d) 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 20 percent of the issued share capital).</i></p>					
8d	Authorize Board to Exclude Preemptive Rights from Share Issuances under Item 8c	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this proposals (8c-8d) 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 20 percent of the issued share capital).</i></p>					
9a	Authorize Repurchase Shares	Mgmt	For	For	For
9b	Conditional Authorization to Repurchase Additional Shares	Mgmt	For	For	For
10	Approve Reduction in Share Capital through Cancellation of Shares	Mgmt	For	For	For
11	Allow Questions	Mgmt			
12	Open Meeting	Mgmt			

Marathon Petroleum Corporation

Meeting Date: 04/26/2023

Country: USA

Ticker: MPC

Record Date: 03/01/2023

Meeting Type: Annual

Meeting ID: 1727968

Primary Security ID: 56585A102

Shares Voted: 30

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director J. Michael Stice	Mgmt	For	Withhold	Withhold

Marathon Petroleum Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for John P. Surma, J. Michael Stice, Susan Tomasky, and Toni Townes-Whitley given the concerns raised regarding the company's management and oversight of climate related risks. Furthermore, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. 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 board chair John Surma 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.</i></p>				
1.2	Elect Director John P. Surma	Mgmt	For	Withhold	Withhold
	<p><i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded. WITHHOLD votes are warranted for John P. Surma, J. Michael Stice, Susan Tomasky, and Toni Townes-Whitley given the concerns raised regarding the company's management and oversight of climate related risks. Furthermore, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. 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 board chair John Surma 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.</i></p>				
1.3	Elect Director Susan Tomasky	Mgmt	For	Withhold	Withhold
	<p><i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded. WITHHOLD votes are warranted for John P. Surma, J. Michael Stice, Susan Tomasky, and Toni Townes-Whitley given the concerns raised regarding the company's management and oversight of climate related risks. Furthermore, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. 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 board chair John Surma 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.</i></p>				
1.4	Elect Director Toni Townes-Whitley	Mgmt	For	Withhold	Withhold
	<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for John P. Surma, J. Michael Stice, Susan Tomasky, and Toni Townes-Whitley given the concerns raised regarding the company's management and oversight of climate related risks. Furthermore, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. 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 board chair John Surma 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.</i></p>				
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
	<p><i>Voting Policy Rationale: Vote AGAINST compensation proposal due to the company provided excessive personal use of corporate aircraft and financial planning perquisites to the CEO.</i></p>				
4	Declassify the Board of Directors	Mgmt	For	For	For
5	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For
6	Approve Increase in Size of Board	Mgmt	For	For	For
7	Adopt Simple Majority Vote	SH	Against	For	For
	<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. The elimination of supermajority vote requirements would improve shareholder rights and approval of this non-binding item may convey to the board that shareholders may wish for it to take additional steps to ensure they are removed.</i></p>				

Marathon Petroleum Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Amend Compensation Clawback Policy	SH	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the addition of reputational or other financial harm as a recoupment scenario would expand the board's ability to recoup incentive pay and the increased disclosure requirements would also better serve shareholders' informational needs.</i>				
9	Report on Just Transition	SH	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders could benefit from additional disclosure on the potential social impacts that transitioning to a low carbon economy may have on the company and its operations. Such information would allow shareholders to better assess the company's efforts to manage and mitigate those risks.</i>				
10	Report on Asset Retirement Obligation	SH	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders could benefit from additional disclosure on the potential impacts that transitioning to a low carbon economy may have on the company and its operations. Such information would allow shareholders to better assess the company's efforts to manage and mitigate those risks.</i>				

Osotspa Public Co. Ltd.

Meeting Date: 04/26/2023

Country: Thailand

Ticker: OSP

Record Date: 03/09/2023

Meeting Type: Annual

Meeting ID: 1717595

Primary Security ID: Y6473S106

Shares Voted: 8,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Acknowledge Performance Results	Mgmt			
2	Approve Financial Statements	Mgmt	For	For	For
3	Approve Dividend Payment and Acknowledge Interim Dividend Payment	Mgmt	For	For	For
4.1	Elect Kannikar Chalitaporn as Director	Mgmt	For	For	For
4.2	Elect Somprasong Boonyachai as Director	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>				
4.3	Elect Penchun Jarikasem as Director	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: Vote AGAINST because the nominee is an incumbent member of the audit committee and non-audit fees are excessive.</i>				
4.4	Elect Pratharn Chaiprasit as Director	Mgmt	For	For	For
4.5	Elect Thana Chaiprasit as Director	Mgmt	For	For	For
4.6	Elect Camille Ma as Director	Mgmt	For	For	For
5	Approve Remuneration of Directors and Sub-Committees	Mgmt	For	For	For
6	Approve KPMG Phoomchai Audit Ltd. as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: Vote AGAINST ratification of auditor or auditor-related proposal due to excessive non-audit fees.</i>				
7	Amend Articles of Association	Mgmt	For	For	For

Simpson Manufacturing Co., Inc.

Meeting Date: 04/26/2023

Country: USA

Ticker: SSD

Record Date: 03/02/2023

Meeting Type: Annual

Meeting ID: 1730082

Primary Security ID: 829073105

Shares Voted: 188,313

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director James S. Andrasick	Mgmt	For	For	For
1b	Elect Director Jennifer A. Chatman	Mgmt	For	For	For
1c	Elect Director Gary M. Cusumano	Mgmt	For	For	For
1d	Elect Director Philip E. Donaldson	Mgmt	For	For	For
1e	Elect Director Celeste Volz Ford	Mgmt	For	For	For
1f	Elect Director Kenneth D. Knight	Mgmt	For	For	For
1g	Elect Director Robin G. MacGillivray	Mgmt	For	For	For
1h	Elect Director Michael Olosky	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Grant Thornton LLP as Auditors	Mgmt	For	For	For

SJW Group

Meeting Date: 04/26/2023

Country: USA

Ticker: SJW

Record Date: 03/01/2023

Meeting Type: Annual

Meeting ID: 1726365

Primary Security ID: 784305104

Shares Voted: 19

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Carl Guardino	Mgmt	For	For	For
1b	Elect Director Mary Ann Hanley	Mgmt	For	For	For
1c	Elect Director Heather Hunt	Mgmt	For	For	For
1d	Elect Director Rebecca A. Klein	Mgmt	For	For	For
1e	Elect Director Gregory P. Landis	Mgmt	For	For	For
1f	Elect Director Daniel B. More	Mgmt	For	For	For
1g	Elect Director Eric W. Thornburg	Mgmt	For	For	For
1h	Elect Director Carol P. Wallace	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

SJW Group

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Omnibus Stock Plan	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST due to lack of clawback provision.</i>					
5	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
6	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Smith & Nephew plc

Meeting Date: 04/26/2023

Country: United Kingdom

Ticker: SN

Record Date: 04/24/2023

Meeting Type: Annual

Meeting ID: 1716014

Primary Security ID: G82343164

Shares Voted: 25,959

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Policy	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Elect Rupert Soames as Director	Mgmt	For	For	For
6	Re-elect Erik Engstrom as Director	Mgmt	For	For	For
7	Re-elect Jo Hallas as Director	Mgmt	For	For	For
8	Re-elect John Ma as Director	Mgmt	For	For	For
9	Re-elect Katarzyna Mazur-Hofsaess as Director	Mgmt	For	For	For
10	Re-elect Rick Medlock as Director	Mgmt	For	For	For
11	Re-elect Deepak Nath as Director	Mgmt	For	For	For
12	Re-elect Anne-Francoise Nesmes as Director	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is the CFO of the company.</i>					
13	Re-elect Marc Owen as Director	Mgmt	For	For	For
14	Re-elect Roberto Quarta as Director	Mgmt	For	For	For
15	Re-elect Angie Risley as Director	Mgmt	For	For	For
16	Re-elect Bob White as Director	Mgmt	For	For	For
17	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
18	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
19	Authorise Issue of Equity	Mgmt	For	For	For

Smith & Nephew plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Smith & Nephew plc

Meeting Date: 04/26/2023

Country: United Kingdom

Ticker: SN

Record Date: 02/21/2023

Meeting Type: Annual

Meeting ID: 1720064

Primary Security ID: G82343164

Shares Voted: 21,204

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for ADR Holders	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Policy	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Elect Rupert Soames as Director	Mgmt	For	For	For
6	Re-elect Erik Engstrom as Director	Mgmt	For	For	For
7	Re-elect Jo Hallas as Director	Mgmt	For	For	For
8	Re-elect John Ma as Director	Mgmt	For	For	For
9	Re-elect Katarzyna Mazur-Hofsaess as Director	Mgmt	For	For	For
10	Re-elect Rick Medlock as Director	Mgmt	For	For	For
11	Re-elect Deepak Nath as Director	Mgmt	For	For	For
12	Re-elect Anne-Francoise Nesmes as Director	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is the CFO of the company.</i>					
13	Re-elect Marc Owen as Director	Mgmt	For	For	For
14	Re-elect Roberto Quarta as Director	Mgmt	For	For	For
15	Re-elect Angie Risley as Director	Mgmt	For	For	For
16	Re-elect Bob White as Director	Mgmt	For	For	For
17	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For

Smith & Nephew plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
18	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
19	Authorise Issue of Equity	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Teledyne Technologies Incorporated

Meeting Date: 04/26/2023 **Country:** USA **Ticker:** TDY
Record Date: 03/01/2023 **Meeting Type:** Annual **Meeting ID:** 1726355
Primary Security ID: 879360105

Shares Voted: 8,563

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kenneth C. Dahlberg	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: Vote AGAINST because the nominee is an incumbent member of the audit committee and non-audit fees are excessive.</i>				
1.2	Elect Director Michelle A. Kumbier	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: Vote AGAINST because the nominee is an incumbent member of the audit committee and non-audit fees are excessive.</i>				
1.3	Elect Director Robert A. Malone	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: Vote AGAINST because the nominee is an incumbent member of the audit committee and non-audit fees are excessive.</i>				
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: Vote AGAINST ratification of auditor or auditor-related proposal due to excessive non-audit fees.</i>				
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

The Goldman Sachs Group, Inc.

Meeting Date: 04/26/2023 **Country:** USA **Ticker:** GS
Record Date: 02/27/2023 **Meeting Type:** Annual **Meeting ID:** 1730477
Primary Security ID: 38141G104

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michele Burns	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1b	Elect Director Mark Flaherty	Mgmt	For	For	For
1c	Elect Director Kimberley Harris	Mgmt	For	For	For
1d	Elect Director Kevin Johnson	Mgmt	For	For	For
1e	Elect Director Ellen Kullman	Mgmt	For	For	For
1f	Elect Director Lakshmi Mittal	Mgmt	For	For	For
1g	Elect Director Adebayo Ogunesi	Mgmt	For	For	For
1h	Elect Director Peter Oppenheimer	Mgmt	For	For	For
1i	Elect Director David Solomon	Mgmt	For	For	For
1j	Elect Director Jan Tighe	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1k	Elect Director Jessica Uhl	Mgmt	For	For	For
1l	Elect Director David Viniar	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST compensation proposal due to the company provided an excessive amount for the CEO's life insurance, and automobile and tax planning-related perquisites.</i>					
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Report on Lobbying Payments and Policy	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's direct and indirect lobbying payments would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.</i>					
6	Require Independent Board Chair	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent board chair.</i>					
7	Publish Third-Party Review on Chinese Congruency of Certain ETFs	SH	Against	Against	Against
8	Oversee and Report a Racial Equity Audit	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as an independent racial equity audit would help shareholders better assess the effectiveness of Goldman Sachs' efforts to address the issue of racial inequality for its stakeholders and its management of related risks.</i>					

The Goldman Sachs Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Adopt Time-Bound Policy to Phase Out Underwriting and Lending for New Fossil Fuel Development	SH	Against	Against	For
	<i>Voter Rationale: A vote FOR this proposal is warranted due to our alignment with the United Nations Principles for Responsible Investment (UN PRI) and Net Zero Asset Managers Initiative (NZAMI) and our expectations of the actions required to reach a 1.5C degree warming scenario. While the company has decent disclosure around its current climate action plan, we believe that including a phase out plan for the underwriting and lending of new fossil fuel investments is necessary for the firm to reach its climate action ambitions.</i>				
10	Disclose 2030 Absolute GHG Reduction Targets Associated with Lending and Underwriting	SH	Against	For	For
	<i>Voting Policy Rationale: 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.</i>				
11	Report on Climate Transition Plan Describing Efforts to Align Financing Activities with GHG Targets	SH	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted. Additional disclosure about the company's climate transition plan would help shareholders better evaluate the company's strategy for implementing its commitments to advance a low-carbon economy and the company's management of related risks and opportunities.</i>				
12	Report on Median Gender/Racial Pay Gap	SH	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders could benefit from the adjusted and unadjusted median pay gap statistics that would allow them to compare and measure the progress of the company's diversity and inclusion initiatives.</i>				

W.W. Grainger, Inc.

Meeting Date: 04/26/2023 **Country:** USA **Ticker:** GWW
Record Date: 03/06/2023 **Meeting Type:** Annual **Meeting ID:** 1729839
Primary Security ID: 384802104

Shares Voted: 1

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rodney C. Adkins	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>				
1b	Elect Director V. Ann Hailey	Mgmt	For	For	For
1c	Elect Director Katherine D. Jaspon	Mgmt	For	For	For
1d	Elect Director Stuart L. Levenick	Mgmt	For	For	For
1e	Elect Director D.G. Macpherson	Mgmt	For	For	For
1f	Elect Director Neil S. Novich	Mgmt	For	For	For
1g	Elect Director Beatriz R. Perez	Mgmt	For	For	For
1h	Elect Director E. Scott Santi	Mgmt	For	For	For
1i	Elect Director Susan Slavik Williams	Mgmt	For	For	For
1j	Elect Director Lucas E. Watson	Mgmt	For	For	For

W.W. Grainger, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director Steven A. White	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Winmark Corporation

Meeting Date: 04/26/2023 **Country:** USA **Ticker:** WINA
Record Date: 03/06/2023 **Meeting Type:** Annual **Meeting ID:** 1727176
Primary Security ID: 974250102

Shares Voted: 5

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Fix Number of Directors at Eight	Mgmt	For	For	For
2.1	Elect Director Brett D. Heffes	Mgmt	For	For	For
2.2	Elect Director Lawrence A. Barbetta	Mgmt	For	For	For
2.3	Elect Director Amy C. Becker	Mgmt	For	For	For
2.4	Elect Director Jenele C. Grassle	Mgmt	For	For	For
2.5	Elect Director Philip I. Smith	Mgmt	For	For	For
2.6	Elect Director Gina D. Sprenger	Mgmt	For	For	For
2.7	Elect Director Percy C. (Tom) Tomlinson, Jr.	Mgmt	For	For	For
2.8	Elect Director Mark L. Wilson	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST compensation proposal due to the company demonstrated only limited responsiveness to last year's low say-on-pay support. Other problematic pay practices in the company's pay program include single-trigger equity vesting acceleration provision in CIC agreements, the lack of pre-set metrics and goals for the CEO and other NEOs' bonus and equity awards, and the lack of risk-mitigating features in the firm's compensation program</i>					
4	Ratify Grant Thornton LLP as Auditors	Mgmt	For	For	For

Archrock, Inc.

Meeting Date: 04/27/2023 **Country:** USA **Ticker:** AROC
Record Date: 03/03/2023 **Meeting Type:** Annual **Meeting ID:** 1729442
Primary Security ID: 03957W106

Archrock, Inc.

Shares Voted: 61

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Anne-Marie N. Ainsworth	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1.2	Elect Director D. Bradley Childers	Mgmt	For	For	For
1.3	Elect Director Gordon T. Hall	Mgmt	For	For	For
1.4	Elect Director Frances Powell Hawes	Mgmt	For	For	For
1.5	Elect Director J.W.G. "Will" Honeybourne	Mgmt	For	For	For
1.6	Elect Director James H. Lytal	Mgmt	For	For	For
1.7	Elect Director Leonard W. Mallett	Mgmt	For	For	For
1.8	Elect Director Jason C. Rebrook	Mgmt	For	For	For
1.9	Elect Director Edmund P. Segner, III	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Citizens Financial Group Inc.

Meeting Date: 04/27/2023

Country: USA

Ticker: CFG

Record Date: 02/28/2023

Meeting Type: Annual

Meeting ID: 1727256

Primary Security ID: 174610105

Shares Voted: 53

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Bruce Van Saun	Mgmt	For	For	For
1.2	Elect Director Lee Alexander	Mgmt	For	For	For
1.3	Elect Director Christine M. Cumming	Mgmt	For	For	For
1.4	Elect Director Kevin Cummings	Mgmt	For	For	For
1.5	Elect Director William P. Hankowsky	Mgmt	For	For	For
1.6	Elect Director Edward J. Kelly, III	Mgmt	For	For	For
1.7	Elect Director Robert G. Leary	Mgmt	For	For	For
1.8	Elect Director Terrance J. Lillis	Mgmt	For	For	For
1.9	Elect Director Michele N. Siekerka	Mgmt	For	For	For
1.10	Elect Director Shivan Subramaniam	Mgmt	For	For	For

Citizens Financial Group Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.11	Elect Director Christopher J. Swift	Mgmt	For	For	For
1.12	Elect Director Wendy A. Watson	Mgmt	For	For	For
1.13	Elect Director Marita Zuraitis	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Crown Holdings, Inc.

Meeting Date: 04/27/2023 **Country:** USA **Ticker:** CCK
Record Date: 03/07/2023 **Meeting Type:** Annual **Meeting ID:** 1731244
Primary Security ID: 228368106

Shares Voted: 183

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Timothy J. Donahue	Mgmt	For	For	For
1.2	Elect Director Richard H. Fearon	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1.3	Elect Director Andrea J. Funk	Mgmt	For	For	For
1.4	Elect Director Stephen J. Hagge	Mgmt	For	For	For
1.5	Elect Director Jesse A. Lynn	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1.6	Elect Director James H. Miller	Mgmt	For	For	For
1.7	Elect Director Josef M. Miller	Mgmt	For	For	For
1.8	Elect Director B. Craig Owens	Mgmt	For	For	For
1.9	Elect Director Angela M. Snyder	Mgmt	For	For	For
1.10	Elect Director Caesar F. Sweizer	Mgmt	For	For	For
1.11	Elect Director Andrew J. Teno	Mgmt	For	For	For
1.12	Elect Director Marsha C. Williams	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1.13	Elect Director Dwayne A. Wilson	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	Against
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Crown Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	For	For

Voting Policy Rationale: 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.

Danone SA

Meeting Date: 04/27/2023 **Country:** France **Ticker:** BN
Record Date: 04/25/2023 **Meeting Type:** Annual/Special **Meeting ID:** 1721360
Primary Security ID: F12033134

Shares Voted: 130

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 2 per Share	Mgmt	For	For	For
4	Reelect Valerie Chapoulaud-Floquet as Director	Mgmt	For	For	For
5	Reelect Gilles Schnepf as Director	Mgmt	For	For	For
6	Ratify Appointment of Gilbert Ghostine as Director Following Resignation of Guido Barilla	Mgmt	For	For	For
7	Ratify Appointment of Lise Kingo as Director Following Resignation of Cecile Cabanis	Mgmt	For	Against	Against

Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.

8	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
9	Approve Compensation of Antoine de Saint-Affrique, CEO	Mgmt	For	For	For
10	Approve Compensation of Gilles Schnepf, Chairman of the Board	Mgmt	For	For	For
11	Approve Remuneration Policy of Executive Corporate Officers	Mgmt	For	For	For
12	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
13	Approve Remuneration Policy of Directors	Mgmt	For	For	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			

Danone SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 50 Million	Mgmt	For	For	For
16	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights with Binding Priority Right up to Aggregate Nominal Amount of EUR 16.9 Million	Mgmt	For	For	For
17	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Item 16	Mgmt	For	For	For
18	Authorize Capital Increase of Up to EUR 16.9 Million for Future Exchange Offers	Mgmt	For	For	For
19	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
20	Authorize Capitalization of Reserves of Up to EUR 42 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
23	Authorize up to 0.5 Percent of Issued Capital for Use in Restricted Stock Plans with Performance Conditions Attached	Mgmt	For	For	For
24	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
	Ordinary Business	Mgmt			
25	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For
26	Elect Sanjiv Mehta as Director	Mgmt	For	For	For

Globe Life Inc.

Meeting Date: 04/27/2023

Country: USA

Ticker: GL

Record Date: 02/27/2023

Meeting Type: Annual

Meeting ID: 1729835

Primary Security ID: 37959E102

Shares Voted: 284,980

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Linda L. Addison	Mgmt	For	For	For
1.2	Elect Director Marilyn A. Alexander	Mgmt	For	For	For

Globe Life Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Cheryl D. Alston	Mgmt	For	For	For
1.4	Elect Director Mark A. Blinn	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1.5	Elect Director James P. Brannen	Mgmt	For	For	For
1.6	Elect Director Jane Buchan	Mgmt	For	For	For
1.7	Elect Director Alice S. Cho	Mgmt	For	For	For
1.8	Elect Director J. Matthew Darden	Mgmt	For	For	For
1.9	Elect Director Steven P. Johnson	Mgmt	For	For	For
1.10	Elect Director David A. Rodriguez	Mgmt	For	For	For
1.11	Elect Director Frank M. Svoboda	Mgmt	For	For	For
1.12	Elect Director Mary E. Thigpen	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Amend Omnibus Stock Plan	Mgmt	For	For	For
6	Amend Certificate of Incorporation to Allow Exculpation of Officers	Mgmt	For	For	For

Intuitive Surgical, Inc.

Meeting Date: 04/27/2023 **Country:** USA **Ticker:** ISRG
Record Date: 02/28/2023 **Meeting Type:** Annual **Meeting ID:** 1727245
Primary Security ID: 46120E602

Shares Voted: 6

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Craig H. Barratt	Mgmt	For	For	For
1b	Elect Director Joseph C. Beery	Mgmt	For	For	For
1c	Elect Director Gary S. Guthart	Mgmt	For	For	For
1d	Elect Director Amal M. Johnson	Mgmt	For	For	For
1e	Elect Director Don R. Kania	Mgmt	For	For	For
1f	Elect Director Amy L. Ladd	Mgmt	For	For	For
1g	Elect Director Keith R. Leonard, Jr.	Mgmt	For	For	For
1h	Elect Director Alan J. Levy	Mgmt	For	For	For
1i	Elect Director Jami Dover Nachtsheim	Mgmt	For	For	For

Intuitive Surgical, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Monica P. Reed	Mgmt	For	For	For
1k	Elect Director Mark J. Rubash	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Report on Gender/Racial Pay Gap	SH	Against	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders could benefit from the unadjusted median pay gap statistics that would allow them to compare and measure the progress of the company's diversity and inclusion initiatives.

J.B. Hunt Transport Services, Inc.

Meeting Date: 04/27/2023

Country: USA

Ticker: JBHT

Record Date: 02/21/2023

Meeting Type: Annual

Meeting ID: 1708413

Primary Security ID: 445658107

Shares Voted: 19

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Francesca M. Edwardson	Mgmt	For	For	For
1.2	Elect Director Wayne Garrison	Mgmt	For	For	For
1.3	Elect Director Sharilyn S. Gasaway	Mgmt	For	For	For
1.4	Elect Director Thad (John B., III) Hill	Mgmt	For	For	For
1.5	Elect Director Bryan Hunt	Mgmt	For	For	For
1.6	Elect Director Persio Lisboa	Mgmt	For	For	For
1.7	Elect Director John N. Roberts, III	Mgmt	For	For	For
1.8	Elect Director James L. Robo	Mgmt	For	For	For
1.9	Elect Director Kirk Thompson	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Johnson & Johnson

Meeting Date: 04/27/2023

Country: USA

Ticker: JNJ

Record Date: 02/28/2023

Meeting Type: Annual

Meeting ID: 1729404

Primary Security ID: 478160104

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Darius Adamczyk	Mgmt	For	For	For
1b	Elect Director Mary C. Beckerle	Mgmt	For	For	For
1c	Elect Director D. Scott Davis	Mgmt	For	For	For
1d	Elect Director Jennifer A. Doudna	Mgmt	For	For	For
1e	Elect Director Joaquin Duato	Mgmt	For	For	For
1f	Elect Director Marillyn A. Hewson	Mgmt	For	For	For
1g	Elect Director Paula A. Johnson	Mgmt	For	For	For
1h	Elect Director Hubert Joly	Mgmt	For	For	For
1i	Elect Director Mark B. McClellan	Mgmt	For	For	For
1j	Elect Director Anne M. Mulcahy	Mgmt	For	For	For
1k	Elect Director Mark A. Weinberger	Mgmt	For	For	For
1l	Elect Director Nadja Y. West	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST compensation proposal due to the company provided an inordinate amount of personal use of corporate aircraft perquisites to the CEO.</i>					
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Adopt Mandatory Arbitration Bylaw - Withdrawn	SH			
6	Report on Government Financial Support and Equitable Access to Covid-19 Products	SH	Against	For	For
<i>Voting Policy Rationale: 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.</i>					
7	Adopt Policy to Include Legal and Compliance Costs in Incentive Compensation Metrics	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Shareholders continue to raise concern surrounding the company's exclusion of large litigation-related costs from the executive compensation program, as evidenced by significant shareholder support for this proposal at last year's annual meeting. In addition, shareholders may have expected more robust disclosure and reconciliation in the proxy in order to better understand how these specific expenses impacted pay for its top executives. 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.</i>					
8	Report on Impact of Extended Patent Exclusivities on Product Access	SH	Against	For	For
<i>Voting Policy Rationale: 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 extended patent exclusivities; 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.</i>					

Littelfuse, Inc.

Meeting Date: 04/27/2023

Country: USA

Ticker: LFUS

Record Date: 02/28/2023

Meeting Type: Annual

Meeting ID: 1730069

Primary Security ID: 537008104

Shares Voted: 76,407

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kristina A. Cerniglia	Mgmt	For	For	For
1b	Elect Director Tzau-Jin Chung	Mgmt	For	For	For
1c	Elect Director Cary T. Fu	Mgmt	For	For	For
1d	Elect Director Maria C. Green	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1e	Elect Director Anthony Grillo	Mgmt	For	For	For
1f	Elect Director David W. Heinzmann	Mgmt	For	For	For
1g	Elect Director Gordon Hunter	Mgmt	For	For	For
1h	Elect Director William P. Noglows	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST due to lack of clawback provision.</i>					
5	Ratify Grant Thornton LLP as Auditors	Mgmt	For	For	For

London Stock Exchange Group Plc

Meeting Date: 04/27/2023

Country: United Kingdom

Ticker: LSEG

Record Date: 04/25/2023

Meeting Type: Annual

Meeting ID: 1730885

Primary Security ID: G5689U103

Shares Voted: 191,915

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Remuneration Policy	Mgmt	For	For	For
5	Re-elect Dominic Blakemore as Director	Mgmt	For	For	For
6	Re-elect Martin Brand as Director	Mgmt	For	For	For

London Stock Exchange Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Re-elect Kathleen DeRose as Director	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>				
8	Re-elect Tsega Gebreyes as Director	Mgmt	For	For	For
9	Re-elect Cressida Hogg as Director	Mgmt	For	For	For
10	Re-elect Anna Manz as Director	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: Vote AGAINST because the nominee is the CFO of the company.</i>				
11	Re-elect Val Rahmani as Director	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>				
12	Re-elect Don Robert as Director	Mgmt	For	For	For
13	Re-elect David Schwimmer as Director	Mgmt	For	For	For
14	Re-elect Douglas Steenland as Director	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>				
15	Re-elect Ashok Vaswani as Director	Mgmt	For	For	For
16	Elect Scott Guthrie as Director	Mgmt	For	For	For
17	Elect William Vereker as Director	Mgmt	For	For	For
18	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
19	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
20	Authorise Issue of Equity	Mgmt	For	For	For
21	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
22	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
23	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
24	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
25	Authorise Off-Market Purchase of Shares from Consortium Shareholders	Mgmt	For	For	For
26	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Pfizer Inc.

Meeting Date: 04/27/2023

Country: USA

Ticker: PFE

Record Date: 03/01/2023

Meeting Type: Annual

Meeting ID: 1729914

Primary Security ID: 717081103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ronald E. Blaylock	Mgmt	For	For	For
1.2	Elect Director Albert Bourla	Mgmt	For	For	For
1.3	Elect Director Susan Desmond-Hellmann	Mgmt	For	For	For
1.4	Elect Director Joseph J. Echevarria	Mgmt	For	For	For
1.5	Elect Director Scott Gottlieb	Mgmt	For	For	For
1.6	Elect Director Helen H. Hobbs	Mgmt	For	For	For
1.7	Elect Director Susan Hockfield	Mgmt	For	For	For
1.8	Elect Director Dan R. Littman	Mgmt	For	For	For
1.9	Elect Director Shantanu Narayen	Mgmt	For	For	For
1.10	Elect Director Suzanne Nora Johnson	Mgmt	For	For	For
1.11	Elect Director James Quincey	Mgmt	For	For	For
1.12	Elect Director James C. Smith	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST compensation proposal due to the total amount of perquisite compensation reported for the CEO is considered excessive, notably the personal use of corporate aircraft and security-related perquisites.</i>					
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against
6	Require Independent Board Chair	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent board chair.</i>					
7	Report on Feasibility of Intellectual Property Transfer to Boost Covid-19 Vaccine Production	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the company has faced recent criticism for its role in global COVID-19 vaccine inequity and additional information would allow shareholders to understand how the company is managing related risks.</i>					
8	Report on Impact of Extended Patent Exclusivities on Product Access	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted because shareholders would benefit from more robust disclosure of the company's processes and oversight mechanisms for managing risks related to anticompetitive practices.</i>					
9	Report on Political Expenditures Congruence	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as a report on the congruency of the company's public position with its and its political activities would provide shareholders needed information about reputational risks that may arise from publicity around perceived inconsistencies.</i>					

Santos Brasil Participacoes SA

Meeting Date: 04/27/2023

Country: Brazil

Ticker: STBP3

Record Date:

Meeting Type: Annual

Meeting ID: 1733162

Primary Security ID: P8338G103

Shares Voted: 4,432

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2022	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends	Mgmt	For	For	For
3	Fix Number of Fiscal Council Members at Three	Mgmt	For	For	For
4	Elect Fiscal Council Members	Mgmt	For	For	For
5	In Case One of the Nominees Leaves the Fiscal Council Slate Due to a Separate Minority Election, as Allowed Under Articles 161 and 240 of the Brazilian Corporate Law, May Your Votes Still Be Counted for the Proposed Slate?	Mgmt	None	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this request is warranted because lack of timely disclosure prevents international institutional investors from making an informed voting decision.</i>					
6	Approve Remuneration of Company's Management and Fiscal Council	Mgmt	For	For	For
7	In the Event of a Second Call, the Voting Instructions Contained in this Remote Voting Card May Also be Considered for the Second Call?	Mgmt	None	For	For
<i>Voting Policy Rationale: A vote FOR this administrative request is warranted.</i>					

Santos Brasil Participacoes SA

Meeting Date: 04/27/2023

Country: Brazil

Ticker: STBP3

Record Date:

Meeting Type: Extraordinary Shareholders

Meeting ID: 1735276

Primary Security ID: P8338G103

Shares Voted: 4,432

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Amend Article 15 Re: Item (n)	Mgmt	For	For	For
2	Amend Article 15 Re: Item (o)	Mgmt	For	For	For
3	Amend Article 15 Re: Item (v)	Mgmt	For	For	For
4	Amend Article 5 to Reflect Changes in Capital	Mgmt	For	For	For
5	Amend Article 22	Mgmt	For	For	For
6	Amend Article 27	Mgmt	For	For	For

Santos Brasil Participacoes SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Remove Article 34	Mgmt	For	For	For
8	Remove Article 35	Mgmt	For	For	For
9	Remove Article 44	Mgmt	For	For	For
10	Amend Article 45	Mgmt	For	For	For
11	Consolidate Bylaws	Mgmt	For	For	For
12	In the Event of a Second Call, the Voting Instructions Contained in this Remote Voting Card May Also be Considered for the Second Call?	Mgmt	None	For	For

Voting Policy Rationale: A vote FOR this administrative request is warranted.

Texas Instruments Incorporated

Meeting Date: 04/27/2023

Country: USA

Ticker: TXN

Record Date: 03/01/2023

Meeting Type: Annual

Meeting ID: 1728540

Primary Security ID: 882508104

Shares Voted: 6

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mark A. Blinn	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1b	Elect Director Todd M. Bluedorn	Mgmt	For	For	For
1c	Elect Director Janet F. Clark	Mgmt	For	For	For
1d	Elect Director Carrie S. Cox	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1e	Elect Director Martin S. Craighead	Mgmt	For	For	For
1f	Elect Director Curtis C. Farmer	Mgmt	For	For	For
1g	Elect Director Jean M. Hobby	Mgmt	For	For	For
1h	Elect Director Haviv Ilan	Mgmt	For	For	For
1i	Elect Director Ronald Kirk	Mgmt	For	For	For
1j	Elect Director Pamela H. Patsley	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1k	Elect Director Robert E. Sanchez	Mgmt	For	For	For
1l	Elect Director Richard K. Templeton	Mgmt	For	For	For
2	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Texas Instruments Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
6	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For
<p><i>Voting Policy Rationale: 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.</i></p>					
7	Report on Due Diligence Efforts to Trace End-User Misuse of Company Products	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the requested report would improve the company's existing disclosure, could help the company more effectively manage associated risks to its business operations, and could be prepared at a reasonable cost and omitting any proprietary information.</i></p>					

Badger Meter, Inc.

Meeting Date: 04/28/2023

Country: USA

Ticker: BMI

Record Date: 02/24/2023

Meeting Type: Annual

Meeting ID: 1731156

Primary Security ID: 056525108

Shares Voted: 241,927

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Todd A. Adams	Mgmt	For	For	For
1b	Elect Director Kenneth C. Bockhorst	Mgmt	For	For	For
1c	Elect Director Henry F. Brooks	Mgmt	For	For	For
1d	Elect Director Melanie K. Cook	Mgmt	For	For	For
1e	Elect Director Xia Liu	Mgmt	For	For	For
1f	Elect Director James W. McGill	Mgmt	For	For	For
1g	Elect Director Tessa M. Myers	Mgmt	For	For	For
1h	Elect Director James F. Stern	Mgmt	For	For	For
1i	Elect Director Glen E. Tellock	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i></p>					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Increase Authorized Common Stock	Mgmt	For	For	For
6	Report on Hiring of Persons with Arrest or Incarceration Records	SH	Against	For	For
<p><i>Voting Policy Rationale: 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.</i></p>					

Bakkafrost P/F

Meeting Date: 04/28/2023

Country: Faroe Islands

Ticker: BAKKA

Record Date: 04/21/2023

Meeting Type: Annual

Meeting ID: 1719466

Primary Security ID: K0840B107

Shares Voted: 72,821

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For	For	For
2	Receive Report of Board	Mgmt	For	For	For
3	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends of DKK 10 Per Share	Mgmt	For	For	For
5.1	Reelect Gudrid Hojgaard as Director	Mgmt	For	For	For
5.2	Reelect Annika Frederiksberg as Director	Mgmt	For	For	For
5.3	Reelect Einar Wathne as Director	Mgmt	For	For	For
5.4	Reelect Oystein Sandvik as Director	Mgmt	For	For	For
5.5	Reelect Teitur Samuelsen as Director	Mgmt	For	For	For
6	Reelect Runi M. Hansen as Board Chair	Mgmt	For	For	Against
<p><i>Voter Rationale: A vote against the re-election of this director is warranted because as Chair of the Audit Committee, and with no Nominating Committee existing, Runi M. Hansen is responsible for the lack of a majority independent audit committee.</i></p>					
7	Approve Remuneration of Directors in the Amount of DKK 490,200 for Chairman and DKK 245,100 for Other Directors; Approve Remuneration of Accounting Committee	Mgmt	For	For	For
8.1	Reelect Leif Eriksrod as Member of Election Committee	Mgmt	For	For	For
8.2	Reelect Eydun Rasmussen as Member of Election Committee	Mgmt	For	For	For
8.3	Reelect Gunnar i Lida as Chair of Election Committee	Mgmt	For	For	For
9	Approve Remuneration of Election Committee	Mgmt	For	For	For
10	Ratify P/F Januar as Auditors	Mgmt	For	For	For
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
12.1	Amend Articles Re: Board of Directors	Mgmt	For	For	For
12.2	Amend Articles Re: Share Capital	Mgmt	For	Against	Against

Voting Policy Rationale: A vote AGAINST this proposal to repurchase company shares is warranted because the company would be able to repurchase more than 10 percent of its share capital.

EnPro Industries, Inc.

Meeting Date: 04/28/2023

Country: USA

Ticker: NPO

Record Date: 03/09/2023

Meeting Type: Annual

Meeting ID: 1733644

Primary Security ID: 29355X107

Shares Voted: 1,694

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Eric A. Vaillancourt	Mgmt	For	For	For
1.2	Elect Director William Abbey	Mgmt	For	For	For
1.3	Elect Director Thomas M. Botts	Mgmt	For	For	For
1.4	Elect Director Felix M. Brueck	Mgmt	For	For	For
1.5	Elect Director Adele M. Gulfo	Mgmt	For	For	For
1.6	Elect Director David L. Hauser	Mgmt	For	For	For
1.7	Elect Director John Humphrey	Mgmt	For	For	For
1.8	Elect Director Ronald C. Keating	Mgmt	For	For	For
1.9	Elect Director Judith A. Reinsdorf	Mgmt	For	For	For
1.10	Elect Director Kees van der Graaf	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST compensation proposal due to the company maintaining agreements that contain excise tax gross-up provisions.</i>					
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

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

Meeting Date: 04/28/2023

Country: Mexico

Ticker: GMEXICOB

Record Date: 04/20/2023

Meeting Type: Annual

Meeting ID: 1743150

Primary Security ID: P49538112

Shares Voted: 7,825

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Present Report on Compliance with Fiscal Obligations	Mgmt	For	For	For
3	Approve Allocation of Income	Mgmt	For	For	For
4	Approve Policy Related to Acquisition of Own Shares; Set Aggregate Nominal Amount of Share Repurchase Reserve	Mgmt	For	For	For

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Approve Discharge of Board of Directors, Executive Chairman and Board Committees	Mgmt	For	For	For
6	Ratify Auditors	Mgmt	For	For	For
7	Elect and/or Ratify Directors; Verify Independence of Board Members; Elect or Ratify Chairmen and Members of Board Committees	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this item is warranted because:- The names of the director candidates are not disclosed;- The company has bundled the election of directors into a single voting item; and- Undisclosed bundled director election proposals disenfranchise shareholders voting by proxy; and- The company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.</i></p>					
8	Approve Granting/Withdrawal of Powers	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because lack of timely disclosure regarding the proposed granting or withdrawing of powers prevents international institutional shareholders from making an informed voting decision.</i></p>					
9	Approve Remuneration of Directors and Members of Board Committees	Mgmt	For	For	For
10	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Vale SA

Meeting Date: 04/28/2023

Country: Brazil

Ticker: VALE3

Record Date: 03/24/2023

Meeting Type: Annual/Special

Meeting ID: 1740144

Primary Security ID: P9661Q155

Shares Voted: 4,434

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for ADR Holders	Mgmt			
	Annual Meeting Agenda	Mgmt			
1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2022	Mgmt	For	For	For
2	Approve Capital Budget, Allocation of Income and Dividends	Mgmt	For	For	For
3	Fix Number of Directors at 13	Mgmt	For	For	For
4	Do You Wish to Adopt Cumulative Voting for the Election of the Members of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	Mgmt	Against	Abstain	Abstain
<p><i>Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. An ABSTAIN vote recommendation is warranted for Item 4 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.</i></p>					
5.1	Elect Daniel Andre Stieler as Director	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.2	Elect Douglas James Upton as Independent Director	Mgmt	For	For	For
5.3	Elect Fernando Jorge Buso Gomes as Director	Mgmt	For	Against	Against
<i>Voting Policy Rationale: AGAINST nominee Fernando Jorge Buso Gomes due to governance concerns.</i>					
5.4	Elect Joao Luiz Fukunaga as Director	Mgmt	For	For	For
5.5	Elect Jose Luciano Duarte Penido as Independent Director	Mgmt	For	Against	Against
<i>Voting Policy Rationale: 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. AGAINST Jose Luciano Duarte Penido who served as board chair for the fiscal year under review, 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.</i>					
5.6	Elect Luis Henrique Cals de Beauclair Guimaraes as Independent Director	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
5.7	Elect Manuel Lino Silva de Sousa Oliveira (Ollie) as Independent Director	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is the chair of the audit committee and the audit committee lacks a member with appropriate financial expertise. Vote AGAINST because the nominee is chair of the audit committee and the committee failed to put auditor ratification on the ballot for shareholder approval.</i>					
5.8	Elect Marcelo Gasparino da Silva as Independent Director	Mgmt	For	Against	Against
<i>Voting Policy Rationale: AGAINST the chair of the committee responsible for climate risk oversight, Marcelo Gasparino da Silva, because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.</i>					
5.9	Elect Paulo Hartung as Independent Director	Mgmt	For	For	For
5.10	Elect Rachel de Oliveira Maia as Independent Director	Mgmt	For	For	For
5.11	Elect Shunji Komai as Director	Mgmt	For	For	For
5.12	Elect Vera Marie Inkster as Independent Director	Mgmt	For	For	For
IF CUMULATIVE VOTE IS ADOPTED - Votes Are Distributed in Equal % Amongst Nominees voted FOR. If You Vote AGST, Contact Your Client Service Rep to Unequally Allocate % of Votes. If You Vote ABST, You Will Not Participate in Cumulative Voting.		Mgmt			
6	In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	Mgmt			
7.1	Percentage of Votes to Be Assigned - Elect Daniel Andre Stieler as Director	Mgmt	For	For	For
7.2	Percentage of Votes to Be Assigned - Elect Douglas James Upton as Independent Director	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.3	Percentage of Votes to Be Assigned - Elect Fernando Jorge Buso Gomes as Director	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. In addition, as Vale is a dispersed-capital company, in the event cumulative voting is adopted, which can be requested by holders of 5 percent of the company's up to 48 hours prior to the meeting, vote recommendations are as follows: AGAINST nominees Fernando Jorge Buso Gomes due to governance concerns.</i>				
7.4	Percentage of Votes to Be Assigned - Elect Joao Luiz Fukunaga as Director	Mgmt	For	For	For
7.5	Percentage of Votes to Be Assigned - Elect Jose Luciano Duarte Penido as Independent Director	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. In addition, as Vale is a dispersed-capital company, in the event cumulative voting is adopted, which can be requested by holders of 5 percent of the company's up to 48 hours prior to the meeting, vote recommendations are as follows: AGAINST the board chair during the fiscal year under review, who is also nominated as an independent incumbent candidate, due to poor board oversight of ESG risk exposures at the firm (further discussed under 5.5)</i>				
7.6	Percentage of Votes to Be Assigned - Elect Luis Henrique Cals de Beauclair Guimaraes as Independent Director	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>				
7.7	Percentage of Votes to Be Assigned - Elect Manuel Lino Silva de Sousa Oliveira (Ollie) as Independent Director	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: Vote AGAINST because the nominee is the chair of the audit committee and the audit committee lacks a member with appropriate financial expertise. Vote AGAINST because the nominee is chair of the audit committee and the committee failed to put auditor ratification on the ballot for shareholder approval.</i>				
7.8	Percentage of Votes to Be Assigned - Elect Marcelo Gasparino da Silva as Independent Director	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. In addition, as Vale is a dispersed-capital company, in the event cumulative voting is adopted, which can be requested by holders of 5 percent of the company's up to 48 hours prior to the meeting, vote recommendations are as follows: AGAINST proposed independent incumbent nominee, who is also nominated as board vice-chair of the company (further discussed under Item 9) because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments (further discussed under 5.8)</i>				
7.9	Percentage of Votes to Be Assigned - Elect Paulo Hartung as Independent Director	Mgmt	For	For	For
7.10	Percentage of Votes to Be Assigned - Elect Rachel de Oliveira Maia as Independent Director	Mgmt	For	For	For
7.11	Percentage of Votes to Be Assigned - Elect Shunji Komai as Director	Mgmt	For	For	For
7.12	Percentage of Votes to Be Assigned - Elect Vera Marie Inkster as Independent Director	Mgmt	For	For	For
8.1	Elect Daniel Andre Stieler as Board Chairman	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.1	Elect Marcelo Gasparino da Silva as Vice-Chairman	Mgmt	For	Against	Against
<i>Voting Policy Rationale: AGAINST the chair of the committee responsible for climate risk oversight, Marcelo Gasparino da Silva, because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.</i>					
10.1	Elect Heloisa Belotti Bedicks as Fiscal Council Member and Jandaraci Ferreira de Araujo as Alternate Appointed by Geracao L. Par Fundo de Investimento em Acoes and Other Shareholders	SH	None	For	For
<i>Voting Policy Rationale: A vote FOR these proposals is warranted because:- The company has provided timely disclosure of the fiscal council nominees appointed by shareholders;- There are no known concerns regarding the proposed nominees; and- The company's fiscal council is a permanent body composed of three to five members and alternates.</i>					
10.2	Elect Marcio de Souza as Fiscal Council Member and Ana Maria Loureiro Recart as Alternate Appointed by Caixa de Previdencia dos Funcionarios do Banco do Brasil - Previ	SH	None	For	For
<i>Voting Policy Rationale: A vote FOR these proposals is warranted because:- The company has provided timely disclosure of the fiscal council nominees appointed by shareholders;- There are no known concerns regarding the proposed nominees; and- The company's fiscal council is a permanent body composed of three to five members and alternates.</i>					
10.3	Elect Paulo Clovis Ayres Filho as Fiscal Council Member and Guilherme Jose de Vasconcelos Cerqueira as Alternate Appointed by Cosan	SH	None	For	For
<i>Voting Policy Rationale: A vote FOR these proposals is warranted because:- The company has provided timely disclosure of the fiscal council nominees appointed by shareholders;- There are no known concerns regarding the proposed nominees; and- The company's fiscal council is a permanent body composed of three to five members and alternates.</i>					
10.4	Elect Raphael Manhaes Martins as Fiscal Council Member and Adriana de Andrade Sole as Alternate Appointed by Geracao L. Par Fundo de Investimento em Acoes and Other Shareholders	SH	None	For	For
<i>Voting Policy Rationale: A vote FOR these proposals is warranted because:- The company has provided timely disclosure of the fiscal council nominees appointed by shareholders;- There are no known concerns regarding the proposed nominees; and- The company's fiscal council is a permanent body composed of three to five members and alternates.</i>					
11	Approve Remuneration of Company's Management and Fiscal Council	Mgmt	For	For	For
	Extraordinary Meeting Agenda	Mgmt			
1	Amend Article 5 to Reflect Changes in Capital	Mgmt	For	For	For

Eli Lilly and Company

Meeting Date: 05/01/2023

Country: USA

Ticker: LLY

Record Date: 02/21/2023

Meeting Type: Annual

Meeting ID: 1730661

Primary Security ID: 532457108

Shares Voted: 186,348

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director William G. Kaelin, Jr.	Mgmt	For	For	For

Eli Lilly and Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director David A. Ricks	Mgmt	For	For	For
1c	Elect Director Marschall S. Runge	Mgmt	For	For	For
1d	Elect Director Karen Walker	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Declassify the Board of Directors	Mgmt	For	For	For
6	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For
7	Report on Lobbying Payments and Policy	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's direct and indirect lobbying-related expenditures would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.</i></p>					
8	Adopt Simple Majority Vote	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted given that elimination of the supermajority vote requirement enhances shareholder rights.</i></p>					
9	Report on Impact of Extended Patent Exclusivities on Product Access	SH	Against	For	For
<p><i>Voting Policy Rationale: 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 extended patent exclusivities; 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.</i></p>					
10	Report on Risks of Supporting Abortion	SH	Against	Against	Against
11	Publish Third-Party Review of Alignment of Company's Lobbying Activities with its Public Statements	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as more comprehensive information comparing Eli Lilly's public policy statements and lobbying efforts would benefit shareholders in assessing its management of related risks.</i></p>					
12	Report on Effectiveness of Diversity, Equity and Inclusion Efforts and Metrics	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as reporting quantitative, comparable diversity data would allow shareholders to better assess the effectiveness of Eli Lilly's diversity, equity and inclusion efforts and management of related risks.</i></p>					
13	Adopt Policy to Require Third-Party Organizations to Annually Report Expenditures for Political Activities	SH	Against	Against	Against

Genuine Parts Company

Meeting Date: 05/01/2023

Country: USA

Ticker: GPC

Record Date: 02/22/2023

Meeting Type: Annual

Meeting ID: 1722877

Primary Security ID: 372460105

Genuine Parts Company

Shares Voted: 8

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Elizabeth W. Camp	Mgmt	For	For	For
1.2	Elect Director Richard Cox, Jr.	Mgmt	For	For	For
1.3	Elect Director Paul D. Donahue	Mgmt	For	For	For
1.4	Elect Director Gary P. Fayard	Mgmt	For	For	For
1.5	Elect Director P. Russell Hardin	Mgmt	For	For	For
1.6	Elect Director John R. Holder	Mgmt	For	For	For
1.7	Elect Director Donna W. Hyland	Mgmt	For	For	For
1.8	Elect Director John D. Johns	Mgmt	For	For	For
1.9	Elect Director Jean-Jacques Lafont	Mgmt	For	For	For
1.10	Elect Director Robert C. "Robin" Loudermilk, Jr.	Mgmt	For	For	For
1.11	Elect Director Wendy B. Needham	Mgmt	For	For	For
1.12	Elect Director Juliette W. Pryor	Mgmt	For	For	For
1.13	Elect Director E. Jenner Wood, III	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against

Voting Policy Rationale: Vote AGAINST compensation proposal due to the company provided an inordinate amount of personal aircraft use perquisites to the CEO. In addition, there are some concerns regarding the use of the same one-year adjusted EBITDA goal for both the long-term and annual incentives.

3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

American Express Company

Meeting Date: 05/02/2023

Country: USA

Ticker: AXP

Record Date: 03/06/2023

Meeting Type: Annual

Meeting ID: 1730665

Primary Security ID: 025816109

Shares Voted: 167,485

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas J. Baltimore	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1b	Elect Director John J. Brennan	Mgmt	For	For	For
1c	Elect Director Peter Chernin	Mgmt	For	For	For
1d	Elect Director Walter J. Clayton, III	Mgmt	For	For	For
1e	Elect Director Ralph de la Vega	Mgmt	For	For	For

American Express Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Theodore J. Leonsis	Mgmt	For	For	For
1g	Elect Director Deborah P. Majoras	Mgmt	For	For	For
1h	Elect Director Karen L. Parkhill	Mgmt	For	For	For
1i	Elect Director Charles E. Phillips	Mgmt	For	For	For
1j	Elect Director Lynn A. Pike	Mgmt	For	For	For
1k	Elect Director Stephen J. Squeri	Mgmt	For	For	For
1l	Elect Director Daniel L. Vasella	Mgmt	For	For	For
1m	Elect Director Lisa W. Wardell	Mgmt	For	For	For
1n	Elect Director Christopher D. Young	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against

Voting Policy Rationale: Vote AGAINST compensation proposal due to the increase in CEO pay is primarily driven by a one-time equity award valued by the company at \$15 million. On the positive side, the award requires significant TSR appreciation to vest. However, the sustainment requirement period is relatively short and may reward short-term spikes in share price without long-term sustained share price appreciation. Additionally, although annual LTI awards are predominantly based on rigorous, clearly disclosed goals, there are significant concerns regarding STI program structure and disclosure. The majority of the corporate component is based on goals for which quantified targets are not disclosed. The proxy also does not disclose threshold or maximum goals for any metrics, individual metric weightings, nor sufficient details around the CEO's individual performance component (which was achieved at maximum). Lastly, concerns remain with respect to the excessive personal use of corporate aircraft perquisite provided to the CEO.

4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted. The board's severance plan document establishes a reasonable limit on cash severance. However, the proxy does not disclose a policy or requirement that payments in excess of amounts provided under the plan are subject to shareholder approval. Without such a requirement, shareholders do not have adequate assurances that the company's current practice safeguards against excessive severance payments.

6	Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	SH	Against	For	For
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Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure on the potential risks and costs associated with the fulfillment of information requests for the enforcement of state laws related to reproductive rights would allow shareholders to assess how the company is managing such risks.

Baxter International Inc.

Meeting Date: 05/02/2023

Country: USA

Ticker: BAX

Record Date: 03/10/2023

Meeting Type: Annual

Meeting ID: 1732906

Primary Security ID: 071813109

Shares Voted: 19

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jose (Joe) E. Almeida	Mgmt	For	For	For

Baxter International Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Michael F. Mahoney	Mgmt	For	For	For
1c	Elect Director Patricia B. Morrison	Mgmt	For	For	For
1d	Elect Director Stephen N. Oesterle	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1e	Elect Director Nancy M. Schlichting	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1f	Elect Director Brent Shafer	Mgmt	For	For	For
1g	Elect Director Cathy R. Smith	Mgmt	For	For	For
1h	Elect Director Amy A. Wendell	Mgmt	For	For	For
1i	Elect Director David S. Wilkes	Mgmt	For	For	For
1j	Elect Director Peter M. Wilver	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against
6	Adopt Share Retention Policy For Senior Executives	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the more rigorous guidelines recommended by the proponent may better address concerns about creating a strong link between the interests of top executives and long-term shareholder value.</i>					

Bristol-Myers Squibb Company

Meeting Date: 05/02/2023

Country: USA

Ticker: BMY

Record Date: 03/13/2023

Meeting Type: Annual

Meeting ID: 1733265

Primary Security ID: 110122108

Shares Voted: 42

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Peter J. Arduini	Mgmt	For	For	For
1B	Elect Director Deepak L. Bhatt	Mgmt	For	For	For
1C	Elect Director Giovanni Caforio	Mgmt	For	For	For
1D	Elect Director Julia A. Haller	Mgmt	For	For	For
1E	Elect Director Manuel Hidalgo Medina	Mgmt	For	For	For
1F	Elect Director Paula A. Price	Mgmt	For	For	For

Bristol-Myers Squibb Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1G	Elect Director Derica W. Rice	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1H	Elect Director Theodore R. Samuels	Mgmt	For	For	For
1I	Elect Director Gerald L. Storch	Mgmt	For	For	For
1J	Elect Director Karen H. Vousden	Mgmt	For	For	For
1K	Elect Director Phyllis R. Yale	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
5	Require Independent Board Chair	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent board chair.</i>					
6	Commission a Civil Rights and Non-Discrimination Audit	SH	Against	Against	Against
7	Amend Right to Call Special Meeting	SH	Against	Against	Against

Packaging Corporation of America

Meeting Date: 05/02/2023

Country: USA

Ticker: PKG

Record Date: 03/14/2023

Meeting Type: Annual

Meeting ID: 1733022

Primary Security ID: 695156109

Shares Voted: 8

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Cheryl K. Beebe	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1.2	Elect Director Duane C. Farrington	Mgmt	For	For	For
1.3	Elect Director Donna A. Harman	Mgmt	For	For	For
1.4	Elect Director Mark W. Kowlzan	Mgmt	For	For	For
1.5	Elect Director Robert C. Lyons	Mgmt	For	For	For
1.6	Elect Director Thomas P. Maurer	Mgmt	For	For	For
1.7	Elect Director Samuel M. Menco	Mgmt	For	For	For
1.8	Elect Director Roger B. Porter	Mgmt	For	For	For
1.9	Elect Director Thomas S. Souleles	Mgmt	For	For	For
1.10	Elect Director Paul T. Stecko	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Packaging Corporation of America

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Terreno Realty Corporation

Meeting Date: 05/02/2023 **Country:** USA **Ticker:** TRNO
Record Date: 03/03/2023 **Meeting Type:** Annual **Meeting ID:** 1733226
Primary Security ID: 88146M101

Shares Voted: 29

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director W. Blake Baird	Mgmt	For	For	For
1b	Elect Director Michael A. Coke	Mgmt	For	For	For
1c	Elect Director Linda Assante	Mgmt	For	For	For
1d	Elect Director Gary N. Boston	Mgmt	For	For	For
1e	Elect Director LeRoy E. Carlson	Mgmt	For	For	For
1f	Elect Director Irene H. Oh	Mgmt	For	For	For
1g	Elect Director Douglas M. Pasquale	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1h	Elect Director Dennis Polk	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Air Liquide SA

Meeting Date: 05/03/2023 **Country:** France **Ticker:** AI
Record Date: 04/28/2023 **Meeting Type:** Annual/Special **Meeting ID:** 1717272
Primary Security ID: F01764103

Shares Voted: 581,392

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For

Air Liquide SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Allocation of Income and Dividends of EUR 2.95 per Share	Mgmt	For	For	For
4	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
5	Elect Catherine Guillouard as Director	Mgmt	For	For	For
6	Elect Christina Law as Director	Mgmt	For	For	For
7	Elect Alexis Perakis-Valat as Director	Mgmt	For	For	For
8	Elect Michael H. Thaman as Director	Mgmt	For	For	For
9	Ratify Appointment of Monica de Virgiliis as Director	Mgmt	For	For	For
10	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
11	Approve Compensation of Benoit Potier, Chairman and CEO from January 1, 2022 to May 31, 2022	Mgmt	For	For	For
12	Approve Compensation of Francois Jackow, CEO from June 1, 2022 to December 31, 2022	Mgmt	For	For	For
13	Approve Compensation of Benoit Potier, Chairman of the Board from June 1, 2022 to December 31, 2022	Mgmt	For	For	For
14	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
15	Approve Remuneration Policy of CEO	Mgmt	For	For	For
16	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
17	Approve Remuneration Policy of Directors	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
18	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
19	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 470 Million	Mgmt	For	For	For
20	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	For	For
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For	For
	Ordinary Business	Mgmt			
23	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Brown & Brown, Inc.

Meeting Date: 05/03/2023

Country: USA

Ticker: BRO

Record Date: 02/27/2023

Meeting Type: Annual

Meeting ID: 1732611

Primary Security ID: 115236101

Shares Voted: 400,519

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director J. Hyatt Brown	Mgmt	For	For	For
1.2	Elect Director J. Powell Brown	Mgmt	For	For	For
1.3	Elect Director Lawrence L. Gellerstedt, III	Mgmt	For	For	For
1.4	Elect Director James C. Hays	Mgmt	For	For	For
1.5	Elect Director Theodore J. Hoepner	Mgmt	For	For	For
1.6	Elect Director James S. Hunt	Mgmt	For	For	For
1.7	Elect Director Toni Jennings	Mgmt	For	For	For
1.8	Elect Director Timothy R.M. Main	Mgmt	For	For	For
1.9	Elect Director Jaymin B. Patel	Mgmt	For	For	For
1.10	Elect Director H. Palmer Proctor, Jr.	Mgmt	For	For	For
1.11	Elect Director Wendell S. Reilly	Mgmt	For	For	For
1.12	Elect Director Chilton D. Varner	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST compensation proposal due to the company maintains legacy agreements that contain excise tax gross-up change-in-control provision.</i>					
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Federal Realty Investment Trust

Meeting Date: 05/03/2023

Country: USA

Ticker: FRT

Record Date: 03/13/2023

Meeting Type: Annual

Meeting ID: 1733717

Primary Security ID: 313745101

Shares Voted: 15

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David W. Faeder	Mgmt	For	For	For
1.2	Elect Director Elizabeth I. Holland	Mgmt	For	For	For
1.3	Elect Director Nicole Y. Lamb-Hale	Mgmt	For	For	For
1.4	Elect Director Thomas A. McEachin	Mgmt	For	For	For

Federal Realty Investment Trust

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Anthony P. Nader, III	Mgmt	For	For	For
1.6	Elect Director Gail P. Steinel	Mgmt	For	For	For
1.7	Elect Director Donald C. Wood	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Vote AGAINST compensation proposal due to the company maintains agreements that contain a modified single-trigger change-in-control provision.</i></p>					
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Increase Authorized Common Stock	Mgmt	For	For	For
5	Ratify Grant Thornton, LLP as Auditors	Mgmt	For	For	For

General Electric Company

Meeting Date: 05/03/2023 **Country:** USA **Ticker:** GE
Record Date: 03/07/2023 **Meeting Type:** Annual **Meeting ID:** 1730122
Primary Security ID: 369604301

Shares Voted: 309,626

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Stephen Angel	Mgmt	For	For	For
1b	Elect Director Sebastien Bazin	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i></p>					
1c	Elect Director H. Lawrence Culp, Jr.	Mgmt	For	For	For
1d	Elect Director Edward Garden	Mgmt	For	For	For
1e	Elect Director Isabella Goren	Mgmt	For	For	For
1f	Elect Director Thomas Horton	Mgmt	For	For	For
1g	Elect Director Catherine Lesjak	Mgmt	For	For	For
1h	Elect Director Darren McDew	Mgmt	For	For	For
1i	Elect Director Paula Rosput Reynolds	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Paula Reynolds, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.</i></p>					
1j	Elect Director Jessica Uhl	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Vote AGAINST compensation proposal due to the inordinate amount of multi-year relocation and tax expatriate benefits, as well as related tax gross-ups, paid to an executive.</i></p>					
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

General Electric Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Require Independent Board Chairman	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent board chair.</i>					
6	Hire Investment Bank to Explore Sale of Company	SH	Against	Against	Against
7	Issue Audited Report on Fiduciary Relevance of Decarbonization Goal	SH	Against	Against	Against
8	Issue Audited Report on Impact of IEA Net-Zero Emissions by 2050 Scenario	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted because shareholders would benefit from an audited report on the impact of the IEA's Net Zero Emissions by 2050 scenario as it would give the shareholders a clear insight regarding the alignment between the company's investments in liquified natural gas in Vietnam and Bangladesh, compared to the assumptions of the International Energy Agencies Net Zero Emissions by 2050 Scenario, as well as the company's strategy to reach its net zero commitment, particularly as it related to its decarbonization strategy and capital allocation alignment.</i>					

Gilead Sciences, Inc.

Meeting Date: 05/03/2023

Country: USA

Ticker: GILD

Record Date: 03/15/2023

Meeting Type: Annual

Meeting ID: 1733231

Primary Security ID: 375558103

Shares Voted: 30

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jacqueline K. Barton	Mgmt	For	For	For
1b	Elect Director Jeffrey A. Bluestone	Mgmt	For	For	For
1c	Elect Director Sandra J. Horning	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1d	Elect Director Kelly A. Kramer	Mgmt	For	For	For
1e	Elect Director Kevin E. Lofton	Mgmt	For	For	For
1f	Elect Director Harish Manwani	Mgmt	For	For	For
1g	Elect Director Daniel P. O'Day	Mgmt	For	For	For
1h	Elect Director Javier J. Rodriguez	Mgmt	For	For	For
1i	Elect Director Anthony Welters	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
6	Require More Director Nominations Than Open Seats	SH	Against	Against	Against
7	Amend Right to Call Special Meeting	SH	Against	Against	Against

Gilead Sciences, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Report on Impact of Extended Patent Exclusivities on Product Access	SH	Against	For	For
<p><i>Voting Policy Rationale: 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 extended patent exclusivities; and- Disclosure of the requested information would serve to provide greater assurance to shareholders that the company's initiatives and practices sufficiently guard against potential financial, litigation, and operational risks to the company.</i></p>					

Great Lakes Dredge & Dock Corporation

Meeting Date: 05/03/2023 **Country:** USA **Ticker:** GLDD
Record Date: 03/08/2023 **Meeting Type:** Annual **Meeting ID:** 1734009
Primary Security ID: 390607109

Shares Voted: 933

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Elaine J. Dorward-King	Mgmt	For	Withhold	Withhold
<p><i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i></p>					
1b	Elect Director Ryan J. Levenson	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Molina Healthcare, Inc.

Meeting Date: 05/03/2023 **Country:** USA **Ticker:** MOH
Record Date: 03/08/2023 **Meeting Type:** Annual **Meeting ID:** 1731272
Primary Security ID: 60855R100

Shares Voted: 2,940

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Barbara L. Brasier	Mgmt	For	For	For
1b	Elect Director Daniel Cooperman	Mgmt	For	For	For
1c	Elect Director Stephen H. Lockhart	Mgmt	For	For	For
1d	Elect Director Steven J. Orlando	Mgmt	For	For	For
1e	Elect Director Ronna E. Romney	Mgmt	For	For	For
1f	Elect Director Richard M. Schapiro	Mgmt	For	For	For
1g	Elect Director Dale B. Wolf	Mgmt	For	For	For
1h	Elect Director Richard C. Zoretic	Mgmt	For	For	For

Molina Healthcare, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Joseph M. Zubretsky	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

PepsiCo, Inc.

Meeting Date: 05/03/2023 **Country:** USA **Ticker:** PEP
Record Date: 03/01/2023 **Meeting Type:** Annual **Meeting ID:** 1731975
Primary Security ID: 713448108

Shares Voted: 18

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Segun Agbaje	Mgmt	For	For	For
1b	Elect Director Jennifer Bailey	Mgmt	For	For	For
1c	Elect Director Cesar Conde	Mgmt	For	For	For
1d	Elect Director Ian Cook	Mgmt	For	For	For
1e	Elect Director Edith W. Cooper	Mgmt	For	For	For
1f	Elect Director Susan M. Diamond	Mgmt	For	For	For
1g	Elect Director Dina Dublon	Mgmt	For	For	For
1h	Elect Director Michelle Gass	Mgmt	For	For	For
1i	Elect Director Ramon L. Laguarta	Mgmt	For	For	For
1j	Elect Director Dave J. Lewis	Mgmt	For	For	For
1k	Elect Director David C. Page	Mgmt	For	For	For
1l	Elect Director Robert C. Pohlad	Mgmt	For	For	For
1m	Elect Director Daniel Vasella	Mgmt	For	For	For
1n	Elect Director Darren Walker	Mgmt	For	For	For
1o	Elect Director Alberto Weisser	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST compensation proposal due to the company provided an inordinate amount of personal use of corporate aircraft perquisites to the CEO.</i>					
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Require Independent Board Chair	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent board chair.</i>					

PepsiCo, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Issue Transparency Report on Global Public Policy and Political Influence	SH	Against	For	For
<p><i>Voting Policy Rationale: 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.</i></p>					
7	Report on Impacts of Restrictive Reproductive Healthcare Legislation	SH	Against	For	For
<p><i>Voting Policy Rationale: 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.</i></p>					
8	Publish Annual Congruency Report on Net-Zero Emissions Policy	SH	Against	Against	Against

Reckitt Benckiser Group Plc

Meeting Date: 05/03/2023

Country: United Kingdom

Ticker: RKT

Record Date: 04/28/2023

Meeting Type: Annual

Meeting ID: 1721286

Primary Security ID: G74079107

Shares Voted: 154

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Andrew Bonfield as Director	Mgmt	For	For	For
5	Re-elect Olivier Bohuon as Director	Mgmt	For	For	For
6	Re-elect Jeff Carr as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Vote AGAINST because the nominee is the CFO of the company.</i></p>					
7	Re-elect Margherita Della Valle as Director	Mgmt	For	For	For
8	Re-elect Nicandro Durante as Director	Mgmt	For	For	For
9	Re-elect Mary Harris as Director	Mgmt	For	For	For
10	Re-elect Mehmood Khan as Director	Mgmt	For	For	For
11	Re-elect Pam Kirby as Director	Mgmt	For	For	For
12	Re-elect Chris Sinclair as Director	Mgmt	For	For	For
13	Re-elect Elane Stock as Director	Mgmt	For	For	For
14	Re-elect Alan Stewart as Director	Mgmt	For	For	For
15	Elect Jeremy Darroch as Director	Mgmt	For	For	For
16	Elect Tamara Ingram as Director	Mgmt	For	Against	Against

Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.

Reckitt Benckiser Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
18	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
19	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
20	Authorise Issue of Equity	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
23	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
24	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

S&P Global Inc.

Meeting Date: 05/03/2023 **Country:** USA **Ticker:** SPGI
Record Date: 03/13/2023 **Meeting Type:** Annual **Meeting ID:** 1732143
Primary Security ID: 78409V104

Shares Voted: 23,857

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Marco Alvera	Mgmt	For	For	For
1.2	Elect Director Jacques Esculier	Mgmt	For	For	For
1.3	Elect Director Gay Huey Evans	Mgmt	For	For	For
1.4	Elect Director William D. Green	Mgmt	For	For	For
1.5	Elect Director Stephanie C. Hill	Mgmt	For	For	For
1.6	Elect Director Rebecca Jacoby	Mgmt	For	For	For
1.7	Elect Director Robert P. Kelly	Mgmt	For	For	For
1.8	Elect Director Ian Paul Livingston	Mgmt	For	For	For
1.9	Elect Director Deborah D. McWhinney	Mgmt	For	For	For
1.10	Elect Director Maria R. Morris	Mgmt	For	For	For
1.11	Elect Director Douglas L. Peterson	Mgmt	For	For	For
1.12	Elect Director Richard E. Thornburgh	Mgmt	For	For	For
1.13	Elect Director Gregory Washington	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

S&P Global Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Selective Insurance Group, Inc.

Meeting Date: 05/03/2023 **Country:** USA **Ticker:** SIGI
Record Date: 03/07/2023 **Meeting Type:** Annual **Meeting ID:** 1736238
Primary Security ID: 816300107

Shares Voted: 10

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ainar D. Aijala, Jr.	Mgmt	For	For	For
1b	Elect Director Lisa Rojas Bacus	Mgmt	For	For	For
1c	Elect Director Terrence W. Cavanaugh	Mgmt	For	For	For
1d	Elect Director Wole C. Coaxum	Mgmt	For	For	For
1e	Elect Director Robert Kelly Doherty	Mgmt	For	For	For
1f	Elect Director John J. Marchioni	Mgmt	For	For	For
1g	Elect Director Thomas A. McCarthy	Mgmt	For	For	For
1h	Elect Director Stephen C. Mills	Mgmt	For	For	For
1i	Elect Director H. Elizabeth Mitchell	Mgmt	For	For	For
1j	Elect Director Cynthia S. Nicholson	Mgmt	For	For	For
1k	Elect Director John S. Scheid	Mgmt	For	For	For
1l	Elect Director J. Brian Thebault	Mgmt	For	For	For
1m	Elect Director Philip H. Urban	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Unilever Plc

Meeting Date: 05/03/2023 **Country:** United Kingdom **Ticker:** ULVR
Record Date: 03/15/2023 **Meeting Type:** Annual **Meeting ID:** 1730057
Primary Security ID: G92087165

Shares Voted: 4,028

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST compensation proposal due to the incoming CEO's salary has been set higher than his predecessor's and is significantly higher than his current salary at Royal FrieslandCampina, and UK market peers. The Company has not provided compelling justification for this remuneration package.</i>					
3	Re-elect Nils Andersen as Director	Mgmt	For	For	For
4	Re-elect Judith Hartmann as Director	Mgmt	For	For	For
5	Re-elect Adrian Hennah as Director	Mgmt	For	For	For
6	Re-elect Alan Jope as Director	Mgmt	For	For	For
7	Re-elect Andrea Jung as Director	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
8	Re-elect Susan Kilsby as Director	Mgmt	For	For	For
9	Re-elect Ruby Lu as Director	Mgmt	For	For	For
10	Re-elect Strive Masiyiwa as Director	Mgmt	For	For	For
11	Re-elect Youngme Moon as Director	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
12	Re-elect Graeme Pitkethly as Director	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is the CFO of the company.</i>					
13	Re-elect Feike Sijbesma as Director	Mgmt	For	For	For
14	Elect Nelson Peltz as Director	Mgmt	For	For	For
15	Elect Hein Schumacher as Director	Mgmt	For	For	For
16	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
17	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
19	Authorise Issue of Equity	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Acadia Realty Trust

Meeting Date: 05/04/2023

Country: USA

Ticker: AKR

Record Date: 03/07/2023

Meeting Type: Annual

Meeting ID: 1734004

Primary Security ID: 004239109

Shares Voted: 39

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kenneth F. Bernstein	Mgmt	For	For	For
1b	Elect Director Douglas Crocker, II	Mgmt	For	For	For
1c	Elect Director Mark A. Denien	Mgmt	For	For	For
1d	Elect Director Kenneth A. McIntyre	Mgmt	For	For	For
1e	Elect Director William T. Spitz	Mgmt	For	For	For
1f	Elect Director Lynn C. Thurber	Mgmt	For	For	For
1g	Elect Director Lee S. Wielansky	Mgmt	For	For	For
1h	Elect Director Hope B. Woodhouse	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1i	Elect Director C. David Zoba	Mgmt	For	For	For
2	Ratify BDO USA, LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
<i>Voting Policy Rationale: Vote AGAINST because the concern level for Relative Degree of Alignment is High. This relative measure compares the percentile ranks of a company's CEO pay and TSR performance, relative to an ISS-developed comparison group, over the prior two-year or three year period.</i>					
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Arch Capital Group Ltd.

Meeting Date: 05/04/2023

Country: Bermuda

Ticker: ACGL

Record Date: 03/07/2023

Meeting Type: Annual

Meeting ID: 1733229

Primary Security ID: G0450A105

Shares Voted: 4,511

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Francis Ebong	Mgmt	For	For	For
1b	Elect Director Eileen Mallesch	Mgmt	For	For	For
1c	Elect Director Louis J. Paglia	Mgmt	For	For	For
1d	Elect Director Brian S. Posner	Mgmt	For	For	For
1e	Elect Director John D. Vollaro	Mgmt	For	For	For

Arch Capital Group Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Vote AGAINST compensation proposal due to the inordinate amount of total aggregate perquisites provided to the CEO.</i></p>					
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
6a	Elect Director Matthew Dragonetti as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For	For
6b	Elect Director Seamus Fearon as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For	For
6c	Elect Director H. Beau Franklin as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For	For
6d	Elect Director Jerome Halgan as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For	For
6e	Elect Director James Haney as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For	For
6f	Elect Director Chris Hovey as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For	For
6g	Elect Director Pierre Jal as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For	For
6h	Elect Director Francois Morin as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For	For
6i	Elect Director David J. Mulholland as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For	For
6j	Elect Director Chiara Nannini as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For	For
6k	Elect Director Maamoun Rajeh as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For	For
6l	Elect Director Christine Todd as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For	For

Boston Scientific Corporation

Meeting Date: 05/04/2023

Country: USA

Ticker: BSX

Record Date: 03/10/2023

Meeting Type: Annual

Meeting ID: 1732600

Primary Security ID: 101137107

Boston Scientific Corporation

Shares Voted: 30

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Nelda J. Connors	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>				
1b	Elect Director Charles J. Dockendorff	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>				
1c	Elect Director Yoshiaki Fujimori	Mgmt	For	For	For
1d	Elect Director Edward J. Ludwig	Mgmt	For	For	For
1e	Elect Director Michael F. Mahoney	Mgmt	For	For	For
1f	Elect Director David J. Roux	Mgmt	For	For	For
1g	Elect Director John E. Sununu	Mgmt	For	For	For
1h	Elect Director David S. Wichmann	Mgmt	For	For	For
1i	Elect Director Ellen M. Zane	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Cadence Design Systems, Inc.

Meeting Date: 05/04/2023

Country: USA

Ticker: CDNS

Record Date: 03/06/2023

Meeting Type: Annual

Meeting ID: 1732594

Primary Security ID: 127387108

Shares Voted: 9

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mark W. Adams	Mgmt	For	For	For
1.2	Elect Director Ita Brennan	Mgmt	For	For	For
1.3	Elect Director Lewis Chew	Mgmt	For	For	For
1.4	Elect Director Anirudh Devgan	Mgmt	For	For	For
1.5	Elect Director ML Krakauer	Mgmt	For	For	For
1.6	Elect Director Julia Liuson	Mgmt	For	For	For
1.7	Elect Director James D. Plummer	Mgmt	For	For	For
1.8	Elect Director Alberto Sangiovanni-Vincentelli	Mgmt	For	For	For
1.9	Elect Director John B. Shoven	Mgmt	For	For	For

Cadence Design Systems, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.10	Elect Director Young K. Sohn	Mgmt	For	For	For
2	Amend Omnibus Stock Plan	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	Against
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
6	Remove One-Year Holding Period Requirement to Call Special Meeting	SH	Against	Against	Against

CME Group Inc.

Meeting Date: 05/04/2023 **Country:** USA **Ticker:** CME
Record Date: 03/06/2023 **Meeting Type:** Annual **Meeting ID:** 1712995
Primary Security ID: 12572Q105

Shares Voted: 18

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Terrence A. Duffy	Mgmt	For	For	For
1b	Elect Director Kathryn Benesh	Mgmt	For	For	For
1c	Elect Director Timothy S. Bitsberger	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST compensation committee members Timothy Bitsberger, Charles Carey, Daniel Glickman, Terry Savage, and Rahael Seifu is warranted due to the committee's limited responsiveness to last year's failed say-on-pay vote.</i>					
1d	Elect Director Charles P. Carey	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST compensation committee members Timothy Bitsberger, Charles Carey, Daniel Glickman, Terry Savage, and Rahael Seifu is warranted due to the committee's limited responsiveness to last year's failed say-on-pay vote.</i>					
1e	Elect Director Bryan T. Durkin	Mgmt	For	For	For
1f	Elect Director Harold Ford, Jr.	Mgmt	For	For	For
1g	Elect Director Martin J. Gepsman	Mgmt	For	For	For
1h	Elect Director Larry G. Gerdes	Mgmt	For	For	For
1i	Elect Director Daniel R. Glickman	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST compensation committee members Timothy Bitsberger, Charles Carey, Daniel Glickman, Terry Savage, and Rahael Seifu is warranted due to the committee's limited responsiveness to last year's failed say-on-pay vote.</i>					
1j	Elect Director Daniel G. Kaye	Mgmt	For	For	For
1k	Elect Director Phyllis M. Lockett	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST governance committee chair Phyllis Lockett is warranted given the problematic capital structure that negatively impacts shareholder rights.</i>					
1l	Elect Director Deborah J. Lucas	Mgmt	For	For	For

CME Group Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1m	Elect Director Terry L. Savage	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST compensation committee members Timothy Bitsberger, Charles Carey, Daniel Glickman, Terry Savage, and Rahael Seifu is warranted due to the committee's limited responsiveness to last year's failed say-on-pay vote.</i>				
1n	Elect Director Rahael Seifu	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST compensation committee members Timothy Bitsberger, Charles Carey, Daniel Glickman, Terry Savage, and Rahael Seifu is warranted due to the committee's limited responsiveness to last year's failed say-on-pay vote.</i>				
1o	Elect Director William R. Shepard	Mgmt	For	For	For
1p	Elect Director Howard J. Siegel	Mgmt	For	For	For
1q	Elect Director Dennis A. Suskind	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: Vote AGAINST compensation proposal due to a failed say-on-pay vote last year, the compensation committee demonstrated only a limited degree of responsiveness to shareholder concerns. In addition, an unmitigated pay-for-performance misalignment persisted in FY22. The CEO's total pay remained elevated largely due to a significant base salary increase, which is significantly higher than the median salary of peer CEOs. This base salary had the effect of also increasing his annual and long-term incentives that are targeted to a percentage of base salary. Further, although annual and long-term incentives are significantly performance-based, concern remains that the relative TSR metric under the long-term incentive program targets merely median performance and the proxy does not disclose a vesting cap if absolute TSR is negative</i>				
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Deutsche Post AG

Meeting Date: 05/04/2023

Country: Germany

Ticker: DPW

Record Date: 04/28/2023

Meeting Type: Annual

Meeting ID: 1692352

Primary Security ID: D19225107

Shares Voted: 1,258,365

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.85 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
5.1	Elect Katrin Suder to the Supervisory Board	Mgmt	For	For	For
5.2	Reelect Mario Daberkow to the Supervisory Board	Mgmt	For	For	For
6	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For

Deutsche Post AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For
8	Approve Remuneration Report	Mgmt	For	For	For
9.1	Amend Article Re: Location of Annual Meeting	Mgmt	For	For	For
9.2	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For	For
9.3	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For

Deutsche Post AG

Meeting Date: 05/04/2023

Country: Germany

Ticker: DPW

Record Date: 03/29/2023

Meeting Type: Annual

Meeting ID: 1740881

Primary Security ID: D19225107

Shares Voted: 34,603

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for ADR Holders	Mgmt			
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.85 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
5a	Elect Katrin Suder to the Supervisory Board	Mgmt	For	For	For
5b	Reelect Mario Daberkow to the Supervisory Board	Mgmt	For	For	For
6	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
7	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For
8	Approve Remuneration Report	Mgmt	For	For	For
9a	Amend Article Re: Location of Annual Meeting	Mgmt	For	For	For
9b	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For	For
9c	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For

Deutsche Post AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
A	Counter Motion A	SH	Against	Against	Against
B	Counter Motion B	SH	Against	Against	Against
C	Counter Motion C	SH	Against	Against	Against
D	Counter Motion D	SH	Against	Against	Against
E	Counter Motion E	SH	Against	Against	Against
F	Counter Motion F	SH	Against	Against	Against
G	Counter Motion G	SH	Against	Against	Against
H	Counter Motion H	SH	Against	Against	Against
I	Counter Motion	SH	Against	Against	Against
J	Counter Motion	SH	Against	Against	Against
K	Counter Motion	SH	Against	Against	Against
L	Counter Motion	SH	Against	Against	Against

Ecolab Inc.

Meeting Date: 05/04/2023

Country: USA

Ticker: ECL

Record Date: 03/07/2023

Meeting Type: Annual

Meeting ID: 1730677

Primary Security ID: 278865100

Shares Voted: 6

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Shari L. Ballard	Mgmt	For	For	For
1b	Elect Director Barbara J. Beck	Mgmt	For	For	For
1c	Elect Director Christophe Beck	Mgmt	For	For	For
1d	Elect Director Jeffrey M. Ettinger	Mgmt	For	For	For
1e	Elect Director Eric M. Green	Mgmt	For	For	For
1f	Elect Director Arthur J. Higgins	Mgmt	For	For	For
1g	Elect Director Michael Larson	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1h	Elect Director David W. MacLennan	Mgmt	For	For	For
1i	Elect Director Tracy B. McKibben	Mgmt	For	For	For
1j	Elect Director Lionel L. Nowell, III	Mgmt	For	For	For
1k	Elect Director Victoria J. Reich	Mgmt	For	For	For
1l	Elect Director Suzanne M. Vautrinot	Mgmt	For	Against	Against

Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.

Ecolab Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1m	Elect Director John J. Zillmer	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Approve Omnibus Stock Plan	Mgmt	For	For	For
4	Amend Nonqualified Employee Stock Purchase Plan	Mgmt	For	For	For
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST compensation proposal due to a pay-for-performance misalignment was identified, largely because of an increase in the CEO's equity award value. Equity grants remained majority time-based, per Taft-Hartley Advisory Services' valuation, and the CEO received a larger grant, both as a dollar value and as a number of shares/options, than in the prior year. Lastly, the committee made a sizable, time-based stock grant to another NEO for the second consecutive year.</i>					
6	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
7	Require Independent Board Chair	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent board chair.</i>					

Equifax Inc.

Meeting Date: 05/04/2023

Country: USA

Ticker: EFX

Record Date: 03/03/2023

Meeting Type: Annual

Meeting ID: 1732952

Primary Security ID: 294429105

Shares Voted: 6

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mark W. Begor	Mgmt	For	For	For
1b	Elect Director Mark L. Feidler	Mgmt	For	For	For
1c	Elect Director Karen L. Fichuk	Mgmt	For	For	For
1d	Elect Director G. Thomas Hough	Mgmt	For	For	For
1e	Elect Director Robert D. Marcus	Mgmt	For	For	For
1f	Elect Director Scott A. McGregor	Mgmt	For	For	For
1g	Elect Director John A. McKinley	Mgmt	For	For	For
1h	Elect Director Melissa D. Smith	Mgmt	For	For	For
1i	Elect Director Audrey Boone Tillman	Mgmt	For	For	For
1j	Elect Director Heather H. Wilson	Mgmt	For	For	For

Equifax Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Vote AGAINST compensation proposal due to the committee granted a \$25 million retention award to the CEO during the year in review, resulting in his reported pay more than doubling over the prior year. While the majority of the grant is performance-based, concerns are raised regarding goal rigor and disclosure. The relative TSR performance metric overlaps the annual LTI program, and many investors may not view the median TSR target to be particularly rigorous, especially for a special award. Further, \$5 million of the retention award has no forward-looking performance criteria. Lastly, concerns are raised as the company continues to provide the CEO with excessive corporate aircraft-related and financial/tax planning perquisites.</i></p>					
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Approve Omnibus Stock Plan	Mgmt	For	For	For
6	Oversee and Report a Racial Equity Audit	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted, as an independent racial equity audit would help shareholders better assess the effectiveness of the company's efforts to address the issue of racial inequality for its stakeholders and its management of related risks.</i></p>					

First Bancorp

Meeting Date: 05/04/2023

Country: USA

Ticker: FBNC

Record Date: 03/10/2023

Meeting Type: Annual

Meeting ID: 1733982

Primary Security ID: 318910106

Shares Voted: 23,384

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mary Clara Capel	Mgmt	For	For	For
1.2	Elect Director James C. Crawford, III	Mgmt	For	For	For
1.3	Elect Director Suzanne S. DeFerie	Mgmt	For	Withhold	Withhold
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for Suzanne DeFerie for serving as a non-independent member of a key board committee.</i></p>					
1.4	Elect Director Abby J. Donnelly	Mgmt	For	For	For
1.5	Elect Director Mason Y. Garrett	Mgmt	For	For	For
1.6	Elect Director John B. Gould	Mgmt	For	For	For
1.7	Elect Director Michael G. Mayer	Mgmt	For	For	For
1.8	Elect Director John W. McCauley	Mgmt	For	For	For
1.9	Elect Director Carlie C. McLamb, Jr.	Mgmt	For	For	For
1.10	Elect Director Richard H. Moore	Mgmt	For	For	For
1.11	Elect Director Dexter V. Perry	Mgmt	For	For	For
1.12	Elect Director J. Randolph Potter	Mgmt	For	For	For
1.13	Elect Director O. Temple Sloan, III	Mgmt	For	For	For
1.14	Elect Director Frederick L. Taylor, II	Mgmt	For	For	For

First Bancorp

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.15	Elect Director Virginia Thomasson	Mgmt	For	For	For
1.16	Elect Director Dennis A. Wicker	Mgmt	For	For	For
2	Ratify BDO USA, LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Graham Holdings Company

Meeting Date: 05/04/2023 **Country:** USA **Ticker:** GHC
Record Date: 03/15/2023 **Meeting Type:** Annual **Meeting ID:** 1732940
Primary Security ID: 384637104

Shares Voted: 3

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Tony Allen	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent director nominees Christopher Davis and Tony Allen for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision.</i>					
1.2	Elect Director Danielle Conley	Mgmt	For	For	For
1.3	Elect Director Christopher C. Davis	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded. WITHHOLD votes are warranted for incumbent director nominees Christopher Davis and Tony Allen for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision.</i>					

Iridium Communications Inc.

Meeting Date: 05/04/2023 **Country:** USA **Ticker:** IRDM
Record Date: 03/09/2023 **Meeting Type:** Annual **Meeting ID:** 1730651
Primary Security ID: 46269C102

Shares Voted: 64,122

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert H. Niehaus	Mgmt	For	For	For
1.2	Elect Director Thomas C. Canfield	Mgmt	For	For	For
1.3	Elect Director Matthew J. Desch	Mgmt	For	For	For
1.4	Elect Director Thomas J. Fitzpatrick	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: Vote AGAINST because the nominee is the CFO of the company.</i>					
1.5	Elect Director L. Anthony Frazier	Mgmt	For	For	For
1.6	Elect Director Jane L. Harman	Mgmt	For	For	For
1.7	Elect Director Alvin B. Krongard	Mgmt	For	For	For

Iridium Communications Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director Suzanne E. McBride	Mgmt	For	For	For
1.9	Elect Director Eric T. Olson	Mgmt	For	For	For
1.10	Elect Director Parker W. Rush	Mgmt	For	For	For
1.11	Elect Director Kay N. Sears	Mgmt	For	For	For
1.12	Elect Director Jacqueline E. Yeane	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST due to excessive dilution.</i>					
5	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Loblaw Companies Limited

Meeting Date: 05/04/2023

Country: Canada

Ticker: L

Record Date: 03/13/2023

Meeting Type: Annual

Meeting ID: 1714369

Primary Security ID: 539481101

Shares Voted: 226

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Scott B. Bonham	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is an incumbent member of the audit committee and non-audit fees are excessive.</i>					
1.2	Elect Director Shelley G. Broader	Mgmt	For	For	For
1.3	Elect Director Christie J.B. Clark	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is the chair of the audit committee and the audit committee lacks a member with appropriate financial expertise. Vote AGAINST because the nominee is an incumbent member of the audit committee and non-audit fees are excessive.</i>					
1.4	Elect Director Daniel Debow	Mgmt	For	For	For
1.5	Elect Director William A. Downe	Mgmt	For	For	For
1.6	Elect Director Janice Fukakusa	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded. Vote AGAINST because the nominee is an incumbent member of the audit committee and non-audit fees are excessive.</i>					
1.7	Elect Director M. Marianne Harris	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is an incumbent member of the audit committee and non-audit fees are excessive.</i>					
1.8	Elect Director Kevin Holt	Mgmt	For	For	For
1.9	Elect Director Claudia Kotchka	Mgmt	For	For	For
1.10	Elect Director Sarah Raiss	Mgmt	For	For	For

Loblaw Companies Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.11	Elect Director Galen G. Weston	Mgmt	For	For	For
1.12	Elect Director Cornell Wright	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: Vote AGAINST ratification of auditor or auditor-related proposal due to excessive non-audit fees.</i>					
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For

Mueller Industries, Inc.

Meeting Date: 05/04/2023 **Country:** USA **Ticker:** MLI
Record Date: 03/13/2023 **Meeting Type:** Annual **Meeting ID:** 1732954
Primary Security ID: 624756102

Shares Voted: 355,207

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Gregory L. Christopher	Mgmt	For	For	For
1.2	Elect Director Elizabeth Donovan	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is the chair of the nominating/governance committee and there are no directors of racial or ethnic minority groups on the board/board slate.</i>					
1.3	Elect Director William C. Drummond	Mgmt	For	For	For
1.4	Elect Director Gary S. Gladstein	Mgmt	For	For	For
1.5	Elect Director Scott J. Goldman	Mgmt	For	For	For
1.6	Elect Director John B. Hansen	Mgmt	For	For	For
1.7	Elect Director Terry Hermanson	Mgmt	For	For	For
1.8	Elect Director Charles P. Herzog, Jr.	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Prologis, Inc.

Meeting Date: 05/04/2023 **Country:** USA **Ticker:** PLD
Record Date: 03/07/2023 **Meeting Type:** Annual **Meeting ID:** 1734011
Primary Security ID: 74340W103

Prologis, Inc.

Shares Voted: 12

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Hamid R. Moghadam	Mgmt	For	For	For
1b	Elect Director Cristina G. Bitá	Mgmt	For	For	For
1c	Elect Director James B. Connor	Mgmt	For	For	For
1d	Elect Director George L. Fotiadés	Mgmt	For	For	For
1e	Elect Director Lydia H. Kennard	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1f	Elect Director Irving F. Lyons, III	Mgmt	For	For	For
1g	Elect Director Avid Modjtábái	Mgmt	For	For	For
1h	Elect Director David P. O'Connor	Mgmt	For	For	For
1i	Elect Director Olivier Piani	Mgmt	For	For	For
1j	Elect Director Jeffrey L. Skelton	Mgmt	For	For	For
1k	Elect Director Carl B. Webb	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST compensation proposal due to significant concerns remain with the overall complexity of the long-term incentive programs, the skyrocketing value of outperformance awards for the CEO and other NEOs, and the rigor of LTI and POP goals. In addition to resulting in a large jump in total performance year pay in FY22, the multiple long-term incentive vehicles and issues surrounding grant timing make it difficult for investors to determine and accurately compare pay year-over-year. Further, investors may not consider relative LTI and POP goals set at one percentage point above the index to be particularly rigorous. Given these concerns, the quantitative pay-for-performance misalignment for the year under review is not mitigated.</i>					
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

RLI Corp.

Meeting Date: 05/04/2023

Country: USA

Ticker: RLI

Record Date: 03/06/2023

Meeting Type: Annual

Meeting ID: 1733218

Primary Security ID: 749607107

Shares Voted: 7

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kaj Ahlmann	Mgmt	For	For	For
1b	Elect Director Michael E. Angelina	Mgmt	For	For	For
1c	Elect Director David B. Duclos	Mgmt	For	For	For
1d	Elect Director Susan S. Fleming	Mgmt	For	For	For
1e	Elect Director Jordan W. Graham	Mgmt	For	For	For

RLI Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Craig W. Kliethermes	Mgmt	For	For	For
1g	Elect Director Paul B. Medini	Mgmt	For	For	For
1h	Elect Director Jonathan E. Michael	Mgmt	For	For	For
1i	Elect Director Robert P. Restrepo, Jr.	Mgmt	For	For	For
1j	Elect Director Debbie S. Roberts	Mgmt	For	For	For
1k	Elect Director Michael J. Stone	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Certificate of Incorporation to Include Exculpation of Officers	Mgmt	For	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST due to excessive dilution. Vote AGAINST due to lack of clawback provision.</i>					
5	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Schneider Electric SE

Meeting Date: 05/04/2023

Country: France

Ticker: SU

Record Date: 05/02/2023

Meeting Type: Annual/Special

Meeting ID: 1734294

Primary Security ID: F86921107

Shares Voted: 510,046

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Treatment of Losses and Dividends of EUR 3.15 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
6	Approve Compensation of Jean-Pascal Tricoire, Chairman and CEO	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST compensation proposal due to: - Jean-Pascal Tricoire is entitled to post mandate vesting of ongoing LTIP plans (2021 and 2022) without any prorata temporis.- There is a compensation effect between performance conditions of the 2020 LTIP plan, which, even limited, has for effect to erase partially the impact of Covid19 for FY20.</i>					
7	Approve Remuneration Policy of Jean-Pascal Tricoire, Chairman and CEO from January 1, 2023 until May 3, 2023	Mgmt	For	For	For

Schneider Electric SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Approve Remuneration Policy of Peter Herweck, CEO since May 4, 2023	Mgmt	For	For	For
9	Approve Remuneration Policy of Jean-Pascal Tricoire, Chairman of the Board since May 4, 2023	Mgmt	For	For	For
10	Approve Remuneration of Directors in the Aggregate Amount of EUR 2.8 Million	Mgmt	For	For	For
11	Approve Remuneration Policy of Directors	Mgmt	For	For	For
12	Reelect Leo Apotheker as Director	Mgmt	For	For	For
13	Reelect Gregory Spierkel as Director	Mgmt	For	For	For
14	Reelect Lip-Bu Tan as Director	Mgmt	For	For	For
15	Elect Abhay Parasnis as Director	Mgmt	For	For	For
16	Elect Giulia Chierchia as Director	Mgmt	For	For	For
17	Approve Company's Climate Transition Plan	Mgmt	For	Refer	For
18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
19	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 800 Million	Mgmt	For	For	For
20	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 224 Million	Mgmt	For	For	For
21	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 120 Million	Mgmt	For	For	For
22	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 19-21	Mgmt	For	For	For
23	Authorize Capital Increase of up to 9.81 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
24	Authorize Capitalization of Reserves of Up to EUR 800 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
27	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For

Schneider Electric SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
28	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

TransUnion

Meeting Date: 05/04/2023 **Country:** USA **Ticker:** TRU
Record Date: 03/09/2023 **Meeting Type:** Annual **Meeting ID:** 1733248
Primary Security ID: 89400J107

Shares Voted: 1,070,557

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director George M. Awad	Mgmt	For	For	For
1b	Elect Director William P. (Billy) Bosworth	Mgmt	For	For	For
1c	Elect Director Christopher A. Cartwright	Mgmt	For	For	For
1d	Elect Director Suzanne P. Clark	Mgmt	For	For	For
1e	Elect Director Hamidou Dia	Mgmt	For	For	For
1f	Elect Director Russell P. Fradin	Mgmt	For	For	For
1g	Elect Director Charles E. Gottdiener	Mgmt	For	For	For
1h	Elect Director Pamela A. Joseph	Mgmt	For	For	For
1i	Elect Director Thomas L. Monahan, III	Mgmt	For	For	For
1j	Elect Director Ravi Kumar Singiseti	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1k	Elect Director Linda K. Zukauckas	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

United Parcel Service, Inc.

Meeting Date: 05/04/2023 **Country:** USA **Ticker:** UPS
Record Date: 03/09/2023 **Meeting Type:** Annual **Meeting ID:** 1731277
Primary Security ID: 911312106

Shares Voted: 7

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Carol Tome	Mgmt	For	For	For

United Parcel Service, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Rodney Adkins	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>				
1c	Elect Director Eva Boratto	Mgmt	For	For	For
1d	Elect Director Michael Burns	Mgmt	For	For	For
1e	Elect Director Wayne Hewett	Mgmt	For	For	For
1f	Elect Director Angela Hwang	Mgmt	For	For	For
1g	Elect Director Kate Johnson	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST governance committee members William Johnson, Kathleen Johnson, Franck Moison, Russell Stokes, and Kevin Warsh is warranted given the problematic capital structure that negatively impacts shareholder rights.</i>				
1h	Elect Director William Johnson	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST governance committee members William Johnson, Kathleen Johnson, Franck Moison, Russell Stokes, and Kevin Warsh is warranted given the problematic capital structure that negatively impacts shareholder rights.</i>				
1i	Elect Director Franck Moison	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST governance committee members William Johnson, Kathleen Johnson, Franck Moison, Russell Stokes, and Kevin Warsh is warranted given the problematic capital structure that negatively impacts shareholder rights.</i>				
1j	Elect Director Christiana Smith Shi	Mgmt	For	For	For
1k	Elect Director Russell Stokes	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST governance committee members William Johnson, Kathleen Johnson, Franck Moison, Russell Stokes, and Kevin Warsh is warranted given the problematic capital structure that negatively impacts shareholder rights.</i>				
1l	Elect Director Kevin Warsh	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST governance committee members William Johnson, Kathleen Johnson, Franck Moison, Russell Stokes, and Kevin Warsh is warranted given the problematic capital structure that negatively impacts shareholder rights.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
5	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as it would provide all shareholders with equal voting rights on all matters.</i>				
6	Adopt Independently Verified Science-Based Greenhouse Gas Emissions Reduction Targets in Line with the Paris Climate Agreement	SH	Against	For	For
	<i>Voting Policy Rationale: 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.</i>				

United Parcel Service, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Report on Integrating GHG Emissions Reductions Targets into Executive Compensation	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because this request is not considered burdensome and there is some ambiguity around how and whether the company's executive compensation strategy includes climate goals.</i></p>					
8	Report on Just Transition	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted to provide shareholders with disclosure on how the company is assessing and mitigating related risks</i></p>					
9	Report on Risk Due to Restrictions on Reproductive Rights	SH	Against	For	For
<p><i>Voting Policy Rationale: 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.</i></p>					
10	Oversee and Report a Civil Rights Audit	SH	Against	Against	Against
11	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted, as reporting quantitative and comparable diversity statistics would allow shareholders to better assess the effectiveness of the company's diversity initiatives and its management of related risks.</i></p>					

UTZ Brands, Inc.

Meeting Date: 05/04/2023 **Country:** USA **Ticker:** UTZ
Record Date: 03/13/2023 **Meeting Type:** Annual **Meeting ID:** 1732327
Primary Security ID: 918090101

Shares Voted: 589,380

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Timothy Brown	Mgmt	For	For	For
1b	Elect Director Christina Choi	Mgmt	For	Withhold	Withhold
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for governance committee member Christina Choi given the board's failure to remove, or subject to a sunset requirement, the classified board and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights.</i></p>					
1c	Elect Director Roger Deromedi	Mgmt	For	For	For
1d	Elect Director Dylan Lissette	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Grant Thornton, LLP as Auditors	Mgmt	For	For	For

Walker & Dunlop, Inc.

Meeting Date: 05/04/2023 **Country:** USA **Ticker:** WD
Record Date: 03/10/2023 **Meeting Type:** Annual **Meeting ID:** 1730366
Primary Security ID: 93148P102

Walker & Dunlop, Inc.

Shares Voted: 1,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ellen D. Levy	Mgmt	For	For	For
1.2	Elect Director Michael D. Malone	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is an incumbent member of the audit committee and non-audit fees are excessive.</i>					
1.3	Elect Director John Rice	Mgmt	For	For	For
1.4	Elect Director Dana L. Schmaltz	Mgmt	For	For	For
1.5	Elect Director Howard W. Smith, III	Mgmt	For	For	For
1.6	Elect Director William M. Walker	Mgmt	For	For	For
1.7	Elect Director Michael J. Warren	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is an incumbent member of the audit committee and non-audit fees are excessive.</i>					
1.8	Elect Director Donna C. Wells	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is an incumbent member of the audit committee and non-audit fees are excessive.</i>					
2	Ratify KPMG LLP as Auditors	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST ratification of auditor or auditor-related proposal due to excessive non-audit fees.</i>					
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

WEC Energy Group, Inc.

Meeting Date: 05/04/2023

Country: USA

Ticker: WEC

Record Date: 02/23/2023

Meeting Type: Annual

Meeting ID: 1732934

Primary Security ID: 92939U106

Shares Voted: 15,673

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ave M. Bie	Mgmt	For	For	For
1.2	Elect Director Curt S. Culver	Mgmt	For	For	For
1.3	Elect Director Danny L. Cunningham	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST Gale Klappa, William M. Farrow III, and Danny L. Cunningham are warranted given the concerns raised regarding the company's management and oversight of climate-related risks. Additionally, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.</i>					
1.4	Elect Director William M. Farrow, III	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST Gale Klappa, William M. Farrow III, and Danny L. Cunningham are warranted given the concerns raised regarding the company's management and oversight of climate-related risks. Additionally, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.</i>					
1.5	Elect Director Cristina A. Garcia-Thomas	Mgmt	For	For	For

WEC Energy Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Maria C. Green	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1.7	Elect Director Gale E. Klappa	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST Gale Klappa, William M. Farrow III, and Danny L. Cunningham are warranted given the concerns raised regarding the company's management and oversight of climate-related risks. Additionally, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.</i>					
1.8	Elect Director Thomas K. Lane	Mgmt	For	For	For
1.9	Elect Director Scott J. Lauber	Mgmt	For	For	For
1.10	Elect Director Ulice Payne, Jr.	Mgmt	For	For	For
1.11	Elect Director Mary Ellen Stanek	Mgmt	For	For	For
1.12	Elect Director Glen E. Tellock	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

AbbVie Inc.

Meeting Date: 05/05/2023 **Country:** USA **Ticker:** ABBV
Record Date: 03/06/2023 **Meeting Type:** Annual **Meeting ID:** 1731287
Primary Security ID: 00287Y109

Shares Voted: 39

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert J. Alpern	Mgmt	For	For	For
1.2	Elect Director Melody B. Meyer	Mgmt	For	For	For
1.3	Elect Director Frederick H. Waddell	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST compensation proposal due to the company provided an inordinate amount of personal use of corporate aircraft perquisites to the CEO. In addition, the total amount of perquisite compensation reported for the CEO is deemed excessive.</i>					
4	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For
5	Adopt Simple Majority Vote	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The elimination of supermajority vote requirements would improve shareholder rights and approval of this non-binding item may convey to the board that shareholders may wish for it to take additional steps to ensure they are removed.</i>					

AbbVie Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Report on Congruency of Political Spending with Company Values and Priorities	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as a report on the congruence of the company's political expenditures with its stated values would enable shareholders to have a more comprehensive understanding of how the company oversees and manages risks related to its political spending.</i></p>					
7	Report on Lobbying Payments and Policy	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's direct and indirect lobbying payments would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.</i></p>					
8	Report on Impact of Extended Patent Exclusivities on Product Access	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, because shareholders would benefit from more robust disclosure of the company's processes and oversight mechanisms for managing risks related to anti-competitive practices.</i></p>					

Alcon Inc.

Meeting Date: 05/05/2023 **Country:** Switzerland **Ticker:** ALC
Record Date: **Meeting Type:** Annual **Meeting ID:** 1709654
Primary Security ID: H01301128

Shares Voted: 11,525

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 0.21 per Share	Mgmt	For	For	For
4.1	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
4.2	Approve Remuneration of Directors in the Amount of CHF 3.9 Million	Mgmt	For	For	For
4.3	Approve Remuneration of Executive Committee in the Amount of CHF 41.9 Million	Mgmt	For	For	For
5.1	Reelect Michael Ball as Director and Board Chair	Mgmt	For	For	For
5.2	Reelect Lynn Bleil as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i></p>					
5.3	Reelect Raquel Bono as Director	Mgmt	For	For	For
5.4	Reelect Arthur Cummings as Director	Mgmt	For	For	For
5.5	Reelect David Endicott as Director	Mgmt	For	For	For
5.6	Reelect Thomas Glanzmann as Director	Mgmt	For	For	For
5.7	Reelect Keith Grossman as Director	Mgmt	For	For	For

Alcon Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.8	Reelect Scott Maw as Director	Mgmt	For	For	For
5.9	Reelect Karen May as Director	Mgmt	For	For	For
5.10	Reelect Ines Poeschel as Director	Mgmt	For	For	For
5.11	Reelect Dieter Spaelti as Director	Mgmt	For	For	For
6.1	Reappoint Thomas Glanzmann as Member of the Compensation Committee	Mgmt	For	For	For
6.2	Reappoint Scott Maw as Member of the Compensation Committee	Mgmt	For	For	For
6.3	Reappoint Karen May as Member of the Compensation Committee	Mgmt	For	For	For
6.4	Reappoint Ines Poeschel as Member of the Compensation Committee	Mgmt	For	For	For
7	Designate Hartmann Dreyer as Independent Proxy	Mgmt	For	For	For
8	Ratify PricewaterhouseCoopers SA as Auditors	Mgmt	For	For	For
9.1	Approve Creation of Capital Band within the Upper Limit of CHF 22 Million and the Lower Limit of CHF 19 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
9.2	Approve Creation of CHF 2 Million Pool of Conditional Capital for Financings, Mergers and Acquisitions	Mgmt	For	For	For
9.3	Amend Articles Re: Conversion of Shares; Subscription Rights	Mgmt	For	For	For
9.4	Amend Articles Re: General Meetings	Mgmt	For	For	For
9.5	Amend Articles Re: Board Meetings; Powers of the Board of Directors	Mgmt	For	For	For
9.6	Amend Articles Re: Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For	For
10	Transact Other Business (Voting)	Mgmt	For	Against	Against

Voting Policy Rationale: A vote AGAINST is warranted because:- This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and- The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.

Dover Corporation

Meeting Date: 05/05/2023

Country: USA

Ticker: DOV

Record Date: 03/08/2023

Meeting Type: Annual

Meeting ID: 1730363

Primary Security ID: 260003108

Dover Corporation

Shares Voted: 13

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Deborah L. DeHaas	Mgmt	For	For	For
1b	Elect Director H. John Gilbertson, Jr.	Mgmt	For	For	For
1c	Elect Director Kristiane C. Graham	Mgmt	For	Against	Against
<i>Voting Policy Rationale: The nominee is an incumbent member of the nominating/governance committee and there are no directors of racial or ethnic minority groups on the board/board slate.</i>					
1d	Elect Director Michael F. Johnston	Mgmt	For	Against	Against
<i>Voting Policy Rationale: The nominee is an incumbent member of the nominating/governance committee and there are no directors of racial or ethnic minority groups on the board/board slate.</i>					
1e	Elect Director Michael Manley	Mgmt	For	For	For
1f	Elect Director Eric A. Spiegel	Mgmt	For	For	For
1g	Elect Director Richard J. Tobin	Mgmt	For	For	For
1h	Elect Director Stephen M. Todd	Mgmt	For	For	For
1i	Elect Director Keith E. Wandell	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against

DT Midstream, Inc.

Meeting Date: 05/05/2023

Country: USA

Ticker: DTM

Record Date: 03/08/2023

Meeting Type: Annual

Meeting ID: 1733190

Primary Security ID: 23345M107

Shares Voted: 16

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Peter Tumminello	Mgmt	For	For	For
1.2	Elect Director Dwayne Wilson	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST compensation proposal due to the company provided sizeable miscellaneous perquisites to the CEO.</i>					

Hawaiian Electric Industries, Inc.

Meeting Date: 05/05/2023

Country: USA

Ticker: HE

Record Date: 03/01/2023

Meeting Type: Annual

Meeting ID: 1733942

Primary Security ID: 419870100

Shares Voted: 36

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas B. Fargo	Mgmt	For	For	For
1b	Elect Director Celeste A. Connors	Mgmt	For	For	For
1c	Elect Director Richard J. Dahl	Mgmt	For	For	For
1d	Elect Director Elisa K. Flores	Mgmt	For	For	For
1e	Elect Director Peggy Y. Fowler	Mgmt	For	For	For
1f	Elect Director Micah A. Kane	Mgmt	For	For	For
1g	Elect Director Michael J. Kennedy	Mgmt	For	For	For
1h	Elect Director Yoko Otani	Mgmt	For	For	For
1i	Elect Director William James Scilacci, Jr.	Mgmt	For	For	For
1j	Elect Director Scott W. H. Seu	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Illinois Tool Works Inc.

Meeting Date: 05/05/2023

Country: USA

Ticker: ITW

Record Date: 03/06/2023

Meeting Type: Annual

Meeting ID: 1733721

Primary Security ID: 452308109

Shares Voted: 8

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Daniel J. Brutto	Mgmt	For	For	For
1b	Elect Director Susan Crown	Mgmt	For	For	For
1c	Elect Director Darell L. Ford	Mgmt	For	For	For
1d	Elect Director Kelly J. Grier	Mgmt	For	For	For
1e	Elect Director James W. Griffith	Mgmt	For	For	For
1f	Elect Director Jay L. Henderson	Mgmt	For	For	For
1g	Elect Director Richard H. Lenny	Mgmt	For	For	For
1h	Elect Director E. Scott Santi	Mgmt	For	For	For

Illinois Tool Works Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director David B. Smith, Jr.	Mgmt	For	For	For
1j	Elect Director Pamela B. Strobel	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
5	Require Independent Board Chair	SH	Against	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent board chair.

PT Vale Indonesia Tbk

Meeting Date: 05/05/2023

Country: Indonesia

Ticker: INCO

Record Date: 04/05/2023

Meeting Type: Annual

Meeting ID: 1731611

Primary Security ID: Y7150Y101

Shares Voted: 73,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Annual Report, Financial Statements, and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends	Mgmt	For	For	For
3	Approve Changes in the Board of Directors	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted given the lack of information to make an informed voting decision.</i>					
4	Approve Changes in the Board of Commissioners	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted given the lack of information to make an informed voting decision.</i>					
5	Approve Remuneration of Directors and Commissioners	Mgmt	For	For	For
6	Approve Auditors	Mgmt	For	For	For

The Timken Company

Meeting Date: 05/05/2023

Country: USA

Ticker: TKR

Record Date: 02/21/2023

Meeting Type: Annual

Meeting ID: 1731064

Primary Security ID: 887389104

The Timken Company

Shares Voted: 87,052

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Maria A. Crowe	Mgmt	For	For	For
1.2	Elect Director Elizabeth A. Harrell	Mgmt	For	For	For
1.3	Elect Director Richard G. Kyle	Mgmt	For	For	For
1.4	Elect Director Sarah C. Lauber	Mgmt	For	For	For
1.5	Elect Director John A. Luke, Jr.	Mgmt	For	For	For
1.6	Elect Director Christopher L. Mapes	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1.7	Elect Director James F. Palmer	Mgmt	For	For	For
1.8	Elect Director Ajita G. Rajendra	Mgmt	For	For	For
1.9	Elect Director Frank C. Sullivan	Mgmt	For	For	For
1.10	Elect Director John M. Timken, Jr.	Mgmt	For	For	For
1.11	Elect Director Ward J. Timken, Jr.	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For
6	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as it would enhance the existing shareholder right to call special meetings. Although the proposal also requests the elimination of a one-year holding period provision, the precatory proposal inherently affords the board flexibility to maintain appropriate safeguards against abuse.</i>					

Uber Technologies, Inc.

Meeting Date: 05/08/2023

Country: USA

Ticker: UBER

Record Date: 03/13/2023

Meeting Type: Annual

Meeting ID: 1735507

Primary Security ID: 90353T100

Shares Voted: 406,274

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ronald Sugar	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1b	Elect Director Revathi Advaiti	Mgmt	For	For	For
1c	Elect Director Ursula Burns	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					

Uber Technologies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Robert Eckert	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1e	Elect Director Amanda Ginsberg	Mgmt	For	For	For
1f	Elect Director Dara Khosrowshahi	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1g	Elect Director Wan Ling Martello	Mgmt	For	For	For
1h	Elect Director John Thain	Mgmt	For	For	For
1i	Elect Director David I. Trujillo	Mgmt	For	For	For
1j	Elect Director Alexander Wynaendts	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST compensation proposal due to the excessive amount of transportation and security-related perquisites provided to the CEO. Further, equity award arrangements provide for automatic accelerated vesting upon a change-in-control.</i>					
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Commission a Third-Party Audit on Driver Health and Safety	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Shareholders would benefit from increased disclosure through third-party auditing on driver health and safety, to better understand and assess the company's safety policies, programs, and oversight mechanisms.</i>					

3M Company

Meeting Date: 05/09/2023

Country: USA

Ticker: MMM

Record Date: 03/14/2023

Meeting Type: Annual

Meeting ID: 1732590

Primary Security ID: 88579Y101

Shares Voted: 5

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas "Tony" K. Brown	Mgmt	For	For	For
1b	Elect Director Anne H. Chow	Mgmt	For	For	For
1c	Elect Director David B. Dillon	Mgmt	For	For	For
1d	Elect Director Michael L. Eskew	Mgmt	For	For	For
1e	Elect Director James R. Fitterling	Mgmt	For	For	For
1f	Elect Director Amy E. Hood	Mgmt	For	For	For
1g	Elect Director Suzan Kereere	Mgmt	For	For	For
1h	Elect Director Gregory R. Page	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1i	Elect Director Pedro J. Pizarro	Mgmt	For	For	For

3M Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Michael F. Roman	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST compensation proposal due to the company provided an inordinate amount for the CEO's personal corporate aircraft, financial planning and life insurance perquisites.</i>					
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Cummins Inc.

Meeting Date: 05/09/2023

Country: USA

Ticker: CMI

Record Date: 03/07/2023

Meeting Type: Annual

Meeting ID: 1734833

Primary Security ID: 231021106

Shares Voted: 21

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Director N. Thomas Linebarger	Mgmt	For	For	For
2	Elect Director Jennifer W. Rumsey	Mgmt	For	For	For
3	Elect Director Gary L. Belske	Mgmt	For	For	For
4	Elect Director Robert J. Bernhard	Mgmt	For	For	For
5	Elect Director Bruno V. Di Leo Allen	Mgmt	For	For	For
6	Elect Director Stephen B. Dobbs	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Stephen (Steve) Dobbs, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.</i>					
7	Elect Director Carla A. Harris	Mgmt	For	For	For
8	Elect Director Thomas J. Lynch	Mgmt	For	For	For
9	Elect Director William I. Miller	Mgmt	For	For	For
10	Elect Director Georgia R. Nelson	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
11	Elect Director Kimberly A. Nelson	Mgmt	For	For	For
12	Elect Director Karen H. Quintos	Mgmt	For	For	For
13	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
14	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
15	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
16	Amend Nonqualified Employee Stock Purchase Plan	Mgmt	For	For	For

Cummins Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	Require Independent Board Chairman	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent board chair.</i>					
18	Disclose Plan to Link Executive Compensation to GHG Emissions Reduction Goals	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Incorporating climate-related performance measures, including GHG emissions reduction goals, as a broader component of senior executive pay setting decision-making would serve to further incentivize executives to ensure that company performance on environmental, social and sustainability considerations, alongside financial factors, is appropriately aligned with management's interests, the firm's stated commitments to sustainability, and long-term corporate strategy.</i>					

Danaher Corporation

Meeting Date: 05/09/2023 **Country:** USA **Ticker:** DHR
Record Date: 03/10/2023 **Meeting Type:** Annual **Meeting ID:** 1736021
Primary Security ID: 235851102

Shares Voted: 30,738

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rainer M. Blair	Mgmt	For	For	For
1b	Elect Director Feroz Dewan	Mgmt	For	For	For
1c	Elect Director Linda Filler	Mgmt	For	For	For
1d	Elect Director Teri List	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded. A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters, and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity.</i>					
1e	Elect Director Walter G. Lohr, Jr.	Mgmt	For	For	For
1f	Elect Director Jessica L. Mega	Mgmt	For	For	For
1g	Elect Director Mitchell P. Rales	Mgmt	For	For	For
1h	Elect Director Steven M. Rales	Mgmt	For	For	For
1i	Elect Director Pardis C. Sabeti	Mgmt	For	For	For
1j	Elect Director A. Shane Sanders	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters, and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity.</i>					
1k	Elect Director John T. Schwieters	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters, and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity.</i>					
1l	Elect Director Alan G. Spoon	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1m	Elect Director Raymond C. Stevens	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters, and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity.</i>					

Danaher Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1n	Elect Director Elias A. Zerhouni	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Require Independent Board Chair	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent board chair.</i>					
6	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as reporting quantitative, comparable diversity data would allow shareholders to better assess the effectiveness of the company's diversity, equity, and inclusion efforts and management of related risks.</i>					

Darling Ingredients Inc.

Meeting Date: 05/09/2023

Country: USA

Ticker: DAR

Record Date: 03/14/2023

Meeting Type: Annual

Meeting ID: 1733241

Primary Security ID: 237266101

Shares Voted: 96,171

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Randall C. Stuewe	Mgmt	For	For	For
1b	Elect Director Charles Adair	Mgmt	For	For	For
1c	Elect Director Beth Albright	Mgmt	For	For	For
1d	Elect Director Larry A. Barden	Mgmt	For	For	For
1e	Elect Director Celeste A. Clark	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1f	Elect Director Linda Goodspeed	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1g	Elect Director Enderson Guimaraes	Mgmt	For	For	For
1h	Elect Director Gary W. Mize	Mgmt	For	For	For
1i	Elect Director Michael E. Rescoe	Mgmt	For	For	For
1j	Elect Director Kurt Stoffel	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Iron Mountain Incorporated

Meeting Date: 05/09/2023

Country: USA

Ticker: IRM

Record Date: 03/13/2023

Meeting Type: Annual

Meeting ID: 1737105

Primary Security ID: 46284V101

Shares Voted: 291,472

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jennifer Allerton	Mgmt	For	For	For
1b	Elect Director Pamela M. Arway	Mgmt	For	For	For
1c	Elect Director Clarke H. Bailey	Mgmt	For	For	For
1d	Elect Director Kent P. Dauten	Mgmt	For	For	For
1e	Elect Director Monte Ford	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1f	Elect Director Robin L. Matlock	Mgmt	For	For	For
1g	Elect Director William L. Meaney	Mgmt	For	For	For
1h	Elect Director Wendy J. Murdock	Mgmt	For	For	For
1i	Elect Director Walter C. Rakowich	Mgmt	For	For	For
1j	Elect Director Doyle R. Simons	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Koninklijke Philips NV

Meeting Date: 05/09/2023

Country: Netherlands

Ticker: PHIA

Record Date: 04/11/2023

Meeting Type: Annual

Meeting ID: 1711345

Primary Security ID: N7637U112

Shares Voted: 2,047,917

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	President's Speech	Mgmt			
2.a	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
2.b	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
2.c	Approve Dividends	Mgmt	For	For	For
2.	Approve Remuneration Report	Mgmt	For	For	For

Koninklijke Philips NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.e	Approve Discharge of Management Board	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A qualified vote AGAINST the discharge of Frans van Houten, and as a consequence the entire management board as the vote is not unbundled, because:- Former CEO Frans van Houten was dismissed during 2022 and this being the last possible and most adequate venue for holding Van Houten accountable for his 'performance' leading to Philips' current situation;- In 2022, Van Houten was dismissed by the supervisory board in the context of the company being in need of an accelerated CEO change, confirming the view Van Houten did not perform according to expectations;- The former CEO has not been responsive to shareholder sentiment around variable incentives in light of the company's performance and electing not to forego his variable annual incentive, in deviation of the rest of the management board. Moreover, this decision might even be considered not in the best interest of the company and not to fulfill his fiduciary duty as director (or in his current capacity as 'advisor');- The substantial reputational and financial damage to the company and its shareholders (since announcement the company lost EUR 26 billion in market capitalization (-67%) largely attributed to the recall) as a result of the announced product recall and the FDA has raised concerns with Philips communication to end users of the devices about the recall, and Philips, and Van Houten specifically, being a defendant in his capacity as former CEO in a class action suit by shareholders relating to alleged inadequate disclosures by the company.- However, this is not without qualifying and noting that this recommendation is specifically directed to former CEO Van Houten, and not necessarily the other members of the management board. It is also recognized that no specific member of the company's management board thus far has been found guilty of misconduct or negligence nor are the FDA observations a final determination. Lastly, Philips has undertaken remedial actions and is performing further investigations into its products.</i></p>					
2.f	Approve Discharge of Supervisory Board	Mgmt	For	For	For
3	Reelect A. Bhattacharya to Management Board	Mgmt	For	For	For
4.a	Reelect D.E.I. Pyott to Supervisory Board	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i></p>					
4.b	Reelect M.E. Doherty to Supervisory Board	Mgmt	For	For	For
5	Ratify Ernst & Young Accountants LLP as Auditors for the Financial Year 2024	Mgmt	For	For	For
6	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors for the Financial Year 2025	Mgmt	For	For	For
7.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For
7.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
8	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
9	Approve Cancellation of Repurchased Shares	Mgmt	For	For	For
10	Other Business (Non-Voting)	Mgmt			

Koninklijke Philips NV

Meeting Date: 05/09/2023

Country: Netherlands

Ticker: PHIA

Record Date: 04/11/2023

Meeting Type: Annual

Meeting ID: 1734846

Primary Security ID: N7637U112

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for ADR Holders	Mgmt			
1	President's Speech	Mgmt			
2.a	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
2.b	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
2.c	Approve Dividends	Mgmt	For	For	For
2.d	Approve Remuneration Report	Mgmt	For	For	For
2.e	Approve Discharge of Management Board	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A qualified vote AGAINST the discharge of Frans van Houten, and as a consequence the entire management board as the vote is not unbundled, because:- Former CEO Frans van Houten was dismissed during 2022 and this being the last possible and most adequate venue for holding Van Houten accountable for his 'performance' leading to Philips' current situation;- In 2022, Van Houten was dismissed by the supervisory board in the context of the company being in need of an accelerated CEO change, confirming the view Van Houten did not perform according to expectations;- The former CEO has not been responsive to shareholder sentiment around variable incentives in light of the company's performance and electing not to forego his variable annual incentive, in deviation of the rest of the management board. Moreover, this decision might even be considered not in the best interest of the company and not to fulfill his fiduciary duty as director (or in his current capacity as 'advisor');- The substantial reputational and financial damage to the company and its shareholders (since announcement the company lost EUR 26 billion in market capitalization (-67%) largely attributed to the recall) as a result of the announced product recall and the FDA has raised concerns with Philips communication to end users of the devices about the recall, and Philips, and Van Houten specifically, being a defendant in his capacity as former CEO in a class action suit by shareholders relating to alleged inadequate disclosures by the company.- However, this is not without qualifying and noting that this recommendation is specifically directed to former CEO Van Houten, and not necessarily the other members of the management board. It is also recognized that no specific member of the company's management board thus far has been found guilty of misconduct or negligence nor are the FDA observations a final determination. Lastly, Philips has undertaken remedial actions and is performing further investigations into its products.</i></p>					
2.f	Approve Discharge of Supervisory Board	Mgmt	For	For	For
3	Reelect A. Bhattacharya to Management Board	Mgmt	For	For	For
4.a	Reelect D.E.I. Pyott to Supervisory Board	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i></p>					
4.b	Reelect M.E. Doherty to Supervisory Board	Mgmt	For	For	For
5	Ratify Ernst & Young Accountants LLP as Auditors for the Financial Year 2024	Mgmt	For	For	For
6	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors for the Financial Year 2025	Mgmt	For	For	For
7.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For
7.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
8	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
9	Approve Cancellation of Repurchased Shares	Mgmt	For	For	For

Koninklijke Philips NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Other Business (Non-Voting)	Mgmt			

Onto Innovation Inc.

Meeting Date: 05/09/2023 **Country:** USA **Ticker:** ONTO
Record Date: 03/13/2023 **Meeting Type:** Annual **Meeting ID:** 1737106
Primary Security ID: 683344105

Shares Voted: 91

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Christopher A. Seams	Mgmt	For	For	For
1.2	Elect Director Leo Berlinghieri	Mgmt	For	For	For
1.3	Elect Director Stephen D. Kelley	Mgmt	For	For	For
1.4	Elect Director David B. Miller	Mgmt	For	For	For
1.5	Elect Director Michael P. Plisinski	Mgmt	For	For	For
1.6	Elect Director Karen M. Rogge	Mgmt	For	For	For
1.7	Elect Director May Su	Mgmt	For	For	For
1.8	Elect Director Christine A. Tsingos	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Ormat Technologies, Inc.

Meeting Date: 05/09/2023 **Country:** USA **Ticker:** ORA
Record Date: 03/20/2023 **Meeting Type:** Annual **Meeting ID:** 1735219
Primary Security ID: 686688102

Shares Voted: 19

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Isaac Angel	Mgmt	For	For	For
1B	Elect Director Karin Corfee	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is an incumbent member of the audit committee and non-audit fees are excessive.</i>					
1C	Elect Director David Granot	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					

Ormat Technologies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1D	Elect Director Michal Marom	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is an incumbent member of the audit committee and non-audit fees are excessive. Vote AGAINST because the nominee is overboarded.</i>					
1E	Elect Director Mike Nikkel	Mgmt	For	For	For
1F	Elect Director Dafna Sharir	Mgmt	For	For	For
1G	Elect Director Stanley B. Stern	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is an incumbent member of the audit committee and non-audit fees are excessive. Vote AGAINST because the nominee is overboarded.</i>					
1H	Elect Director Hidetake Takahashi	Mgmt	For	For	For
1I	Elect Director Byron G. Wong	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is an incumbent member of the audit committee and non-audit fees are excessive.</i>					
2	Ratify Kesselman & Kesselman as Auditors	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST ratification of auditor or auditor-related proposal due to excessive non-audit fees.</i>					
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Pentair plc

Meeting Date: 05/09/2023

Country: Ireland

Ticker: PNR

Record Date: 03/10/2023

Meeting Type: Annual

Meeting ID: 1730927

Primary Security ID: G7S00T104

Shares Voted: 74,906

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mona Abutaleb Stephenson	Mgmt	For	For	For
1b	Elect Director Melissa Barra	Mgmt	For	For	For
1c	Elect Director T. Michael Glenn	Mgmt	For	For	For
1d	Elect Director Theodore L. Harris	Mgmt	For	For	For
1e	Elect Director David A. Jones	Mgmt	For	For	For
1f	Elect Director Gregory E. Knight	Mgmt	For	For	For
1g	Elect Director Michael T. Speetzen	Mgmt	For	For	For
1h	Elect Director John L. Stauch	Mgmt	For	For	For
1i	Elect Director Billie I. Williamson	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Pentair plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Ratify Deloitte & Touche LLP as Auditors and Authorise Their Remuneration	Mgmt	For	For	For
5	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	For	For
6	Renew the Board's Authority to Opt-Out of Statutory Preemption Rights Under Irish Law	Mgmt	For	For	For
7	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For	For

The Hanover Insurance Group, Inc.

Meeting Date: 05/09/2023

Country: USA

Ticker: THG

Record Date: 03/17/2023

Meeting Type: Annual

Meeting ID: 1733676

Primary Security ID: 410867105

Shares Voted: 10

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Francisco A. Aristeguieta	Mgmt	For	For	For
1.2	Elect Director Jane D. Carlin	Mgmt	For	For	For
1.3	Elect Director Elizabeth A. Ward	Mgmt	For	For	For
2	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

TriMas Corporation

Meeting Date: 05/09/2023

Country: USA

Ticker: TRS

Record Date: 03/10/2023

Meeting Type: Annual

Meeting ID: 1737109

Primary Security ID: 896215209

Shares Voted: 20

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Holly M. Boehne	Mgmt	For	For	For
1.2	Elect Director Teresa M. Finley	Mgmt	For	For	For
1.3	Elect Director Herbert K. Parker	Mgmt	For	Withhold	Withhold

Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.

TriMas Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Approve Omnibus Stock Plan	Mgmt	For	For	For

Valero Energy Corporation

Meeting Date: 05/09/2023

Country: USA

Ticker: VLO

Record Date: 03/13/2023

Meeting Type: Annual

Meeting ID: 1732607

Primary Security ID: 91913Y100

Shares Voted: 6

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Fred M. Diaz	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded. A vote AGAINST is warranted for all nominees given the concerns raised regarding the company's management and oversight of climate-related risks. Furthermore, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.</i></p>					
1b	Elect Director H. Paulett Eberhart	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded. A vote AGAINST is warranted for all nominees given the concerns raised regarding the company's management and oversight of climate-related risks. Furthermore, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.</i></p>					
1c	Elect Director Marie A. Ffolkes	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST is warranted for all nominees given the concerns raised regarding the company's management and oversight of climate-related risks. Furthermore, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.</i></p>					
1d	Elect Director Joseph W. Gorder	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST is warranted for all nominees given the concerns raised regarding the company's management and oversight of climate-related risks. Furthermore, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.</i></p>					
1e	Elect Director Kimberly S. Greene	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST is warranted for all nominees given the concerns raised regarding the company's management and oversight of climate-related risks. Furthermore, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.</i></p>					
1f	Elect Director Deborah P. Majoras	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST is warranted for all nominees given the concerns raised regarding the company's management and oversight of climate-related risks. Furthermore, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.</i></p>					
1g	Elect Director Eric D. Mullins	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST is warranted for all nominees given the concerns raised regarding the company's management and oversight of climate-related risks. Furthermore, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.</i></p>					

Valero Energy Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Donald L. Nickles	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST is warranted for all nominees given the concerns raised regarding the company's management and oversight of climate-related risks. Furthermore, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.</i>				
1i	Elect Director Robert A. Profusek	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST is warranted for all nominees given the concerns raised regarding the company's management and oversight of climate-related risks. Furthermore, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.</i>				
1j	Elect Director Randall J. Weisenburger	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded. A vote AGAINST is warranted for all nominees given the concerns raised regarding the company's management and oversight of climate-related risks. Furthermore, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.</i>				
1k	Elect Director Rayford Wilkins, Jr.	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST is warranted for all nominees given the concerns raised regarding the company's management and oversight of climate-related risks. Furthermore, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.</i>				
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Report on Climate Transition Plan and GHG Emissions Reduction Targets	SH	Against	For	For
	<i>Voting Policy Rationale: 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.</i>				
6	Oversee and Report a Racial Equity Audit	SH	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, because a racial equity audit would shareholders better evaluate the company's management of potential racial equity or human rights concerns, including from pollution or GHG emissions, that are associated with its operations.</i>				

Waste Management, Inc.

Meeting Date: 05/09/2023

Country: USA

Ticker: WM

Record Date: 03/14/2023

Meeting Type: Annual

Meeting ID: 1735455

Primary Security ID: 94106L109

Shares Voted: 188

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Bruce E. Chinn	Mgmt	For	For	For
1b	Elect Director James C. Fish, Jr.	Mgmt	For	For	For
1c	Elect Director Andres R. Gluski	Mgmt	For	For	For
1d	Elect Director Victoria M. Holt	Mgmt	For	For	For
1e	Elect Director Kathleen M. Mazzarella	Mgmt	For	For	For

Waste Management, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Sean E. Menke	Mgmt	For	For	For
1g	Elect Director William B. Plummer	Mgmt	For	For	For
1h	Elect Director John C. Pope	Mgmt	For	For	For
1i	Elect Director Maryrose T. Sylvester	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Approve Omnibus Stock Plan	Mgmt	For	For	For

American Water Works Company, Inc.

Meeting Date: 05/10/2023 **Country:** USA **Ticker:** AWK
Record Date: 03/17/2023 **Meeting Type:** Annual **Meeting ID:** 1735298
Primary Security ID: 030420103

Shares Voted: 18,269

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jeffrey N. Edwards	Mgmt	For	For	For
1b	Elect Director Martha Clark Goss	Mgmt	For	For	For
1c	Elect Director M. Susan Hardwick	Mgmt	For	For	For
1d	Elect Director Kimberly J. Harris	Mgmt	For	For	For
1e	Elect Director Laurie P. Havanec	Mgmt	For	For	For
1f	Elect Director Julia L. Johnson	Mgmt	For	For	For
1g	Elect Director Patricia L. Kampling	Mgmt	For	For	For
1h	Elect Director Karl F. Kurz	Mgmt	For	For	For
1i	Elect Director Michael L. Marberry	Mgmt	For	For	For
1j	Elect Director James G. Stavridis	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Oversee and Report a Racial Equity Audit	SH	Against	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted, as an independent racial equity audit would help shareholders better assess the effectiveness of American Water's efforts to address racial inequity.

Centene Corporation

Meeting Date: 05/10/2023

Country: USA

Ticker: CNC

Record Date: 03/13/2023

Meeting Type: Annual

Meeting ID: 1734038

Primary Security ID: 15135B101

Shares Voted: 815,892

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jessica L. Blume	Mgmt	For	For	For
1b	Elect Director Kenneth A. Burdick	Mgmt	For	For	For
1c	Elect Director Christopher J. Coughlin	Mgmt	For	For	For
1d	Elect Director H. James Dallas	Mgmt	For	For	For
1e	Elect Director Wayne S. DeVeydt	Mgmt	For	For	For
1f	Elect Director Frederick H. Eppinger	Mgmt	For	For	For
1g	Elect Director Monte E. Ford	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1h	Elect Director Sarah M. London	Mgmt	For	For	For
1i	Elect Director Lori J. Robinson	Mgmt	For	For	For
1j	Elect Director Theodore R. Samuels	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against
6	Report on Maternal Morbidity Reduction Metrics in Executive Compensation	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted because this request is not considered burdensome and incorporating maternal morbidity metrics as a broader component of senior executive pay setting decision-making would serve to incentivize executives to ensure company performance.</i>					

ChampionX Corporation

Meeting Date: 05/10/2023

Country: USA

Ticker: CHX

Record Date: 03/13/2023

Meeting Type: Annual

Meeting ID: 1736077

Primary Security ID: 15872M104

Shares Voted: 9,580

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Heidi S. Alderman	Mgmt	For	For	For
1.2	Elect Director Mamatha Chamarthi	Mgmt	For	For	For

ChampionX Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Carlos A. Fierro	Mgmt	For	For	For
1.4	Elect Director Gary P. Luquette	Mgmt	For	For	For
1.5	Elect Director Elaine Pickle	Mgmt	For	For	For
1.6	Elect Director Stuart Porter	Mgmt	For	For	For
1.7	Elect Director Daniel W. Rabun	Mgmt	For	For	For
1.8	Elect Director Sivasankaran ("Soma") Somasundaram	Mgmt	For	For	For
1.9	Elect Director Stephen M. Todd	Mgmt	For	For	For
2	Adopt Majority Voting for Uncontested Election of Directors	Mgmt	For	For	For
3	Amend Certificate of Incorporation to Allow Exculpation of Officers	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Add Federal Forum Selection Provision	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
6	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
7	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

CNO Financial Group, Inc.

Meeting Date: 05/10/2023 **Country:** USA **Ticker:** CNO
Record Date: 03/13/2023 **Meeting Type:** Annual **Meeting ID:** 1736341
Primary Security ID: 12621E103

Shares Voted: 26

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gary C. Bhojwani	Mgmt	For	For	For
1b	Elect Director Archie M. Brown	Mgmt	For	For	For
1c	Elect Director Stephen N. David	Mgmt	For	For	For
1d	Elect Director David B. Foss	Mgmt	For	For	For
1e	Elect Director Mary R. (Nina) Henderson	Mgmt	For	For	For
1f	Elect Director Adrienne B. Lee	Mgmt	For	For	For
1g	Elect Director Daniel R. Maurer	Mgmt	For	For	For
1h	Elect Director Chetlur S. Ragavan	Mgmt	For	For	For
1i	Elect Director Steven E. Shebik	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

CNO Financial Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For

Voting Policy Rationale: Support FOR this item is warranted as lowering the ownership threshold for shareholders to call a special meeting from 25 percent to 10 percent would enhance shareholders' rights.

Dominion Energy, Inc.

Meeting Date: 05/10/2023 **Country:** USA **Ticker:** D
Record Date: 03/03/2023 **Meeting Type:** Annual **Meeting ID:** 1734859
Primary Security ID: 25746U109

Shares Voted: 24

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director James A. Bennett	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST the incumbent members of the committee responsible for climate risk oversight, James Bennett, D. Maybank Hagood, Ronald Jibson and Michael Szymanczyk, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.</i>					
1B	Elect Director Robert M. Blue	Mgmt	For	For	For
1C	Elect Director D. Maybank Hagood	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST the incumbent members of the committee responsible for climate risk oversight, James Bennett, D. Maybank Hagood, Ronald Jibson and Michael Szymanczyk, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.</i>					
1D	Elect Director Ronald W. Jibson	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST the incumbent members of the committee responsible for climate risk oversight, James Bennett, D. Maybank Hagood, Ronald Jibson and Michael Szymanczyk, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.</i>					
1E	Elect Director Mark J. Kington	Mgmt	For	For	For
1F	Elect Director Kristin G. Lovejoy	Mgmt	For	For	For
1G	Elect Director Joseph M. Rigby	Mgmt	For	For	For
1H	Elect Director Pamela J. Royal	Mgmt	For	For	For
1I	Elect Director Robert H. Spilman, Jr.	Mgmt	For	For	For
1J	Elect Director Susan N. Story	Mgmt	For	For	For
1K	Elect Director Michael E. Szymanczyk	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST the incumbent members of the committee responsible for climate risk oversight, James Bennett, D. Maybank Hagood, Ronald Jibson and Michael Szymanczyk, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.</i>					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Dominion Energy, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
5	Amend Right to Call Special Meeting	Mgmt	For	For	For
6	Amend Advance Notice Provisions for Director Nominations	Mgmt	For	For	For
7	Require Independent Board Chair	SH	Against	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent board chair.

Elevance Health, Inc.

Meeting Date: 05/10/2023 **Country:** USA **Ticker:** ELV
Record Date: 03/17/2023 **Meeting Type:** Annual **Meeting ID:** 1738136
Primary Security ID: 036752103

Shares Voted: 11

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Gail K. Boudreaux	Mgmt	For	For	For
1.2	Elect Director R. Kerry Clark	Mgmt	For	For	For
1.3	Elect Director Robert L. Dixon, Jr.	Mgmt	For	For	For
1.4	Elect Director Deanna D. Strable	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted. Lowering the ownership threshold from 20 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.

6	Annually Report Third Party Political Contributions	SH	Against	Against	Against
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Enel SpA

Meeting Date: 05/10/2023 **Country:** Italy **Ticker:** ENEL
Record Date: 04/28/2023 **Meeting Type:** Annual **Meeting ID:** 1713307
Primary Security ID: T3679P115

Shares Voted: 656

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Proposals	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income	Mgmt	For	For	For
3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
4	Fix Number of Directors	Mgmt	For	For	For
5	Fix Board Terms for Directors	Mgmt	For	For	For
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt			
6.1	Slate 1 Submitted by Ministry of Economy and Finance	SH	None	Against	Against
	<i>Voting Policy Rationale: Vote AGAINST this slate because:- Shareholders can support only one slate.- The Ministry of Economy slate has notable candidates for the chairman and CEO positions, and the Ministry of Economy itself would have enough votes to support their election unless Covalis slate is the most voted one and the vote for the second list is very disputed. It is notable, however, the lack of relevant skills and experience of the other four candidates considering Enel is a EUR 60 billion market cap company; these candidates mostly lack public board, c-suite, or industry experience.- Slate 2 is well rounded with individuals that can ensure proper oversight and have been selected following strict procedures. In addition, candidates on Slate 2 have agreed to adhere to the chart of corporate governance principles adopted by Assogestioni.</i>				
6.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For	For
	<i>Voting Policy Rationale: This resolution warrants a vote FOR because:- Shareholders can support only one slate.- This slate is well rounded with individuals that can ensure proper oversight and have been selected following strict procedures.- Candidates on this list have agreed to adhere to the chart of corporate governance principles adopted by Assogestioni.- The Ministry of Economy slate has notable candidates for the chairman and CEO positions, and the Ministry of Economy itself would have enough votes to support their election unless Covalis slate is the most voted one and the vote for the second list is very disputed.</i>				
6.3	Slate 3 Submitted by Covalis Capital LLP and Covalis (Gibraltar) Ltd.	SH	None	Against	Against
	<i>Voting Policy Rationale: Vote AGAINST this slate because:- Shareholders can support only one slate.- Covalis' majority slate is mostly missing relevant public board experience for a company the size of Enel (only one candidate with relevant experience though from a decade or two ago, and another with experience at small cap/microcap companies). The most notable candidate in the list would be Marco Mazzucchelli, former senior corporate and investment banker whose skills in deals and capital markets would address some of the company's key issues like debt and divestments. While nominating a majority slate, the shareholder is not proposing a CEO candidate. We note this slate is the only one with international candidates, a factor to consider given the company's international operations.- Slate 2 is well rounded with individuals that can ensure proper oversight and have been selected following strict procedures. In addition, candidates on Slate 2 have agreed to adhere to the chart of corporate governance principles adopted by Assogestioni.</i>				
	Shareholder Proposal Submitted by Ministry of Economy and Finance	Mgmt			
7.1	Elect Paolo Scaroni as Board Chair	SH	None	For	For
	<i>Voting Policy Rationale: Item 7.1 warrants a vote FOR because shareholders can support only one candidate, and Paolo Scaroni has relevant skills and experience. In addition, the other candidate, Marco Mazzucchelli, might not be elected under Item 6.</i>				
	Shareholder Proposal Submitted by Covalis Capital LLP and Covalis (Gibraltar) Ltd.	Mgmt			
7.2	Elect Marco Mazzucchelli as Board Chair	SH	None	Against	Against
	<i>Voting Policy Rationale: Item 7.2 warrants a vote AGAINST because shareholders can support only one candidate, and Marco Mazzucchelli might not be elected under Item 6.</i>				
	Management Proposals	Mgmt			
8	Approve Remuneration of Directors	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Approve Long Term Incentive Plan 2023	Mgmt	For	For	For
10.1	Approve Remuneration Policy	Mgmt	For	For	For
10.2	Approve Second Section of the Remuneration Report	Mgmt	For	For	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Against	Against

Voting Policy Rationale: This item warrants a vote AGAINST due to the lack of disclosure regarding the proposed deliberation.

Kinder Morgan, Inc.

Meeting Date: 05/10/2023

Country: USA

Ticker: KMI

Record Date: 03/13/2023

Meeting Type: Annual

Meeting ID: 1737951

Primary Security ID: 49456B101

Shares Voted: 2,560,459

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Richard D. Kinder	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST are warranted for all nominees given the concerns raised regarding the company's management and oversight of climate-related risks. Furthermore, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.</i>					
1.2	Elect Director Steven J. Kean	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST are warranted for all nominees given the concerns raised regarding the company's management and oversight of climate-related risks. Furthermore, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.</i>					
1.3	Elect Director Kimberly A. Dang	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST are warranted for all nominees given the concerns raised regarding the company's management and oversight of climate-related risks. Furthermore, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.</i>					
1.4	Elect Director Ted A. Gardner	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST are warranted for all nominees given the concerns raised regarding the company's management and oversight of climate-related risks. Furthermore, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.</i>					
1.5	Elect Director Anthony W. Hall, Jr.	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST are warranted for all nominees given the concerns raised regarding the company's management and oversight of climate-related risks. Furthermore, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.</i>					
1.6	Elect Director Gary L. Hultquist	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST are warranted for all nominees given the concerns raised regarding the company's management and oversight of climate-related risks. Furthermore, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.</i>					
1.7	Elect Director Ronald L. Kuehn, Jr.	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST are warranted for all nominees given the concerns raised regarding the company's management and oversight of climate-related risks. Furthermore, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.</i>					

Kinder Morgan, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director Deborah A. Macdonald	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST are warranted for all nominees given the concerns raised regarding the company's management and oversight of climate-related risks. Furthermore, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.</i>				
1.9	Elect Director Michael C. Morgan	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST are warranted for all nominees given the concerns raised regarding the company's management and oversight of climate-related risks. Furthermore, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.</i>				
1.10	Elect Director Arthur C. Reichstetter	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST are warranted for all nominees given the concerns raised regarding the company's management and oversight of climate-related risks. Furthermore, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.</i>				
1.11	Elect Director C. Park Shaper	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST are warranted for all nominees given the concerns raised regarding the company's management and oversight of climate-related risks. Furthermore, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.</i>				
1.12	Elect Director William A. Smith	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST are warranted for all nominees given the concerns raised regarding the company's management and oversight of climate-related risks. Furthermore, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.</i>				
1.13	Elect Director Joel V. Staff	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST are warranted for all nominees given the concerns raised regarding the company's management and oversight of climate-related risks. Furthermore, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.</i>				
1.14	Elect Director Robert F. Vagt	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST are warranted for all nominees given the concerns raised regarding the company's management and oversight of climate-related risks. Furthermore, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.</i>				
2	Amend Certificate of Incorporation to Allow Exculpation of Certain Officers	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Landstar System, Inc.

Meeting Date: 05/10/2023 **Country:** USA **Ticker:** LSTR
Record Date: 03/15/2023 **Meeting Type:** Annual **Meeting ID:** 1735346
Primary Security ID: 515098101

Shares Voted: 8

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director David G. Bannister	Mgmt	For	For	For
1b	Elect Director James L. Liang	Mgmt	For	For	For
1c	Elect Director George P. Scanlon	Mgmt	For	For	For

Landstar System, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Declassify the Board of Directors	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
5	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Phillips 66

Meeting Date: 05/10/2023

Country: USA

Ticker: PSX

Record Date: 03/15/2023

Meeting Type: Annual

Meeting ID: 1736679

Primary Security ID: 718546104

Shares Voted: 11

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gregory J. Hayes	Mgmt	For	For	For
1b	Elect Director Charles M. Holley	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Votes AGAINST all incumbent nominees are warranted given the concerns raised regarding the company's management and oversight of climate related risks. Additionally, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. 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 Glenn Tilton, Charles Holley Jr., Denise Singleton and Marna Whittington are warranted for the following reasons:- Given that board chair, Greg Garland, 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, with the exception of new nominees Gregory (Greg) Hayes, should be held accountable for poor board and management oversight of ESG risk exposures at the firm.</i></p>					
1c	Elect Director Denise R. Singleton	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Votes AGAINST all incumbent nominees are warranted given the concerns raised regarding the company's management and oversight of climate related risks. Additionally, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. 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 Glenn Tilton, Charles Holley Jr., Denise Singleton and Marna Whittington are warranted for the following reasons:- Given that board chair, Greg Garland, 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, with the exception of new nominees Gregory (Greg) Hayes, should be held accountable for poor board and management oversight of ESG risk exposures at the firm.</i></p>					
1d	Elect Director Glenn F. Tilton	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Votes AGAINST all incumbent nominees are warranted given the concerns raised regarding the company's management and oversight of climate related risks. Additionally, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. 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 Glenn Tilton, Charles Holley Jr., Denise Singleton and Marna Whittington are warranted for the following reasons:- Given that board chair, Greg Garland, 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, with the exception of new nominees Gregory (Greg) Hayes, should be held accountable for poor board and management oversight of ESG risk exposures at the firm.</i></p>					

Phillips 66

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Marna C. Whittington	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Votes AGAINST all incumbent nominees are warranted given the concerns raised regarding the company's management and oversight of climate related risks. Additionally, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. 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 Glenn Tilton, Charles Holley Jr., Denise Singleton and Marna Whittington are warranted for the following reasons:- Given that board chair, Greg Garland, 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, with the exception of new nominees Gregory (Greg) Hayes, should be held accountable for poor board and management oversight of ESG risk exposures at the firm.</i></p>					
2	Declassify the Board of Directors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Vote AGAINST compensation proposal due to the company provided an inordinate amount of personal use of corporate aircraft perquisite to the CEO and paid an excessive tax gross-up for the CEO's personal use of aircraft. Additionally, certain goal target disclosure concerns continue to exist, although annual and long-term incentives are sufficiently tied to performance.</i></p>					
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Publish Audited Report on Impacts of a Significant Reduction in Virgin Plastic Demand	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure on metrics, targets, and impacts 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.</i></p>					

Rentokil Initial Plc

Meeting Date: 05/10/2023 **Country:** United Kingdom **Ticker:** RTO
Record Date: 05/05/2023 **Meeting Type:** Annual **Meeting ID:** 1729674
Primary Security ID: G7494G105

Shares Voted: 9,192,020

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Restricted Share Plan	Mgmt	For	For	For
4	Approve Deferred Bonus Plan	Mgmt	For	For	For
5	Approve Final Dividend	Mgmt	For	For	For
6	Elect David Frear as Director	Mgmt	For	For	For
7	Elect Sally Johnson as Director	Mgmt	For	For	For
8	Re-elect Stuart Ingall-Tombs as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Vote AGAINST because the nominee is the CFO of the company.</i></p>					
9	Re-elect Sarosh Mistry as Director	Mgmt	For	For	For

Rentokil Initial Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Re-elect John Pettigrew as Director	Mgmt	For	For	For
11	Re-elect Andy Ransom as Director	Mgmt	For	For	For
12	Re-elect Richard Solomons as Director	Mgmt	For	For	For
13	Re-elect Cathy Turner as Director	Mgmt	For	For	For
14	Re-elect Linda Yueh as Director	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
15	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
16	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Specified Capital Investment	Mgmt	For	For	For
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
23	Adopt New Articles of Association	Mgmt	For	For	For

Rentokil Initial Plc

Meeting Date: 05/10/2023

Country: United Kingdom

Ticker: RTO

Record Date: 04/10/2023

Meeting Type: Annual

Meeting ID: 1744500

Primary Security ID: G7494G105

Shares Voted: 37,266

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for ADR Holders	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Restricted Share Plan	Mgmt	For	For	For
4	Approve Deferred Bonus Plan	Mgmt	For	For	For
5	Approve Final Dividend	Mgmt	For	For	For
6	Elect David Frear as Director	Mgmt	For	For	For
7	Elect Sally Johnson as Director	Mgmt	For	For	For

Rentokil Initial Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Re-elect Stuart Ingall-Tombs as Director	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is the CFO of the company.</i>					
9	Re-elect Sarosh Mistry as Director	Mgmt	For	For	For
10	Re-elect John Pettigrew as Director	Mgmt	For	For	For
11	Re-elect Andy Ransom as Director	Mgmt	For	For	For
12	Re-elect Richard Solomons as Director	Mgmt	For	For	For
13	Re-elect Cathy Turner as Director	Mgmt	For	For	For
14	Re-elect Linda Yueh as Director	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
15	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
16	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Specified Capital Investment	Mgmt	For	For	For
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
23	Adopt New Articles of Association	Mgmt	For	For	For

Volkswagen AG

Meeting Date: 05/10/2023

Country: Germany

Ticker: VOW3

Record Date: 04/18/2023

Meeting Type: Annual

Meeting ID: 1734599

Primary Security ID: D94523103

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Meeting for Preferred Shareholders	Mgmt			
	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
<i>Voting Policy Rationale: No votes are required for these items. This is the meeting of the holders of the company's preference shares.</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 8.70 per Ordinary Share and EUR 8.76 per Preferred Share	Mgmt			
	<i>Voting Policy Rationale: No votes are required for these items. This is the meeting of the holders of the company's preference shares.</i>				
3.1	Approve Discharge of Management Board Member O. Blume for Fiscal Year 2022	Mgmt			
	<i>Voting Policy Rationale: No votes are required for these items. This is the meeting of the holders of the company's preference shares.</i>				
3.2	Approve Discharge of Management Board Member M. Aksel (until Aug. 31, 2022) for Fiscal Year 2022	Mgmt			
	<i>Voting Policy Rationale: No votes are required for these items. This is the meeting of the holders of the company's preference shares.</i>				
3.3	Approve Discharge of Management Board Member A. Antlitz for Fiscal Year 2022	Mgmt			
	<i>Voting Policy Rationale: No votes are required for these items. This is the meeting of the holders of the company's preference shares.</i>				
3.4	Approve Discharge of Management Board Member R. Brandstaetter for Fiscal Year 2022	Mgmt			
	<i>Voting Policy Rationale: No votes are required for these items. This is the meeting of the holders of the company's preference shares.</i>				
3.5	Approve Discharge of Management Board Member H. Diess (until Aug. 31, 2022) for Fiscal Year 2022	Mgmt			
	<i>Voting Policy Rationale: No votes are required for these items. This is the meeting of the holders of the company's preference shares.</i>				
3.6	Approve Discharge of Management Board Member M. Doess (from Feb. 1, 2022) for Fiscal Year 2022	Mgmt			
	<i>Voting Policy Rationale: No votes are required for these items. This is the meeting of the holders of the company's preference shares.</i>				
3.7	Approve Discharge of Management Board Member M. Duesmann for Fiscal Year 2022	Mgmt			
	<i>Voting Policy Rationale: No votes are required for these items. This is the meeting of the holders of the company's preference shares.</i>				
3.8	Approve Discharge of Management Board Member G. Kilian for Fiscal Year 2022	Mgmt			
	<i>Voting Policy Rationale: No votes are required for these items. This is the meeting of the holders of the company's preference shares.</i>				
3.9	Approve Discharge of Management Board Member T. Schaefer (from July 1, 2022) for Fiscal Year 2022	Mgmt			
	<i>Voting Policy Rationale: No votes are required for these items. This is the meeting of the holders of the company's preference shares.</i>				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.10	Approve Discharge of Management Board Member T. Schmall-von Westerholt for Fiscal Year 2022	Mgmt			
	<i>Voting Policy Rationale: No votes are required for these items. This is the meeting of the holders of the company's preference shares.</i>				
3.11	Approve Discharge of Management Board Member H. Stars (from Feb. 1, 2022) for Fiscal Year 2022	Mgmt			
	<i>Voting Policy Rationale: No votes are required for these items. This is the meeting of the holders of the company's preference shares.</i>				
3.12	Approve Discharge of Management Board Member H. D. Werner (until Jan. 31, 2022) for Fiscal Year 2022	Mgmt			
	<i>Voting Policy Rationale: No votes are required for these items. This is the meeting of the holders of the company's preference shares.</i>				
3.13	Approve Discharge of Management Board Member H. Wortmann (Feb. 1 - Aug. 31, 2022) for Fiscal Year 2022	Mgmt			
	<i>Voting Policy Rationale: No votes are required for these items. This is the meeting of the holders of the company's preference shares.</i>				
4.1	Approve Discharge of Supervisory Board Member H.D. Poetsch for Fiscal Year 2022	Mgmt			
	<i>Voting Policy Rationale: No votes are required for these items. This is the meeting of the holders of the company's preference shares.</i>				
4.2	Approve Discharge of Supervisory Board Member J. Hofmann for Fiscal Year 2022	Mgmt			
	<i>Voting Policy Rationale: No votes are required for these items. This is the meeting of the holders of the company's preference shares.</i>				
4.3	Approve Discharge of Supervisory Board Member H.A. Al Abdulla (until May 12, 2022) for Fiscal Year 2022	Mgmt			
	<i>Voting Policy Rationale: No votes are required for these items. This is the meeting of the holders of the company's preference shares.</i>				
4.4	Approve Discharge of Supervisory Board Member H. S. Al Jaber for Fiscal Year 2022	Mgmt			
	<i>Voting Policy Rationale: No votes are required for these items. This is the meeting of the holders of the company's preference shares.</i>				
4.5	Approve Discharge of Supervisory Board Member M. B. E. Al-Mahmoud (from May 12, 2022) for Fiscal Year 2022	Mgmt			
	<i>Voting Policy Rationale: No votes are required for these items. This is the meeting of the holders of the company's preference shares.</i>				
4.6	Approve Discharge of Supervisory Board Member B. Althusmann (until Nov. 8, 2022) for Fiscal Year 2022	Mgmt			
	<i>Voting Policy Rationale: No votes are required for these items. This is the meeting of the holders of the company's preference shares.</i>				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.7	Approve Discharge of Supervisory Board Member H. Buck (from Oct. 4, 2022) for Fiscal Year 2022	Mgmt			
	<i>Voting Policy Rationale: No votes are required for these items. This is the meeting of the holders of the company's preference shares.</i>				
4.8	Approve Discharge of Supervisory Board Member M. Carnero Sojo for Fiscal Year 2022	Mgmt			
	<i>Voting Policy Rationale: No votes are required for these items. This is the meeting of the holders of the company's preference shares.</i>				
4.9	Approve Discharge of Supervisory Board Member D. Cavallo for Fiscal Year 2022	Mgmt			
	<i>Voting Policy Rationale: No votes are required for these items. This is the meeting of the holders of the company's preference shares.</i>				
4.10	Approve Discharge of Supervisory Board Member H.-P. Fischer (until May 12, 2022) for Fiscal Year 2022	Mgmt			
	<i>Voting Policy Rationale: No votes are required for these items. This is the meeting of the holders of the company's preference shares.</i>				
4.11	Approve Discharge of Supervisory Board Member J. W. Hamburg (from Nov. 8, 2022) for Fiscal Year 2022	Mgmt			
	<i>Voting Policy Rationale: No votes are required for these items. This is the meeting of the holders of the company's preference shares.</i>				
4.12	Approve Discharge of Supervisory Board Member M. Heiss for Fiscal Year 2022	Mgmt			
	<i>Voting Policy Rationale: No votes are required for these items. This is the meeting of the holders of the company's preference shares.</i>				
4.13	Approve Discharge of Supervisory Board Member A. Homburg (from May 12, 2022) for Fiscal Year 2022	Mgmt			
	<i>Voting Policy Rationale: No votes are required for these items. This is the meeting of the holders of the company's preference shares.</i>				
4.14	Approve Discharge of Supervisory Board Member U. Jakob (until May 12, 2022) for Fiscal Year 2022	Mgmt			
	<i>Voting Policy Rationale: No votes are required for these items. This is the meeting of the holders of the company's preference shares.</i>				
4.15	Approve Discharge of Supervisory Board Member S. Mahler (from May 12, 2022) for Fiscal Year 2022	Mgmt			
	<i>Voting Policy Rationale: No votes are required for these items. This is the meeting of the holders of the company's preference shares.</i>				
4.16	Approve Discharge of Supervisory Board Member P. Mosch for Fiscal Year 2022	Mgmt			
	<i>Voting Policy Rationale: No votes are required for these items. This is the meeting of the holders of the company's preference shares.</i>				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.17	Approve Discharge of Supervisory Board Member B. Murkovic (until May 12, 2022) for Fiscal Year 2022	Mgmt			
	<i>Voting Policy Rationale: No votes are required for these items. This is the meeting of the holders of the company's preference shares.</i>				
4.18	Approve Discharge of Supervisory Board Member D. Nowak (from May 12, 2022) for Fiscal Year 2022	Mgmt			
	<i>Voting Policy Rationale: No votes are required for these items. This is the meeting of the holders of the company's preference shares.</i>				
4.19	Approve Discharge of Supervisory Board Member H. M. Piech for Fiscal Year 2022	Mgmt			
	<i>Voting Policy Rationale: No votes are required for these items. This is the meeting of the holders of the company's preference shares.</i>				
4.20	Approve Discharge of Supervisory Board Member F. O. Porsche for Fiscal Year 2022	Mgmt			
	<i>Voting Policy Rationale: No votes are required for these items. This is the meeting of the holders of the company's preference shares.</i>				
4.21	Approve Discharge of Supervisory Board Member W. Porsche for Fiscal Year 2022	Mgmt			
	<i>Voting Policy Rationale: No votes are required for these items. This is the meeting of the holders of the company's preference shares.</i>				
4.22	Approve Discharge of Supervisory Board Member J. Rothe for Fiscal Year 2022	Mgmt			
	<i>Voting Policy Rationale: No votes are required for these items. This is the meeting of the holders of the company's preference shares.</i>				
4.23	Approve Discharge of Supervisory Board Member C. Schoenhardt for Fiscal Year 2022	Mgmt			
	<i>Voting Policy Rationale: No votes are required for these items. This is the meeting of the holders of the company's preference shares.</i>				
4.24	Approve Discharge of Supervisory Board Member S. Weil for Fiscal Year 2022	Mgmt			
	<i>Voting Policy Rationale: No votes are required for these items. This is the meeting of the holders of the company's preference shares.</i>				
4.25	Approve Discharge of Supervisory Board Member W. Weresch (until Sep. 30, 2022) for Fiscal Year 2022	Mgmt			
	<i>Voting Policy Rationale: No votes are required for these items. This is the meeting of the holders of the company's preference shares.</i>				
5.1	Elect Marianne Heiss to the Supervisory Board	Mgmt			
	<i>Voting Policy Rationale: No votes are required for these items. This is the meeting of the holders of the company's preference shares.</i>				
5.2	Elect Guenther Horvath to the Supervisory Board	Mgmt			
	<i>Voting Policy Rationale: No votes are required for these items. This is the meeting of the holders of the company's preference shares.</i>				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.3	Elect Wolfgang Porsche to the Supervisory Board	Mgmt			
	<i>Voting Policy Rationale: No votes are required for these items. This is the meeting of the holders of the company's preference shares.</i>				
6	Amend Affiliation Agreement with Volkswagen Bank GmbH	Mgmt			
	<i>Voting Policy Rationale: No votes are required for these items. This is the meeting of the holders of the company's preference shares.</i>				
7	Approve Draft of Hive-Down and Transfer Agreement between Volkswagen AG and Volkswagen Financial Services Europe AG	Mgmt			
	<i>Voting Policy Rationale: No votes are required for these items. This is the meeting of the holders of the company's preference shares.</i>				
8	Approve Virtual-Only Shareholder Meetings Until 2028	Mgmt			
	<i>Voting Policy Rationale: No votes are required for these items. This is the meeting of the holders of the company's preference shares.</i>				
9	Amend Articles Re: Participation of Supervisory Board Members in the Virtual Annual General Meeting by Means of Audio and Video Transmission	Mgmt			
	<i>Voting Policy Rationale: No votes are required for these items. This is the meeting of the holders of the company's preference shares.</i>				
10	Approve Creation of EUR 227.5 Million Pool of Capital with Preemptive Rights	Mgmt			
	<i>Voting Policy Rationale: No votes are required for these items. This is the meeting of the holders of the company's preference shares.</i>				
11	Approve Remuneration Report	Mgmt			
	<i>Voting Policy Rationale: No votes are required for these items. This is the meeting of the holders of the company's preference shares.</i>				
12	Approve Remuneration Policy for the Management Board	Mgmt			
	<i>Voting Policy Rationale: No votes are required for these items. This is the meeting of the holders of the company's preference shares.</i>				
13	Approve Remuneration Policy for the Supervisory Board	Mgmt			
	<i>Voting Policy Rationale: No votes are required for these items. This is the meeting of the holders of the company's preference shares.</i>				
14	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2023 and for the Review of the Interim Financial Statements for Fiscal Year 2023 and First Quarter of Fiscal Year 2024	Mgmt			
	<i>Voting Policy Rationale: No votes are required for these items. This is the meeting of the holders of the company's preference shares.</i>				

Meeting Date: 05/11/2023

Country: Netherlands

Ticker: ADYEN

Record Date: 04/13/2023

Meeting Type: Annual

Meeting ID: 1736287

Primary Security ID: N3501V104

Shares Voted: 8,892

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2.a	Receive Report of Management Board and Supervisory Board (Non-Voting)	Mgmt			
2.b	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
2.c	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
2.d	Approve Remuneration Report	Mgmt	For	For	For
2.e	Approve Remuneration Policy for Management Board	Mgmt	For	For	For
2.f	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
2.g	Approve Increase Cap on Variable Remuneration for Staff Members	Mgmt	For	For	For
3	Approve Discharge of Management Board	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board	Mgmt	For	For	For
5	Reelect Ingo Uytdehaage to Management Board as Co-Chief Executive Officer	Mgmt	For	For	For
6	Reelect Mariette Swart to Management Board as Chief Risk and Compliance Officer	Mgmt	For	For	For
7	Elect Brooke Nayden to Management Board as Chief Human Resources Officer	Mgmt	For	For	For
8	Elect Ethan Tandowsky to Management Board as Chief Financial Officer	Mgmt	For	For	For
9	Reelect Pamela Joseph to Supervisory Board	Mgmt	For	For	For
10	Reelect Joep van Beurden to Supervisory Board	Mgmt	For	For	For
11	Amend Articles of Association	Mgmt	For	For	For
12	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For
13	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
15	Reappoint PwC as Auditors	Mgmt	For	For	For

Adyen NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16	Close Meeting	Mgmt			

Cboe Global Markets, Inc.

Meeting Date: 05/11/2023 **Country:** USA **Ticker:** CBOE
Record Date: 03/16/2023 **Meeting Type:** Annual **Meeting ID:** 1737713
Primary Security ID: 12503M108

Shares Voted: 4,146

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Edward T. Tilly	Mgmt	For	For	For
1b	Elect Director William M. Farrow, III	Mgmt	For	For	For
1c	Elect Director Edward J. Fitzpatrick	Mgmt	For	For	For
1d	Elect Director Ivan K. Fong	Mgmt	For	For	For
1e	Elect Director Janet P. Froetscher	Mgmt	For	For	For
1f	Elect Director Jill R. Goodman	Mgmt	For	For	For
1g	Elect Director Alexander J. Matturri, Jr.	Mgmt	For	For	For
1h	Elect Director Jennifer J. McPeck	Mgmt	For	For	For
1i	Elect Director Roderick A. Palmore	Mgmt	For	For	For
1j	Elect Director James E. Parisi	Mgmt	For	For	For
1k	Elect Director Joseph P. Ratterman	Mgmt	For	For	For
1l	Elect Director Fredric J. Tomczyk	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

CTS Corporation

Meeting Date: 05/11/2023 **Country:** USA **Ticker:** CTS
Record Date: 03/22/2023 **Meeting Type:** Annual **Meeting ID:** 1738037
Primary Security ID: 126501105

Shares Voted: 169

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Donna M. Costello	Mgmt	For	For	For
1b	Elect Director William S. Johnson	Mgmt	For	For	For

CTS Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Kieran M. O'Sullivan	Mgmt	For	For	For
1d	Elect Director Robert A. Profusek	Mgmt	For	For	For
1e	Elect Director Randy L. Stone	Mgmt	For	For	For
1f	Elect Director Alfonso G. Zulueta	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Vote AGAINST compensation proposal due to the company maintains agreements that contain a modified single trigger change in control provision.</i></p>					
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Grant Thornton LLP as Auditor	Mgmt	For	For	For
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this item is warranted. While the company's current severance arrangements are within market practice, the implementation of a policy like the one described in the proposal would meaningfully mitigate the risk of cash severance payments that are excessive or not in line with market norms. Further, the proposal applies only to new or renewed severance arrangements.</i></p>					

Discover Financial Services

Meeting Date: 05/11/2023 **Country:** USA **Ticker:** DFS
Record Date: 03/13/2023 **Meeting Type:** Annual **Meeting ID:** 1730825
Primary Security ID: 254709108

Shares Voted: 913,372

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jeffrey S. Aronin	Mgmt	For	For	For
1.2	Elect Director Mary K. Bush	Mgmt	For	For	For
1.3	Elect Director Gregory C. Case	Mgmt	For	For	For
1.4	Elect Director Candace H. Duncan	Mgmt	For	For	For
1.5	Elect Director Joseph F. Eazor	Mgmt	For	For	For
1.6	Elect Director Roger C. Hochschild	Mgmt	For	For	For
1.7	Elect Director Thomas G. Maheras	Mgmt	For	For	For
1.8	Elect Director John B. Owen	Mgmt	For	For	For
1.9	Elect Director David L. Rawlinson, II	Mgmt	For	For	For
1.10	Elect Director Beverley A. Sibblies	Mgmt	For	For	For
1.11	Elect Director Mark A. Thierer	Mgmt	For	For	For
1.12	Elect Director Jennifer L. Wong	Mgmt	For	For	For

Discover Financial Services

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST compensation proposal due to the company provided excessive personal use of corporate aircraft perquisite to the CEO.</i>					
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Edwards Lifesciences Corporation

Meeting Date: 05/11/2023

Country: USA

Ticker: EW

Record Date: 03/13/2023

Meeting Type: Annual

Meeting ID: 1735529

Primary Security ID: 28176E108

Shares Voted: 134,291

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kieran T. Gallahue	Mgmt	For	For	For
1.2	Elect Director Leslie S. Heisz	Mgmt	For	For	For
1.3	Elect Director Paul A. LaViolette	Mgmt	For	For	For
1.4	Elect Director Steven R. Loranger	Mgmt	For	For	For
1.5	Elect Director Martha H. Marsh	Mgmt	For	For	For
1.6	Elect Director Michael A. Mussallem	Mgmt	For	For	For
1.7	Elect Director Ramona Sequeira	Mgmt	For	For	For
1.8	Elect Director Nicholas J. Valeriani	Mgmt	For	For	For
1.9	Elect Director Bernard J. Zovighian	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Amend Certificate of Incorporation to Provide for Exculpation of Certain Officers	Mgmt	For	For	For
6	Require Independent Board Chair	SH	Against	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent board chair.

Heartland Express, Inc.

Meeting Date: 05/11/2023

Country: USA

Ticker: HTLD

Record Date: 03/13/2023

Meeting Type: Annual

Meeting ID: 1738077

Primary Security ID: 422347104

Shares Voted: 58

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael J. Gerdin	Mgmt	For	For	For
1.2	Elect Director Larry J. Gordon	Mgmt	For	For	For
1.3	Elect Director Benjamin J. Allen	Mgmt	For	For	For
1.4	Elect Director Brenda S. Neville	Mgmt	For	Withhold	Withhold
<p><i>Voting Policy Rationale: Vote AGAINST because the nominee is chair of the nominating/governance committee and there is a combined board chair/CEO. The nominee is the chair of the nominating/governance committee and there are no directors of racial or ethnic minority groups on the board/board slate.</i></p>					
1.5	Elect Director James G. Pratt	Mgmt	For	For	For
1.6	Elect Director Michael J. Sullivan	Mgmt	For	For	For
1.7	Elect Director David P. Millis	Mgmt	For	For	For
2	Ratify Grant Thornton LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Herc Holdings Inc.

Meeting Date: 05/11/2023

Country: USA

Ticker: HRI

Record Date: 03/13/2023

Meeting Type: Annual

Meeting ID: 1737765

Primary Security ID: 42704L104

Shares Voted: 69,387

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Patrick D. Campbell	Mgmt	For	For	For
1b	Elect Director Lawrence H. Silber	Mgmt	For	For	For
1c	Elect Director James H. Browning	Mgmt	For	For	For
1d	Elect Director Shari L. Burgess	Mgmt	For	For	For
1e	Elect Director Jean K. Holley	Mgmt	For	For	For
1f	Elect Director Michael A. Kelly	Mgmt	For	For	For
1g	Elect Director Rakesh Sachdev	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i></p>					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Herc Holdings Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Intact Financial Corporation

Meeting Date: 05/11/2023 **Country:** Canada **Ticker:** IFC
Record Date: 03/15/2023 **Meeting Type:** Annual/Special **Meeting ID:** 1715834
Primary Security ID: 45823T106

Shares Voted: 46,563

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Charles Brindamour	Mgmt	For	For	For
1.2	Elect Director Emmanuel Clarke	Mgmt	For	For	For
1.3	Elect Director Janet De Silva	Mgmt	For	For	For
1.4	Elect Director Michael Katchen	Mgmt	For	For	For
1.5	Elect Director Stephani Kingsmill	Mgmt	For	For	For
1.6	Elect Director Jane E. Kinney	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is the chair of the audit committee and the audit committee lacks a member with appropriate financial expertise.</i>					
1.7	Elect Director Robert G. Leary	Mgmt	For	For	For
1.8	Elect Director Sylvie Paquette	Mgmt	For	For	For
1.9	Elect Director Stuart J. Russell	Mgmt	For	For	For
1.10	Elect Director Indira V. Samarasekera	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1.11	Elect Director Frederick Singer	Mgmt	For	For	For
1.12	Elect Director Carolyn A. Wilkins	Mgmt	For	For	For
1.13	Elect Director William L. Young	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Re-approve Shareholder Rights Plan	Mgmt	For	For	For
4	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For

Martin Marietta Materials, Inc.

Meeting Date: 05/11/2023 **Country:** USA **Ticker:** MLM
Record Date: 03/06/2023 **Meeting Type:** Annual **Meeting ID:** 1744100
Primary Security ID: 573284106

Martin Marietta Materials, Inc.

Shares Voted: 1,345

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Dorothy M. Ables	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Dorothy Ables, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.</i></p>					
1.2	Elect Director Sue W. Cole	Mgmt	For	For	For
1.3	Elect Director Anthony R. Foxx	Mgmt	For	For	For
1.4	Elect Director John J. Koraleski	Mgmt	For	For	For
1.5	Elect Director C. Howard Nye	Mgmt	For	For	For
1.6	Elect Director Laree E. Perez	Mgmt	For	For	For
1.7	Elect Director Thomas H. Pike	Mgmt	For	For	For
1.8	Elect Director Michael J. Quillen	Mgmt	For	For	For
1.9	Elect Director Donald W. Slager	Mgmt	For	For	For
1.10	Elect Director David C. Wajsgras	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Vote AGAINST compensation proposal due to annual incentives appear to incorporate significant committee discretion, with no disclosure of the specific performance targets, weights, nor actual performance used to determine bonus payouts. The long-term incentive program has similar disclosure issues, with no disclosure of forward-looking performance targets for either financial metric. Further, closing cycle awards only provide the performance target and actual performance, but not threshold and maximum. These disclosure issues are particularly concerning for the year in review given above-target earnouts and the identified pay-for-performance misalignment.</i></p>					
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Adopt GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from increased transparency on the company's efforts to manage the risks and opportunities associated with climate change and the transition to a low-carbon economy.</i></p>					

PROS Holdings, Inc.

Meeting Date: 05/11/2023

Country: USA

Ticker: PRO

Record Date: 03/21/2023

Meeting Type: Annual

Meeting ID: 1737719

Primary Security ID: 74346Y103

Shares Voted: 658,840

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Greg B. Petersen	Mgmt	For	For	For
1.2	Elect Director Timothy V. Williams	Mgmt	For	For	For

PROS Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST due to excessive dilution.</i>					
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Stantec Inc.

Meeting Date: 05/11/2023

Country: Canada

Ticker: STN

Record Date: 03/20/2023

Meeting Type: Annual

Meeting ID: 1715391

Primary Security ID: 85472N109

Shares Voted: 67,235

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Douglas K. Ammerman	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1.2	Elect Director Martin A. a Porta	Mgmt	For	For	For
1.3	Elect Director Shelley A. M. Brown	Mgmt	For	For	For
1.4	Elect Director Angeline G. Chen	Mgmt	For	For	For
1.5	Elect Director Patricia D. Galloway	Mgmt	For	For	For
1.6	Elect Director Robert (Bob) J. Gomes	Mgmt	For	For	For
1.7	Elect Director Gordon (Gord) A. Johnston	Mgmt	For	For	For
1.8	Elect Director Donald (Don) J. Lowry	Mgmt	For	For	For
1.9	Elect Director Marie-Lucie Morin	Mgmt	For	For	For
1.10	Elect Director Celina J. Wang Doka	Mgmt	For	For	For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For

Verizon Communications Inc.

Meeting Date: 05/11/2023

Country: USA

Ticker: VZ

Record Date: 03/13/2023

Meeting Type: Annual

Meeting ID: 1734837

Primary Security ID: 92343V104

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Shellye Archambeau	Mgmt	For	For	For
1.2	Elect Director Roxanne Austin	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1.3	Elect Director Mark Bertolini	Mgmt	For	For	For
1.4	Elect Director Vittorio Colao	Mgmt	For	For	For
1.5	Elect Director Melanie Healey	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1.6	Elect Director Laxman Narasimhan	Mgmt	For	For	For
1.7	Elect Director Clarence Otis, Jr.	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1.8	Elect Director Daniel Schulman	Mgmt	For	For	For
1.9	Elect Director Rodney Slater	Mgmt	For	For	For
1.10	Elect Director Carol Tome	Mgmt	For	For	For
1.11	Elect Director Hans Vestberg	Mgmt	For	For	For
1.12	Elect Director Gregory Weaver	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST compensation proposal due to concerns regarding the excessive nature of perquisites provided to the CEO, consisting primarily of large life insurance and financial planning perks. Further, limited disclosure of annual incentive goals and the lack of forward targets for long-term incentives warrant continued monitoring.</i>					
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Report on Government Requests to Remove Content	SH	Against	Against	Against
6	Adopt a Policy Prohibiting Direct and Indirect Political Contributions to Candidates	SH	Against	Against	Against
7	Amend Clawback Policy	SH	Against	For	For
<i>Voting Policy Rationale: 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 recoupments. Such disclosure would benefit shareholders.</i>					
8	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against
9	Require Independent Board Chair	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent board chair.</i>					

WEX Inc.

Meeting Date: 05/11/2023

Country: USA

Ticker: WEX

Record Date: 03/22/2023

Meeting Type: Annual

Meeting ID: 1749172

Primary Security ID: 96208T104

Shares Voted: 108,240

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Daniel Callahan	Mgmt	For	For	For
1.2	Elect Director Shikhar Ghosh	Mgmt	For	For	For
1.3	Elect Director James Groch	Mgmt	For	For	For
1.4	Elect Director James (Jim) Neary	Mgmt	For	For	For
1.5	Elect Director Melissa Smith	Mgmt	For	For	For
1.6	Elect Director Stephen Smith	Mgmt	For	For	For
1.7	Elect Director Susan Sobbott	Mgmt	For	For	For
1.8	Elect Director Regina O. Sommer	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Xylem Inc.

Meeting Date: 05/11/2023

Country: USA

Ticker: XYL

Record Date: 04/05/2023

Meeting Type: Special

Meeting ID: 1742535

Primary Security ID: 98419M100

Shares Voted: 30,344

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Issue Shares in Connection with Acquisition	Mgmt	For	For	For
2	Adjourn Meeting	Mgmt	For	For	For

Zebra Technologies Corporation

Meeting Date: 05/11/2023

Country: USA

Ticker: ZBRA

Record Date: 03/17/2023

Meeting Type: Annual

Meeting ID: 1737773

Primary Security ID: 989207105

Zebra Technologies Corporation

Shares Voted: 3

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director William J. Burns	Mgmt	For	For	For
1b	Elect Director Linda M. Connly	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is an incumbent member of the audit committee and non-audit fees are excessive.</i>					
1c	Elect Director Anders Gustafsson	Mgmt	For	For	For
1d	Elect Director Janice M. Roberts	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST ratification of auditor or auditor-related proposal due to excessive non-audit fees.</i>					

ANSYS, Inc.

Meeting Date: 05/12/2023

Country: USA

Ticker: ANSS

Record Date: 03/14/2023

Meeting Type: Annual

Meeting ID: 1735499

Primary Security ID: 03662Q105

Shares Voted: 55,045

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Robert M. Calderoni	Mgmt	For	For	For
1b	Elect Director Glenda M. Dorchak	Mgmt	For	For	For
1c	Elect Director Ajei S. Gopal	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Declassify the Board of Directors	Mgmt	For	For	For

Arcadis NV

Meeting Date: 05/12/2023

Country: Netherlands

Ticker: ARCAD

Record Date: 04/14/2023

Meeting Type: Annual

Meeting ID: 1711504

Primary Security ID: N0605M147

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1.a	Open Meeting	Mgmt			
1.b	Receive Announcements	Mgmt			
2	Receive Report of Supervisory Board (Non-Voting)	Mgmt			
3	Receive Report of Executive Board (Non-Voting)	Mgmt			
4.a	Adopt Financial Statements	Mgmt	For	For	For
4.b	Approve Dividends	Mgmt	For	For	For
5.a	Approve Discharge of Executive Board	Mgmt	For	For	For
5.b	Approve Discharge of Supervisory Board	Mgmt	For	For	For
6	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	Mgmt	For	For	For
7.a	Approve Remuneration Report for Executive Board	Mgmt	For	For	For
7.b	Approve Remuneration Report for Supervisory Board	Mgmt	For	For	For
8	Elect A.G. Brookes to Executive Board	Mgmt	For	For	For
9.a	Reelect M.P. Lap to Supervisory Board	Mgmt	For	For	For
9.b	Elect B. Duganier to Supervisory Board	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
9.c	Announce Vacancies on the Supervisory Board	Mgmt			
10.a	Grant Board Authority to Issue Shares up to 10 Percent of Issued Capital	Mgmt	For	For	For
10.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
12	Approve 2023 Arcadis N.V. Long-Term Incentive Plan	Mgmt	For	For	For
13	Other Business (Non-Voting)	Mgmt			
14	Close Meeting	Mgmt			

Colgate-Palmolive Company

Meeting Date: 05/12/2023

Country: USA

Ticker: CL

Record Date: 03/13/2023

Meeting Type: Annual

Meeting ID: 1736038

Primary Security ID: 194162103

Shares Voted: 54

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John P. Bilbrey	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1b	Elect Director John T. Cahill	Mgmt	For	For	For
1c	Elect Director Steve Cahillane	Mgmt	For	For	For
1d	Elect Director Lisa M. Edwards	Mgmt	For	For	For
1e	Elect Director C. Martin Harris	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1f	Elect Director Martina Hund-Mejean	Mgmt	For	For	For
1g	Elect Director Kimberly A. Nelson	Mgmt	For	For	For
1h	Elect Director Lorrie M. Norrington	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1i	Elect Director Michael B. Polk	Mgmt	For	For	For
1j	Elect Director Stephen I. Sadove	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1k	Elect Director Noel R. Wallace	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST compensation proposal due to the company continues to provide excessive auto-related perquisite to the CEO.</i>					
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Require Independent Board Chair	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent board chair.</i>					
6	Adopt Share Retention Policy For Senior Executives	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the more rigorous guidelines recommended by the proponent may better address concerns about creating a strong link between the interests of top executives and long-term shareholder value.</i>					

Premium Brands Holdings Corporation

Meeting Date: 05/12/2023

Country: Canada

Ticker: PBH

Record Date: 03/27/2023

Meeting Type: Annual

Meeting ID: 1722346

Primary Security ID: 74061A108

Premium Brands Holdings Corporation

Shares Voted: 158

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Fix Number of Directors at Eight	Mgmt	For	For	For
2a	Elect Director Sean Cheah	Mgmt	For	For	For
2b	Elect Director Johnny Ciampi	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is the chair of the audit committee and the audit committee lacks a member with appropriate financial expertise.</i>					
2c	Elect Director Marie Delorme	Mgmt	For	For	For
2d	Elect Director Bruce Hodge	Mgmt	For	For	For
2e	Elect Director Kathleen Keller-Hobson	Mgmt	For	For	For
2f	Elect Director Hugh McKinnon	Mgmt	For	For	For
2g	Elect Director George Paleologou	Mgmt	For	For	For
2h	Elect Director Mary Wagner	Mgmt	For	For	For
3	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
4	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For

Sempra Energy

Meeting Date: 05/12/2023

Country: USA

Ticker: SRE

Record Date: 03/17/2023

Meeting Type: Annual

Meeting ID: 1736022

Primary Security ID: 816851109

Shares Voted: 7

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Andres Conesa	Mgmt	For	For	For
1b	Elect Director Pablo A. Ferrero	Mgmt	For	For	For
1c	Elect Director Jeffrey W. Martin	Mgmt	For	For	For
1d	Elect Director Bethany J. Mayer	Mgmt	For	For	For
1e	Elect Director Michael N. Mears	Mgmt	For	For	For
1f	Elect Director Jack T. Taylor	Mgmt	For	For	For
1g	Elect Director Cynthia L. Walker	Mgmt	For	For	For
1h	Elect Director Cynthia J. Warner	Mgmt	For	For	For
1i	Elect Director James C. Yardley	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Sempra Energy

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST compensation proposal due to the company provided an inordinate amount of personal use of corporate aircraft and automobile-related perquisites to the CEO.</i>					
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Increase Authorized Common Stock	Mgmt	For	For	For
6	Change Company Name to Sempra	Mgmt	For	For	For
7	Amend Articles of Incorporation	Mgmt	For	For	For
8	Require Independent Board Chair	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.</i>					

Teradyne, Inc.

Meeting Date: 05/12/2023 **Country:** USA **Ticker:** TER
Record Date: 03/16/2023 **Meeting Type:** Annual **Meeting ID:** 1737771
Primary Security ID: 880770102

Shares Voted: 5,773

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Timothy E. Guertin	Mgmt	For	For	For
1b	Elect Director Peter Herweck	Mgmt	For	For	For
1c	Elect Director Mercedes Johnson	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1d	Elect Director Ernest E. Maddock	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1e	Elect Director Marilyn Matz	Mgmt	For	For	For
1f	Elect Director Gregory S. Smith	Mgmt	For	For	For
1g	Elect Director Ford Tamer	Mgmt	For	For	For
1h	Elect Director Paul J. Tufano	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

The Progressive Corporation

Meeting Date: 05/12/2023

Country: USA

Ticker: PGR

Record Date: 03/17/2023

Meeting Type: Annual

Meeting ID: 1734575

Primary Security ID: 743315103

Shares Voted: 9

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Danelle M. Barrett	Mgmt	For	For	For
1b	Elect Director Philip Bleser	Mgmt	For	For	For
1c	Elect Director Stuart B. Burgdoerfer	Mgmt	For	For	For
1d	Elect Director Pamela J. Craig	Mgmt	For	For	For
1e	Elect Director Charles A. Davis	Mgmt	For	For	For
1f	Elect Director Roger N. Farah	Mgmt	For	For	For
1g	Elect Director Lawton W. Fitt	Mgmt	For	For	For
1h	Elect Director Susan Patricia Griffith	Mgmt	For	For	For
1i	Elect Director Devin C. Johnson	Mgmt	For	For	For
1j	Elect Director Jeffrey D. Kelly	Mgmt	For	For	For
1k	Elect Director Barbara R. Snyder	Mgmt	For	For	For
1l	Elect Director Kahina Van Dyke	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST compensation proposal due to the company provided excessive personal use of corporate aircraft perquisite to the CEO.</i>					
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Chemed Corporation

Meeting Date: 05/15/2023

Country: USA

Ticker: CHE

Record Date: 03/22/2023

Meeting Type: Annual

Meeting ID: 1739227

Primary Security ID: 16359R103

Shares Voted: 38,313

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kevin J. Mcnamara	Mgmt	For	For	For
1.2	Elect Director Ron Delyons	Mgmt	For	For	For
1.3	Elect Director Patrick P. Grace	Mgmt	For	For	For
1.4	Elect Director Christopher J. Heaney	Mgmt	For	For	For
1.5	Elect Director Thomas C. Hutton	Mgmt	For	For	For

Chemed Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Andrea R. Lindell	Mgmt	For	For	For
1.7	Elect Director Eileen P. Mccarthy	Mgmt	For	For	For
1.8	Elect Director John M. Mount, Jr.	Mgmt	For	For	For
1.9	Elect Director Thomas P. Rice	Mgmt	For	For	For
1.10	Elect Director George J. Walsh III	Mgmt	For	For	For
2	Ratify Pricewaterhousecoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Vote AGAINST compensation proposal due to the company maintains agreements that contain a single trigger change in control provision.</i></p>					
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this item is warranted. While the company's current severance arrangements are within market practice, and equity awards are double trigger, the implementation of a policy like the one described in the proposal would meaningfully mitigate the risk of cash severance payments that are excessive or not in line with market norms. Further, the proposal applies only to new or renewed severance arrangements.</i></p>					

AAON, Inc.

Meeting Date: 05/16/2023 **Country:** USA **Ticker:** AAON
Record Date: 03/20/2023 **Meeting Type:** Annual **Meeting ID:** 1738036
Primary Security ID: 000360206

Shares Voted: 211,460

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Caron A. Lawhorn	Mgmt	For	For	For
1.2	Elect Director Stephen O. LeClair	Mgmt	For	For	For
1.3	Elect Director David R. Stewart	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Grant Thornton LLP as Auditors	Mgmt	For	For	For

Baker Hughes Company

Meeting Date: 05/16/2023 **Country:** USA **Ticker:** BKR
Record Date: 03/20/2023 **Meeting Type:** Annual **Meeting ID:** 1738148
Primary Security ID: 05722G100

Baker Hughes Company

Shares Voted: 59

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director W. Geoffrey Beattie	Mgmt	For	For	For
1.2	Elect Director Gregory D. Brenneman	Mgmt	For	For	For
1.3	Elect Director Cynthia B. Carroll	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1.4	Elect Director Nelda J. Connors	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1.5	Elect Director Michael R. Dumais	Mgmt	For	For	For
1.6	Elect Director Lynn L. Elsenhans	Mgmt	For	For	For
1.7	Elect Director John G. Rice	Mgmt	For	For	For
1.8	Elect Director Lorenzo Simonelli	Mgmt	For	For	For
1.9	Elect Director Mohsen Sohi	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

BNP Paribas SA

Meeting Date: 05/16/2023

Country: France

Ticker: BNP

Record Date: 05/12/2023

Meeting Type: Annual/Special

Meeting ID: 1719319

Primary Security ID: F1058Q238

Shares Voted: 877,173

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 3.90 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
5	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
6	Reelect Jean Lemierre as Director	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Reelect Jacques Aschenbroich as Director	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is an incumbent member of the audit committee and non-audit fees are excessive.</i>					
8	Reelect Monique Cohen as Director	Mgmt	For	For	For
9	Reelect Daniela Schwarzer as Director	Mgmt	For	For	For
10	Approve Remuneration Policy of Directors	Mgmt	For	For	For
11	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
12	Approve Remuneration Policy of CEO and Vice-CEOs	Mgmt	For	For	For
13	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
14	Approve Compensation of Jean Lemierre, Chairman of the Board	Mgmt	For	For	For
15	Approve Compensation of Jean-Laurent Bonnafe, CEO	Mgmt	For	For	For
16	Approve Compensation of Yann Gerardin, Vice-CEO	Mgmt	For	For	For
17	Approve Compensation of Thierry Laborde, Vice-CEO	Mgmt	For	For	For
18	Approve the Overall Envelope of Compensation of Certain Senior Management, Responsible Officers and the Risk-takers	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
19	Approve Issuance of Super-Subordinated Contingent Convertible Bonds without Preemptive Rights for Private Placements, up to 10 Percent of Issued Capital	Mgmt	For	For	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
21	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
22	Amend Article 14 of Bylaws Re: Age Limit of Chairman of the Board	Mgmt	For	For	For
23	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

CubeSmart

Meeting Date: 05/16/2023

Country: USA

Ticker: CUBE

Record Date: 03/15/2023

Meeting Type: Annual

Meeting ID: 1738078

Primary Security ID: 229663109

Shares Voted: 45

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Piero Bussani	Mgmt	For	For	For
1.2	Elect Director Jit Kee Chin	Mgmt	For	For	For
1.3	Elect Director Dorothy Dowling	Mgmt	For	For	For
1.4	Elect Director John W. Fain	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: Vote AGAINST because the nominee is an incumbent member of the audit committee and non-audit fees are excessive.</i>					
1.5	Elect Director Jair K. Lynch	Mgmt	For	For	For
1.6	Elect Director Christopher P. Marr	Mgmt	For	For	For
1.7	Elect Director Deborah Rather Salzberg	Mgmt	For	For	For
1.8	Elect Director John F. Remondi	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: Vote AGAINST because the nominee is an incumbent member of the audit committee and non-audit fees are excessive.</i>					
1.9	Elect Director Jeffrey F. Rogatz	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: Vote AGAINST because the nominee is an incumbent member of the audit committee and non-audit fees are excessive.</i>					
2	Ratify KPMG LLP as Auditors	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST ratification of auditor or auditor-related proposal due to excessive non-audit fees.</i>					
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

JPMorgan Chase & Co.

Meeting Date: 05/16/2023 Country: USA Ticker: JPM
 Record Date: 03/17/2023 Meeting Type: Annual Meeting ID: 1739444
 Primary Security ID: 46625H100

Shares Voted: 9,509

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Linda B. Bammann	Mgmt	For	For	For
1b	Elect Director Stephen B. Burke	Mgmt	For	For	For
1c	Elect Director Todd A. Combs	Mgmt	For	For	For
1d	Elect Director James S. Crown	Mgmt	For	For	For
1e	Elect Director Alicia Boler Davis	Mgmt	For	For	For
1f	Elect Director James Dimon	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Timothy P. Flynn	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Votes AGAINST Audit Committee Chair Timothy (Tim) Flynn are warranted in light of significant concerns regarding the board's lack of effective oversight with respect to the conduct of a racial equity audit at the company.</i></p>					
1h	Elect Director Alex Gorsky	Mgmt	For	For	For
1i	Elect Director Mellody Hobson	Mgmt	For	For	For
1j	Elect Director Michael A. Neal	Mgmt	For	For	For
1k	Elect Director Phebe N. Novakovic	Mgmt	For	For	For
1l	Elect Director Virginia M. Rometty	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Vote AGAINST compensation proposal due to: - Following last year's failed say-on-pay vote result, the committee demonstrated adequate responsiveness by disclosing engagement efforts, transparent shareholder feedback, and making positive pay program commitments and changes that addressed shareholders' primary concerns, most notably by committing to not grant any future special awards to the CEO or president.- The provision of a large magnitude of aircraft-related perquisite to the CEO.</i></p>					
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Require Independent Board Chair	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent board chair.</i></p>					
6	Adopt Time-Bound Policy to Phase Out Underwriting and Lending for New Fossil Fuel Development	SH	Against	Against	For
<p><i>Voter Rationale: A vote FOR this proposal is warranted due to our alignment with United Nations Principles for Responsible Investment (UN PRI) and Net Zero Asset Managers Initiative (NZAMI) and our expectations of the actions required to reach a 1.5C degree warming scenario. While the company has decent disclosure around its current climate action plan, we believe that including a phase out plan for the underwriting and lending of new fossil fuel investments is necessary to the firm to reach its climate action ambitions.</i></p>					
7	Amend Public Responsibility Committee Charter to Include Animal Welfare	SH	Against	Against	Against
8	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as a lower ownership threshold would provide for a more useful special meeting right for shareholders.</i></p>					
9	Report on Climate Transition Plan Describing Efforts to Align Financing Activities with GHG Targets	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted. Additional disclosure about the company's climate transition plan would help shareholders better evaluate the company's strategy around the transition to a low-carbon economy and the company's management of related risks and opportunities.</i></p>					
10	Report on Risks Related to Discrimination Against Individuals Including Political Views	SH	Against	Against	Against
11	Report on Political Expenditures Congruence	SH	Against	For	For
<p><i>Voting Policy Rationale: 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.</i></p>					

JPMorgan Chase & Co.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Disclose 2030 Absolute GHG Reduction Targets Associated with Lending and Underwriting	SH	Against	For	For

Voting Policy Rationale: A vote FOR this resolution is warranted. Shareholders would benefit from the company's adoption of absolute reduction targets, as it would help evaluate how the company is managing decarbonization risks.

Knight-Swift Transportation Holdings Inc.

Meeting Date: 05/16/2023 **Country:** USA **Ticker:** KNX
Record Date: 03/20/2023 **Meeting Type:** Annual **Meeting ID:** 1740923
Primary Security ID: 499049104

Shares Voted: 44

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Reid Dove	Mgmt	For	For	For
1b	Elect Director Michael Garnreiter	Mgmt	For	For	For
1c	Elect Director Louis Hobson	Mgmt	For	For	For
1d	Elect Director David Jackson	Mgmt	For	For	For
1e	Elect Director Gary Knight	Mgmt	For	For	For
1f	Elect Director Kevin Knight	Mgmt	For	For	For
1g	Elect Director Kathryn Munro	Mgmt	For	For	For
1h	Elect Director Jessica Powell	Mgmt	For	For	For
1i	Elect Director Roberta Roberts Shank	Mgmt	For	For	For
1j	Elect Director Robert Synowicki, Jr.	Mgmt	For	For	For
1k	Elect Director David Vander Ploeg	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Grant Thornton LLP as Auditors	Mgmt	For	For	For
5	Require Independent Board Chair	SH	Against	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent board chair.

MasTec, Inc.

Meeting Date: 05/16/2023 **Country:** USA **Ticker:** MTZ
Record Date: 03/10/2023 **Meeting Type:** Annual **Meeting ID:** 1739549
Primary Security ID: 576323109

Shares Voted: 54,064

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ernst N. Csiszar	Mgmt	For	For	For
1.2	Elect Director Julia L. Johnson	Mgmt	For	For	For
1.3	Elect Director Jorge Mas	Mgmt	For	For	For
2	Ratify BDO USA, LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Vote AGAINST compensation proposal due to:- The company maintains agreements that contain a single trigger change in control provision;- Equity awards to the CEO lack any performance-contingent pay elements;- Equity awards allow for auto-accelerated vesting upon a change in control; and- The company provided an excessive automobile perquisite to the CEO.</i></p>					
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Meeting Date: 05/16/2023

Country: USA

Ticker: TSLA

Record Date: 03/20/2023

Meeting Type: Annual

Meeting ID: 1741095

Primary Security ID: 88160R101

Shares Voted: 31

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Elon Musk	Mgmt	For	For	For
1.2	Elect Director Robyn Denholm	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST Audit Committee Chair Robyn Denholm is further warranted given concerns on the risk oversight function of the board, in light of the pledging of a significant amount of the company's stock by certain directors and executives. 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.- A vote AGAINST board chair Robyn Denholm is also 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.</i></p>					
1.3	Elect Director JB Straubel	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST new nominee and former executive JB Straubel given independence concerns as well as potential conflicts of interest and inadequate oversight.</i></p>					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	Three Years	One Year	One Year
<p><i>Voting Policy Rationale: 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.</i></p>					
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Report on Key-Person Risk and Efforts to Ameliorate It	SH	Against	Against	Against

The Wendy's Company

Meeting Date: 05/16/2023

Country: USA

Ticker: WEN

Record Date: 03/20/2023

Meeting Type: Annual

Meeting ID: 1737113

Primary Security ID: 95058W100

Shares Voted: 46

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Nelson Peltz	Mgmt	For	For	For
1.2	Elect Director Peter W. May	Mgmt	For	For	For
1.3	Elect Director Matthew H. Peltz	Mgmt	For	For	For
1.4	Elect Director Michelle Caruso-Cabrera	Mgmt	For	For	For
1.5	Elect Director Kristin A. Dolan	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1.6	Elect Director Kenneth W. Gilbert	Mgmt	For	For	For
1.7	Elect Director Richard H. Gomez	Mgmt	For	For	For
1.8	Elect Director Joseph A. Levato	Mgmt	For	For	For
1.9	Elect Director Michelle "Mich" J. Mathews-Spradlin	Mgmt	For	For	For
1.10	Elect Director Todd A. Penegor	Mgmt	For	For	For
1.11	Elect Director Peter H. Rothschild	Mgmt	For	For	For
1.12	Elect Director Arthur B. Winkleblack	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Amend Proxy Access Right	SH	Against	Against	Against
6	Require Independent Board Chair	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent board chair.</i>					
7	Report on Lobbying Payments and Policy	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's direct and indirect lobbying-related expenditures would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.</i>					

U.S. Physical Therapy, Inc.

Meeting Date: 05/16/2023

Country: USA

Ticker: USPH

Record Date: 03/22/2023

Meeting Type: Annual

Meeting ID: 1741725

Primary Security ID: 90337L108

U.S. Physical Therapy, Inc.

Shares Voted: 3,661

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Edward L. Kuntz	Mgmt	For	For	For
1.2	Elect Director Christopher J. Reading	Mgmt	For	For	For
1.3	Elect Director Bernard A. Harris, Jr.	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1.4	Elect Director Kathleen A. Gilmartin	Mgmt	For	For	For
1.5	Elect Director Regg E. Swanson	Mgmt	For	For	For
1.6	Elect Director Clayton K. Trier	Mgmt	For	For	For
1.7	Elect Director Anne B. Motsenbocker	Mgmt	For	For	For
1.8	Elect Director Nancy J. Ham	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Grant Thornton LLP as Auditors	Mgmt	For	For	For

American Financial Group, Inc.

Meeting Date: 05/17/2023

Country: USA

Ticker: AFG

Record Date: 03/24/2023

Meeting Type: Annual

Meeting ID: 1738701

Primary Security ID: 025932104

Shares Voted: 4

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Carl H. Lindner, III	Mgmt	For	For	For
1.2	Elect Director S. Craig Lindner	Mgmt	For	For	For
1.3	Elect Director John B. Berding	Mgmt	For	For	For
1.4	Elect Director James E. Evans	Mgmt	For	For	For
1.5	Elect Director Terry S. Jacobs	Mgmt	For	For	For
1.6	Elect Director Gregory G. Joseph	Mgmt	For	For	For
1.7	Elect Director Mary Beth Martin	Mgmt	For	For	For
1.8	Elect Director Amy Y. Murray	Mgmt	For	For	For
1.9	Elect Director Evans N. Nwankwo	Mgmt	For	For	For
1.10	Elect Director William W. Verity	Mgmt	For	For	For
1.11	Elect Director John I. Von Lehman	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

American Financial Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST compensation proposal due to the company provided an inordinate amount of personal use of corporate aircraft and miscellaneous perquisites to the CEO.</i>					
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Carter's, Inc.

Meeting Date: 05/17/2023 **Country:** USA **Ticker:** CRI
Record Date: 03/20/2023 **Meeting Type:** Annual **Meeting ID:** 1741028
Primary Security ID: 146229109

Shares Voted: 184,021

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Rochester (Rock) Anderson, Jr.	Mgmt	For	For	For
1.2	Elect Director Jeffrey H. Black	Mgmt	For	For	For
1.3	Elect Director Hali Borenstein	Mgmt	For	For	For
1.4	Elect Director Luis Borgen	Mgmt	For	For	For
1.5	Elect Director Michael D. Casey	Mgmt	For	For	For
1.6	Elect Director Jevin S. Eagle	Mgmt	For	For	For
1.7	Elect Director Mark P. Hipp	Mgmt	For	For	For
1.8	Elect Director William J. Montgoris	Mgmt	For	For	For
1.9	Elect Director Stacey S. Rauch	Mgmt	For	For	For
1.10	Elect Director Gretchen W. Schar	Mgmt	For	For	For
1.11	Elect Director Stephanie P. Stahl	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Donnelley Financial Solutions, Inc.

Meeting Date: 05/17/2023 **Country:** USA **Ticker:** DFIN
Record Date: 03/20/2023 **Meeting Type:** Annual **Meeting ID:** 1740194
Primary Security ID: 25787G100

Donnelley Financial Solutions, Inc.

Shares Voted: 362,431

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Luis A. Aguilar	Mgmt	For	For	For
1.2	Elect Director Richard L. Crandall	Mgmt	For	For	For
1.3	Elect Director Charles D. Drucker	Mgmt	For	For	For
1.4	Elect Director Juliet S. Ellis	Mgmt	For	For	For
1.5	Elect Director Gary G. Greenfield	Mgmt	For	For	For
1.6	Elect Director Jeffrey Jacobowitz	Mgmt	For	For	For
1.7	Elect Director Daniel N. Leib	Mgmt	For	For	For
1.8	Elect Director Lois M. Martin	Mgmt	For	For	For
1.9	Elect Director Chandar Pattabhiram	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
5	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
6	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For	For

Insight Enterprises, Inc.

Meeting Date: 05/17/2023

Country: USA

Ticker: NSIT

Record Date: 03/29/2023

Meeting Type: Annual

Meeting ID: 1739553

Primary Security ID: 45765U103

Shares Voted: 3,887

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Joyce A. Mullen	Mgmt	For	For	For
1.2	Elect Director Timothy A. Crown	Mgmt	For	For	For
1.3	Elect Director Richard E. Allen	Mgmt	For	For	For
1.4	Elect Director Bruce W. Armstrong	Mgmt	For	For	For
1.5	Elect Director Alexander L. Baum	Mgmt	For	For	For
1.6	Elect Director Linda M. Breard	Mgmt	For	For	For
1.7	Elect Director Catherine Courage	Mgmt	For	For	For
1.8	Elect Director Anthony A. Ibarguen	Mgmt	For	For	For

Insight Enterprises, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director Kathleen S. Pushor	Mgmt	For	For	For
1.10	Elect Director Girish Rishi	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
5	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Mondelez International, Inc.

Meeting Date: 05/17/2023

Country: USA

Ticker: MDLZ

Record Date: 03/08/2023

Meeting Type: Annual

Meeting ID: 1741022

Primary Security ID: 609207105

Shares Voted: 14

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lewis W.K. Booth	Mgmt	For	For	For
1b	Elect Director Charles E. Bunch	Mgmt	For	For	For
1c	Elect Director Ertharin Cousin	Mgmt	For	For	For
1d	Elect Director Jorge S. Mesquita	Mgmt	For	For	For
1e	Elect Director Anindita Mukherjee	Mgmt	For	For	For
1f	Elect Director Jane Hamilton Nielsen	Mgmt	For	For	For
1g	Elect Director Patrick T. Siewert	Mgmt	For	For	For
1h	Elect Director Michael A. Todman	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1i	Elect Director Dirk Van de Put	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST compensation proposal due to the company provided an inordinate amount of corporate aircraft-related and financial planning perquisites to the CEO.</i>					
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Require Independent Board Chair	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent board chair.</i>					
6	Report on 2025 Cage-Free Egg Goal	SH	Against	Against	Against

Mondelez International, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Report on Targets to Eradicate Child Labor in Cocoa Supply Chain	SH	Against	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted, as increased transparency on Mondelez's supply chain policies and processes could help alleviate related risks.

Old Dominion Freight Line, Inc.

Meeting Date: 05/17/2023 **Country:** USA **Ticker:** ODFL
Record Date: 03/09/2023 **Meeting Type:** Annual **Meeting ID:** 1745183
Primary Security ID: 679580100

Shares Voted: 7

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Sherry A. Aaholm	Mgmt	For	For	For
1.2	Elect Director David S. Congdon	Mgmt	For	For	For
1.3	Elect Director John R. Congdon, Jr.	Mgmt	For	For	For
1.4	Elect Director Andrew S. Davis	Mgmt	For	For	For
1.5	Elect Director Bradley R. Gabosch	Mgmt	For	For	For
1.6	Elect Director Greg C. Gantt	Mgmt	For	For	For
1.7	Elect Director Patrick D. Hanley	Mgmt	For	For	For
1.8	Elect Director John D. Kasarda	Mgmt	For	For	For
1.9	Elect Director Wendy T. Stallings	Mgmt	For	For	For
1.10	Elect Director Thomas A. Stith, III	Mgmt	For	For	For
1.11	Elect Director Leo H. Suggs	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Pinnacle West Capital Corporation

Meeting Date: 05/17/2023 **Country:** USA **Ticker:** PNW
Record Date: 03/10/2023 **Meeting Type:** Annual **Meeting ID:** 1740168
Primary Security ID: 723484101

Shares Voted: 42

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Glynis A. Bryan	Mgmt	For	For	For

Pinnacle West Capital Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Gonzalo A. de la Melena, Jr.	Mgmt	For	For	For
1.3	Elect Director Richard P. Fox	Mgmt	For	For	For
1.4	Elect Director Jeffrey B. Guldner	Mgmt	For	For	For
1.5	Elect Director Kathryn L. Munro	Mgmt	For	For	For
1.6	Elect Director Bruce J. Nordstrom	Mgmt	For	For	For
1.7	Elect Director Paula J. Sims	Mgmt	For	For	For
1.8	Elect Director William H. Spence	Mgmt	For	For	For
1.9	Elect Director Kristine L. Svinicki	Mgmt	For	For	For
1.10	Elect Director James E. Trevathan, Jr.	Mgmt	For	For	For
1.11	Elect Director David P. Wagener - Withdrawn	Mgmt			
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
6	Require Independent Board Chair	SH	Against	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent board chair.

Robert Half International Inc.

Meeting Date: 05/17/2023

Country: USA

Ticker: RHI

Record Date: 03/24/2023

Meeting Type: Annual

Meeting ID: 1743753

Primary Security ID: 770323103

Shares Voted: 29

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Julia L. Coronado	Mgmt	For	For	For
1b	Elect Director Dirk A. Kempthorne	Mgmt	For	For	For
1c	Elect Director Harold M. Messmer, Jr.	Mgmt	For	For	For
1d	Elect Director Marc H. Morial	Mgmt	For	For	For
1e	Elect Director Robert J. Pace	Mgmt	For	For	For
1f	Elect Director Frederick A. Richman	Mgmt	For	For	For
1g	Elect Director M. Keith Waddell	Mgmt	For	For	For
1h	Elect Director Marnie H. Wilking	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Robert Half International Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Safety Insurance Group, Inc.

Meeting Date: 05/17/2023 **Country:** USA **Ticker:** SAFT
Record Date: 03/20/2023 **Meeting Type:** Annual **Meeting ID:** 1740953
Primary Security ID: 78648T100

Shares Voted: 8

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John D. Farina	Mgmt	For	For	For
1b	Elect Director Thalia M. Meehan	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Southwest Airlines Co.

Meeting Date: 05/17/2023 **Country:** USA **Ticker:** LUV
Record Date: 03/21/2023 **Meeting Type:** Annual **Meeting ID:** 1740505
Primary Security ID: 844741108

Shares Voted: 100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director David W. Biegler	Mgmt	For	For	For
1b	Elect Director J. Veronica Biggins	Mgmt	For	For	For
1c	Elect Director Douglas H. Brooks	Mgmt	For	For	For
1d	Elect Director Eduardo F. Conrado	Mgmt	For	For	For
1e	Elect Director William H. Cunningham	Mgmt	For	For	For
1f	Elect Director Thomas W. Gilligan	Mgmt	For	For	For
1g	Elect Director David P. Hess	Mgmt	For	For	For
1h	Elect Director Robert E. Jordan	Mgmt	For	For	For
1i	Elect Director Gary C. Kelly	Mgmt	For	For	For
1j	Elect Director Elaine Mendoza	Mgmt	For	For	For

Southwest Airlines Co.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director John T. Montford	Mgmt	For	For	For
1l	Elect Director Christopher P. Reynolds	Mgmt	For	For	For
1m	Elect Director Ron Ricks	Mgmt	For	For	For
1n	Elect Director Jill A. Soltau	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Adopt Majority Vote Cast to Remove Directors With or Without Cause	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the ability to remove directors with or without cause would enhance shareholder rights.</i>					
6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against

Stewart Information Services Corporation

Meeting Date: 05/17/2023

Country: USA

Ticker: STC

Record Date: 03/20/2023

Meeting Type: Annual

Meeting ID: 1740231

Primary Security ID: 860372101

Shares Voted: 7,338

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Thomas G. Apel	Mgmt	For	For	For
1.2	Elect Director C. Allen Bradley, Jr.	Mgmt	For	For	For
1.3	Elect Director Robert L. Clarke	Mgmt	For	For	For
1.4	Elect Director William S. Corey, Jr.	Mgmt	For	For	For
1.5	Elect Director Frederick H. Eppinger, Jr.	Mgmt	For	For	For
1.6	Elect Director Deborah J. Matz	Mgmt	For	For	For
1.7	Elect Director Matthew W. Morris	Mgmt	For	For	For
1.8	Elect Director Karen R. Pallotta	Mgmt	For	For	For
1.9	Elect Director Manuel Sanchez	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Sunnova Energy International Inc.

Meeting Date: 05/17/2023

Country: USA

Ticker: NOVA

Record Date: 03/20/2023

Meeting Type: Annual

Meeting ID: 1740600

Primary Security ID: 86745K104

Shares Voted: 194,038

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director William J. (John) Berger	Mgmt	For	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent director nominees William (John) Berger, Rahman D'Argenio, and Michael Morgan given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirements to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.</i>				
1.2	Elect Director Rahman D'Argenio	Mgmt	For	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent director nominees William (John) Berger, Rahman D'Argenio, and Michael Morgan given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirements to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.</i>				
1.3	Elect Director Michael C. Morgan	Mgmt	For	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent director nominees William (John) Berger, Rahman D'Argenio, and Michael Morgan given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirements to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: Vote AGAINST compensation proposal due to the company provided tax gross-up for the NEO's living expenses. In addition, concerns are also noted regarding the single-trigger equity vesting acceleration and the magnitude of CEO Berger's pay, as he received a relatively significant long-term incentive award and a notable increase in his base salary without any apparent rationale amid an ongoing period of company underperformance.</i>				
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Verisk Analytics, Inc.

Meeting Date: 05/17/2023

Country: USA

Ticker: VRSK

Record Date: 03/20/2023

Meeting Type: Annual

Meeting ID: 1741318

Primary Security ID: 92345Y106

Shares Voted: 27,897

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Vincent K. Brooks	Mgmt	For	For	For
1b	Elect Director Jeffrey Dailey	Mgmt	For	For	For
1c	Elect Director Wendy Lane	Mgmt	For	For	For
1d	Elect Director Lee M. Shavel	Mgmt	For	For	For
1e	Elect Director Kimberly S. Stevenson	Mgmt	For	For	For
1f	Elect Director Olumide Soroye	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Verisk Analytics, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Vitesco Technologies Group AG

Meeting Date: 05/17/2023

Country: Germany

Ticker: VTSC

Record Date: 05/10/2023

Meeting Type: Annual

Meeting ID: 1702811

Primary Security ID: D8T4KW107

Shares Voted: 1

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2.1	Approve Discharge of Management Board Member Andreas Wolf for Fiscal Year 2022	Mgmt	For	For	For
2.2	Approve Discharge of Management Board Member Werner Volz for Fiscal Year 2022	Mgmt	For	For	For
2.3	Approve Discharge of Management Board Member Ingo Holstein for Fiscal Year 2022	Mgmt	For	For	For
2.4	Approve Discharge of Management Board Member Klaus Hau for Fiscal Year 2022	Mgmt	For	For	For
2.5	Approve Discharge of Management Board Member Thomas Stierle for Fiscal Year 2022	Mgmt	For	For	For
3.1	Approve Discharge of Supervisory Board Member Siegfried Wolf for Fiscal Year 2022	Mgmt	For	For	For
3.2	Approve Discharge of Supervisory Board Member Carsten Bruns for Fiscal Year 2022	Mgmt	For	For	For
3.3	Approve Discharge of Supervisory Board Member Hans-Joerg Bullinger for Fiscal Year 2022	Mgmt	For	For	For
3.4	Approve Discharge of Supervisory Board Member Manfred Eibeck for Fiscal Year 2022	Mgmt	For	For	For
3.5	Approve Discharge of Supervisory Board Member Lothar Galli for Fiscal Year 2022	Mgmt	For	For	For
3.6	Approve Discharge of Supervisory Board Member Yvonne Hartmetz for Fiscal Year 2022	Mgmt	For	For	For

Vitesco Technologies Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.7	Approve Discharge of Supervisory Board Member Susanne Heckelsberger for Fiscal Year 2022	Mgmt	For	For	For
3.8	Approve Discharge of Supervisory Board Member Joachim Hirsch for Fiscal Year 2022	Mgmt	For	For	For
3.9	Approve Discharge of Supervisory Board Member Sabina Jeschke for Fiscal Year 2022	Mgmt	For	For	For
3.10	Approve Discharge of Supervisory Board Member Michael Koepl for Fiscal Year 2022	Mgmt	For	For	For
3.11	Approve Discharge of Supervisory Board Member Erwin Loeffler for Fiscal Year 2022	Mgmt	For	For	For
3.12	Approve Discharge of Supervisory Board Member Klaus Rosenfeld for Fiscal Year 2022	Mgmt	For	For	For
3.13	Approve Discharge of Supervisory Board Member Georg Schaeffler for Fiscal Year 2022	Mgmt	For	For	For
3.14	Approve Discharge of Supervisory Board Member Ralf Schamel for Fiscal Year 2022	Mgmt	For	For	For
3.15	Approve Discharge of Supervisory Board Member Kirsten Voerke for Fiscal Year 2022	Mgmt	For	For	For
3.16	Approve Discharge of Supervisory Board Member Anne Zeumer for Fiscal Year 2022	Mgmt	For	For	For
4	Ratify KPMG AG as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2023	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	For	For
6	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For	For
7	Approve Affiliation Agreement with Vitesco Technologies 2. Verwaltungs GmbH	Mgmt	For	For	For

Willis Towers Watson Public Limited Company

Meeting Date: 05/17/2023

Country: Ireland

Ticker: WTW

Record Date: 03/20/2023

Meeting Type: Annual

Meeting ID: 1740461

Primary Security ID: G96629103

Shares Voted: 126,684

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Dame Inga Beale	Mgmt	For	Against	Against

Willis Towers Watson Public Limited Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1b	Elect Director Fumbi Chima	Mgmt	For	For	For
1c	Elect Director Stephen Chipman	Mgmt	For	For	For
1d	Elect Director Michael Hammond	Mgmt	For	For	For
1e	Elect Director Carl Hess	Mgmt	For	For	For
1f	Elect Director Jacqueline Hunt	Mgmt	For	For	For
1g	Elect Director Paul Reilly	Mgmt	For	For	For
1h	Elect Director Michelle Swanback	Mgmt	For	For	For
1i	Elect Director Paul Thomas	Mgmt	For	For	For
1j	Elect Director Fredric Tomczyk	Mgmt	For	For	For
2	Ratify the Appointment of Deloitte & Touche LLP as Auditor and Deloitte Ireland LLP to audit the Irish Statutory Accounts, and Authorize the Board to Fix Their Remuneration	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	For	For
6	Renew the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights	Mgmt	For	For	For

Advanced Micro Devices, Inc.

Meeting Date: 05/18/2023 **Country:** USA **Ticker:** AMD
Record Date: 03/22/2023 **Meeting Type:** Annual **Meeting ID:** 1738111
Primary Security ID: 007903107

Shares Voted: 601,467

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Nora M. Denzel	Mgmt	For	For	For
1b	Elect Director Mark Durcan	Mgmt	For	For	For
1c	Elect Director Michael P. Gregoire	Mgmt	For	For	For
1d	Elect Director Joseph A. Householder	Mgmt	For	For	For
1e	Elect Director John W. Marren	Mgmt	For	For	For
1f	Elect Director Jon A. Olson	Mgmt	For	For	For
1g	Elect Director Lisa T. Su	Mgmt	For	For	For

Advanced Micro Devices, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Abhi Y. Talwalkar	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1i	Elect Director Elizabeth W. Vanderslice	Mgmt	For	For	For
2	Approve Omnibus Stock Plan	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
5	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

AIA Group Limited

Meeting Date: 05/18/2023

Country: Hong Kong

Ticker: 1299

Record Date: 05/12/2023

Meeting Type: Annual

Meeting ID: 1742148

Primary Security ID: Y002A1105

Shares Voted: 1,446,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Elect Edmund Sze-Wing Tse as Director	Mgmt	For	For	For
4	Elect Jack Chak-Kwong So as Director	Mgmt	For	For	For
5	Elect Lawrence Juen-Yee Lau as Director	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
6	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
7A	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For
7B	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For
8	Approve Increase in Rate of Directors' Fees	Mgmt	For	For	For
9	Amend Share Option Scheme	Mgmt	For	For	For
10	Amend Restricted Share Unit Scheme	Mgmt	For	For	For
11	Amend Employee Share Purchase Plan	Mgmt	For	For	For
12	Amend Agency Share Purchase Plan	Mgmt	For	For	For

AT&T Inc.

Meeting Date: 05/18/2023

Country: USA

Ticker: T

Record Date: 03/20/2023

Meeting Type: Annual

Meeting ID: 1738983

Primary Security ID: 00206R102

Shares Voted: 179

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Scott T. Ford	Mgmt	For	For	For
1.2	Elect Director Glenn H. Hutchins	Mgmt	For	For	For
1.3	Elect Director William E. Kennard	Mgmt	For	For	For
1.4	Elect Director Stephen J. Luczo	Mgmt	For	For	For
1.5	Elect Director Michael B. McCallister	Mgmt	For	For	For
1.6	Elect Director Beth E. Mooney	Mgmt	For	For	For
1.7	Elect Director Matthew K. Rose	Mgmt	For	For	For
1.8	Elect Director John T. Stankey	Mgmt	For	For	For
1.9	Elect Director Cynthia B. Taylor	Mgmt	For	For	For
1.10	Elect Director Luis A. Ubinas	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST compensation proposal due to the company continues to provide excessive perquisites to certain executives, consisting primarily of a large life insurance benefit.</i>					
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Require Independent Board Chair	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent board chair.</i>					
6	Commission Third Party Racial Equity Audit	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as an independent civil rights audit would help shareholders better assess the effectiveness of the company's efforts to address the issue of civil rights for its stakeholders and its management of related risks.</i>					

Elanco Animal Health Incorporated

Meeting Date: 05/18/2023

Country: USA

Ticker: ELAN

Record Date: 03/20/2023

Meeting Type: Annual

Meeting ID: 1740649

Primary Security ID: 28414H103

Shares Voted: 381

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michael J. Harrington	Mgmt	For	Against	Against

Elanco Animal Health Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	<p><i>Voting Policy Rationale: A vote AGAINST all director nominees is warranted for failing to adequately respond to the lack of majority support for directors Kapila Anand and Lawrence Kurzius at the 2022 annual meeting. A vote AGAINST for governance committee members R. David Hoover and Deborah Kochevar is warranted for a material governance failure. The company's governing documents do not permit shareholders to amend the bylaws. A vote AGAINST governance committee chair R. David Hoover is warranted given the board's failure to remove, or subject to a sunset requirement, the classified board which adversely impact shareholder rights.</i></p>				
1b	Elect Director R. David Hoover	Mgmt	For	Against	Against
	<p><i>Voting Policy Rationale: A vote AGAINST all director nominees is warranted for failing to adequately respond to the lack of majority support for directors Kapila Anand and Lawrence Kurzius at the 2022 annual meeting. A vote AGAINST for governance committee members R. David Hoover and Deborah Kochevar is warranted for a material governance failure. The company's governing documents do not permit shareholders to amend the bylaws. A vote AGAINST governance committee chair R. David Hoover is warranted given the board's failure to remove, or subject to a sunset requirement, the classified board which adversely impact shareholder rights.</i></p>				
1c	Elect Director Deborah T. Kochevar	Mgmt	For	Against	Against
	<p><i>Voting Policy Rationale: A vote AGAINST all director nominees is warranted for failing to adequately respond to the lack of majority support for directors Kapila Anand and Lawrence Kurzius at the 2022 annual meeting. A vote AGAINST for governance committee members R. David Hoover and Deborah Kochevar is warranted for a material governance failure. The company's governing documents do not permit shareholders to amend the bylaws. A vote AGAINST governance committee chair R. David Hoover is warranted given the board's failure to remove, or subject to a sunset requirement, the classified board which adversely impact shareholder rights.</i></p>				
1d	Elect Director Kirk P. McDonald	Mgmt	For	Against	Against
	<p><i>Voting Policy Rationale: A vote AGAINST all director nominees is warranted for failing to adequately respond to the lack of majority support for directors Kapila Anand and Lawrence Kurzius at the 2022 annual meeting. A vote AGAINST for governance committee members R. David Hoover and Deborah Kochevar is warranted for a material governance failure. The company's governing documents do not permit shareholders to amend the bylaws. A vote AGAINST governance committee chair R. David Hoover is warranted given the board's failure to remove, or subject to a sunset requirement, the classified board which adversely impact shareholder rights.</i></p>				
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
5	Amend Omnibus Stock Plan	Mgmt	For	For	For

Gentex Corporation

Meeting Date: 05/18/2023 **Country:** USA **Ticker:** GNTX
Record Date: 03/20/2023 **Meeting Type:** Annual **Meeting ID:** 1740705
Primary Security ID: 371901109

Shares Voted: 44

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Joseph Anderson	Mgmt	For	For	For
1.2	Elect Director Leslie Brown	Mgmt	For	For	For
1.3	Elect Director Garth Deur	Mgmt	For	For	For
1.4	Elect Director Steve Downing	Mgmt	For	For	For
1.5	Elect Director Gary Goode	Mgmt	For	For	For

Gentex Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Richard Schaum	Mgmt	For	For	For
1.7	Elect Director Kathleen Starkoff	Mgmt	For	For	For
1.8	Elect Director Brian Walker	Mgmt	For	For	For
1.9	Elect Director Ling Zang	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	None	One Year	One Year

Voting Policy Rationale: 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.

Gentherm Incorporated

Meeting Date: 05/18/2023

Country: USA

Ticker: THRM

Record Date: 03/20/2023

Meeting Type: Annual

Meeting ID: 1740996

Primary Security ID: 37253A103

Shares Voted: 247,287

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Sophie Desormiere	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is the chair of the nominating/governance committee and there are no directors of racial or ethnic minority groups on the board/board slate.</i>					
1.2	Elect Director Phillip M. Eylar	Mgmt	For	For	For
1.3	Elect Director David Heinzmann	Mgmt	For	For	For
1.4	Elect Director Ronald Hundzinski	Mgmt	For	For	For
1.5	Elect Director Charles Kummeth	Mgmt	For	For	For
1.6	Elect Director Betsy Meter	Mgmt	For	For	For
1.7	Elect Director Byron Shaw, II	Mgmt	For	For	For
1.8	Elect Director John Stacey	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Approve Omnibus Stock Plan	Mgmt	For	Against	Against

Voting Policy Rationale: Vote AGAINST due to excessive dilution.

Lear Corporation

Meeting Date: 05/18/2023

Country: USA

Ticker: LEA

Record Date: 03/24/2023

Meeting Type: Annual

Meeting ID: 1739246

Primary Security ID: 521865204

Shares Voted: 6

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mei-Wei Cheng	Mgmt	For	For	For
1b	Elect Director Jonathan F. Foster	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1c	Elect Director Bradley M. Halverson	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1d	Elect Director Mary Lou Jepsen	Mgmt	For	For	For
1e	Elect Director Roger A. Krone	Mgmt	For	For	For
1f	Elect Director Patricia L. Lewis	Mgmt	For	For	For
1g	Elect Director Kathleen A. Ligocki	Mgmt	For	For	For
1h	Elect Director Conrad L. Mallett, Jr.	Mgmt	For	For	For
1i	Elect Director Raymond E. Scott	Mgmt	For	For	For
1j	Elect Director Gregory C. Smith	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Amend Omnibus Stock Plan	Mgmt	For	For	For

Lennox International Inc.

Meeting Date: 05/18/2023

Country: USA

Ticker: LII

Record Date: 03/28/2023

Meeting Type: Annual

Meeting ID: 1740806

Primary Security ID: 526107107

Shares Voted: 4,358

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Janet K. Cooper	Mgmt	For	For	For
1.2	Elect Director John W. Norris, III	Mgmt	For	For	For
1.3	Elect Director Karen H. Quintos	Mgmt	For	For	For
1.4	Elect Director Shane D. Wall	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Lennox International Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Lloyds Banking Group Plc

Meeting Date: 05/18/2023 **Country:** United Kingdom **Ticker:** LLOY
Record Date: 05/16/2023 **Meeting Type:** Annual **Meeting ID:** 1717226
Primary Security ID: G5533W248

Shares Voted: 81,619,129

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Elect Cathy Turner as Director	Mgmt	For	For	For
3	Elect Scott Wheway as Director	Mgmt	For	For	For
4	Re-elect Robin Budenberg as Director	Mgmt	For	For	For
5	Re-elect Charlie Nunn as Director	Mgmt	For	For	For
6	Re-elect William Chalmers as Director	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is the CFO of the company.</i>					
7	Re-elect Alan Dickinson as Director	Mgmt	For	For	For
8	Re-elect Sarah Legg as Director	Mgmt	For	For	For
9	Re-elect Lord Lupton as Director	Mgmt	For	For	For
10	Re-elect Amanda Mackenzie as Director	Mgmt	For	For	For
11	Re-elect Harmeen Mehta as Director	Mgmt	For	For	For
12	Re-elect Catherine Woods as Director	Mgmt	For	For	For
13	Approve Remuneration Policy	Mgmt	For	For	For
14	Approve Remuneration Report	Mgmt	For	For	For
15	Approve Final Dividend	Mgmt	For	For	For
16	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Approve Long-Term Incentive Plan	Mgmt	For	For	For
19	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
20	Authorise Issue of Equity	Mgmt	For	For	For
21	Authorise Issue of Equity in Relation to the Issue of Regulatory Capital Convertible Instruments	Mgmt	For	For	For

Lloyds Banking Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
22	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
23	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
24	Authorise Issue of Equity without Pre-emptive Rights in Relation to the Issue of Regulatory Capital Convertible Instruments	Mgmt	For	For	For
25	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
26	Authorise Market Purchase of Preference Shares	Mgmt	For	For	For
27	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Marsh & McLennan Companies, Inc.

Meeting Date: 05/18/2023

Country: USA

Ticker: MMC

Record Date: 03/20/2023

Meeting Type: Annual

Meeting ID: 1737977

Primary Security ID: 571748102

Shares Voted: 35

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anthony K. Anderson	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1b	Elect Director John Q. Doyle	Mgmt	For	For	For
1c	Elect Director Hafize Gaye Erkan	Mgmt	For	For	For
1d	Elect Director Oscar Fanjul	Mgmt	For	For	For
1e	Elect Director H. Edward Hanway	Mgmt	For	For	For
1f	Elect Director Judith Hartmann	Mgmt	For	For	For
1g	Elect Director Deborah C. Hopkins	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1h	Elect Director Tamara Ingram	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1i	Elect Director Jane H. Lute	Mgmt	For	For	For
1j	Elect Director Steven A. Mills	Mgmt	For	For	For
1k	Elect Director Bruce P. Nolop	Mgmt	For	For	For
1l	Elect Director Morton O. Schapiro	Mgmt	For	For	For
1m	Elect Director Lloyd M. Yates	Mgmt	For	For	For
1n	Elect Director Ray G. Young	Mgmt	For	For	For

Marsh & McLennan Companies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Vote AGAINST compensation proposal due to significant concerns regarding the committee's decision to amend the CEO's outstanding PSU awards in connection with his announced retirement. This discretionary decision provides more favorable vesting treatment of his outstanding awards and resulted in an incremental value disclosure of more than \$7 million and total CEO pay that is outsized at more than \$32 million. Recent enhancements to retirement benefits are considered a problematic practice and the committee has not disclosed a compelling rationale. Furthermore, concerns are raised as the company provided a large automobile perquisite to former CEO Glaser.</i></p>					
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Merit Medical Systems, Inc.

Meeting Date: 05/18/2023 **Country:** USA **Ticker:** MMSI
Record Date: 03/21/2023 **Meeting Type:** Annual **Meeting ID:** 1739527
Primary Security ID: 589889104

Shares Voted: 349,281

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lonny J. Carpenter	Mgmt	For	For	For
1b	Elect Director David K. Floyd	Mgmt	For	For	For
1c	Elect Director Lynne N. Ward	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	Three Years	One Year	One Year
<p><i>Voting Policy Rationale: 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.</i></p>					
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

NextEra Energy, Inc.

Meeting Date: 05/18/2023 **Country:** USA **Ticker:** NEE
Record Date: 03/22/2023 **Meeting Type:** Annual **Meeting ID:** 1739798
Primary Security ID: 65339F101

Shares Voted: 54

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Nicole S. Arnaboldi	Mgmt	For	For	For
1b	Elect Director Sherry S. Barrat	Mgmt	For	For	For
1c	Elect Director James L. Camaren	Mgmt	For	For	For

NextEra Energy, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Kenneth B. Dunn	Mgmt	For	For	For
1e	Elect Director Naren K. Gursahaney	Mgmt	For	For	For
1f	Elect Director Kirk S. Hachigian	Mgmt	For	For	For
1g	Elect Director John W. Ketchum	Mgmt	For	For	For
1h	Elect Director Amy B. Lane	Mgmt	For	For	For
1i	Elect Director David L. Porges	Mgmt	For	For	For
1j	Elect Director Deborah "Dev" Stahlkopf	Mgmt	For	For	For
1k	Elect Director John A. Stall	Mgmt	For	For	For
1l	Elect Director Darryl L. Wilson	Mgmt	For	For	For
2	Ratify Deloitte & Touche as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Disclose Board Skills and Diversity Matrix	SH	Against	For	For

Voting Policy Rationale: A vote FOR this resolution is warranted. A board matrix would enhance transparency and would provide shareholders with a better tool to assess the quality of NextEra's board and to evaluate its director nominees.

Otis Worldwide Corporation

Meeting Date: 05/18/2023

Country: USA

Ticker: OTIS

Record Date: 03/20/2023

Meeting Type: Annual

Meeting ID: 1741023

Primary Security ID: 68902V107

Shares Voted: 12,130

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jeffrey H. Black	Mgmt	For	For	For
1b	Elect Director Nelda J. Connors	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1c	Elect Director Kathy Hopinkah Hannan	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1d	Elect Director Shailesh G. Jejurikar	Mgmt	For	For	For
1e	Elect Director Christopher J. Kearney	Mgmt	For	For	For
1f	Elect Director Judith F. Marks	Mgmt	For	For	For
1g	Elect Director Harold W. McGraw, III	Mgmt	For	For	For
1h	Elect Director Margaret M. V. Preston	Mgmt	For	For	For
1i	Elect Director Shelley Stewart, Jr.	Mgmt	For	For	For
1j	Elect Director John H. Walker	Mgmt	For	For	For

Otis Worldwide Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Vote AGAINST compensation proposal due to the company maintains:- Excessive auto and financial planning-related perquisites; and- Excessive differentials between CEO pay and the pay of other named executive officers at the firm.</i></p>					
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Require Independent Board Chair	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent board chair.</i></p>					

Sealed Air Corporation

Meeting Date: 05/18/2023 **Country:** USA **Ticker:** SEE
Record Date: 03/20/2023 **Meeting Type:** Annual **Meeting ID:** 1741024
Primary Security ID: 81211K100

Shares Voted: 339

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Elizabeth M. Adefioye	Mgmt	For	For	For
1b	Elect Director Zubaid Ahmad	Mgmt	For	For	For
1c	Elect Director Kevin C. Berryman	Mgmt	For	For	For
1d	Elect Director Francoise Colpron	Mgmt	For	For	For
1e	Elect Director Edward L. Doheny, II	Mgmt	For	For	For
1f	Elect Director Clay M. Johnson	Mgmt	For	For	For
1g	Elect Director Henry R. Keizer	Mgmt	For	For	For
1h	Elect Director Harry A. Lawton, III	Mgmt	For	For	For
1i	Elect Director Suzanne B. Rowland	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Standard Motor Products, Inc.

Meeting Date: 05/18/2023 **Country:** USA **Ticker:** SMP
Record Date: 04/06/2023 **Meeting Type:** Annual **Meeting ID:** 1745956
Primary Security ID: 853666105

Standard Motor Products, Inc.

Shares Voted: 169,285

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director James J. Burke	Mgmt	For	For	For
1.2	Elect Director Alejandro C. Capparelli	Mgmt	For	For	For
1.3	Elect Director Pamela Forbes Lieberman	Mgmt	For	For	For
1.4	Elect Director Patrick S. McClymont	Mgmt	For	For	For
1.5	Elect Director Joseph W. McDonnell	Mgmt	For	For	For
1.6	Elect Director Alisa C. Norris	Mgmt	For	For	For
1.7	Elect Director Pamela S. Puryear	Mgmt	For	For	For
1.8	Elect Director Eric P. Sills	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

The Charles Schwab Corporation

Meeting Date: 05/18/2023

Country: USA

Ticker: SCHW

Record Date: 03/20/2023

Meeting Type: Annual

Meeting ID: 1737631

Primary Security ID: 808513105

Shares Voted: 516,874

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marianne C. Brown	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1b	Elect Director Frank C. Herringer	Mgmt	For	For	For
1c	Elect Director Gerri K. Martin-Flickinger	Mgmt	For	For	For
1d	Elect Director Todd M. Ricketts	Mgmt	For	For	For
1e	Elect Director Carolyn Schwab-Pomerantz	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST compensation proposal due to the company maintains legacy agreements that contain problematic change in control provisions, such as modified single trigger cash severance and single-trigger equity vesting acceleration.</i>					
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

The Charles Schwab Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Report on Gender/Racial Pay Gap	SH	Against	For	For
<i>Voting Policy Rationale: 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 initiatives to encourage diversity, inclusion, and non-discriminatory treatment.</i>					
6	Report on Risks Related to Discrimination Against Individuals Including Political Views	SH	Against	Against	Against

The Home Depot, Inc.

Meeting Date: 05/18/2023 **Country:** USA **Ticker:** HD
Record Date: 03/20/2023 **Meeting Type:** Annual **Meeting ID:** 1738852
Primary Security ID: 437076102

Shares Voted: 6

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gerard J. Arpey	Mgmt	For	For	For
1b	Elect Director Ari Bousbib	Mgmt	For	For	For
1c	Elect Director Jeffery H. Boyd	Mgmt	For	For	For
1d	Elect Director Gregory D. Brenneman	Mgmt	For	For	For
1e	Elect Director J. Frank Brown	Mgmt	For	For	For
1f	Elect Director Albert P. Carey	Mgmt	For	For	For
1g	Elect Director Edward P. Decker	Mgmt	For	For	For
1h	Elect Director Linda R. Gooden	Mgmt	For	For	For
1i	Elect Director Wayne M. Hewett	Mgmt	For	For	For
1j	Elect Director Manuel Kadre	Mgmt	For	For	For
1k	Elect Director Stephanie C. Linnartz	Mgmt	For	For	For
1l	Elect Director Paula Santilli	Mgmt	For	For	For
1m	Elect Director Caryn Seidman-Becker	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Reduce Ownership Threshold for Shareholders to Request Action by Written Consent	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that a reduction in the ownership threshold would provide a more meaningful written consent right for shareholders.</i>					
6	Require Independent Board Chair	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.</i>					

The Home Depot, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Report on Political Expenditures Congruence	SH	Against	For	For
<p><i>Voting Policy Rationale: 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.</i></p>					
8	Rescind 2022 Racial Equity Audit Proposal	SH	Against	Against	Against
9	Encourage Senior Management Commitment to Avoid Political Speech	SH	Against	Against	Against

Xylem Inc.

Meeting Date: 05/18/2023

Country: USA

Ticker: XYL

Record Date: 03/20/2023

Meeting Type: Annual

Meeting ID: 1738985

Primary Security ID: 98419M100

Shares Voted: 32,214

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jeanne Beliveau-Dunn	Mgmt	For	For	For
1b	Elect Director Patrick K. Decker	Mgmt	For	For	For
1c	Elect Director Earl R. Ellis	Mgmt	For	For	For
1d	Elect Director Robert F. Friel	Mgmt	For	For	For
1e	Elect Director Victoria D. Harker	Mgmt	For	For	For
1f	Elect Director Steven R. Loranger	Mgmt	For	For	For
1g	Elect Director Mark D. Morelli	Mgmt	For	For	For
1h	Elect Director Jerome A. Peribere	Mgmt	For	For	For
1i	Elect Director Lila Tretikov	Mgmt	For	For	For
1j	Elect Director Uday Yadav	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Vote AGAINST compensation proposal due to the company provided excessive relocation expense perquisite and related tax gross-ups to certain executives.</i></p>					
4	Require Independent Board Chair	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent board chair.</i></p>					

Yum! Brands, Inc.

Meeting Date: 05/18/2023

Country: USA

Ticker: YUM

Record Date: 03/20/2023

Meeting Type: Annual

Meeting ID: 1741449

Primary Security ID: 988498101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Paget L. Alves	Mgmt	For	For	For
1b	Elect Director Keith Barr	Mgmt	For	For	For
1c	Elect Director Christopher M. Connor	Mgmt	For	For	For
1d	Elect Director Brian C. Cornell	Mgmt	For	For	For
1e	Elect Director Tanya L. Domier	Mgmt	For	For	For
1f	Elect Director David W. Gibbs	Mgmt	For	For	For
1g	Elect Director Mirian M. Graddick-Weir	Mgmt	For	For	For
1h	Elect Director Thomas C. Nelson	Mgmt	For	For	For
1i	Elect Director P. Justin Skala	Mgmt	For	For	For
1j	Elect Director Annie Young-Scrivner	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Vote AGAINST compensation proposal due to the inordinate amount of personal use of corporate aircraft perquisite provided to the CEO. Further, there is some continuing concerns regarding the STI structure and goal rigor, which warrants continued close monitoring.</i></p>					
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Report on Efforts to Reduce Plastic Use	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure on the company's efforts to reduce its plastics use by shifting away from single-use packaging more aggressively would allow shareholders to better assess the company's related risk management.</i></p>					
6	Report on Lobbying Payments and Policy	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's direct and indirect lobbying payments would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.</i></p>					
7	Report on Civil Rights and Non-Discrimination Audit	SH	Against	Against	Against
8	Adopt Share Retention Policy For Senior Executives	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as the more rigorous guidelines recommended by the proponent may better address concerns about creating a strong link between the interests of top executives and long-term shareholder value.</i></p>					
9	Report on Paid Sick Leave	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because the requested report would provide shareholders with a better understanding of the company's policies and practices regarding employee health and well-being. Additionally, the implementation of this proposal would allow shareholders to better assess whether the company is adhering to its stated commitment to colleague health and its management of related risks.</i></p>					

Zoetis Inc.

Meeting Date: 05/18/2023

Country: USA

Ticker: ZTS

Record Date: 03/24/2023

Meeting Type: Annual

Meeting ID: 1740757

Primary Security ID: 98978V103

Shares Voted: 12

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Paul M. Bisaro	Mgmt	For	For	For
1b	Elect Director Vanessa Broadhurst	Mgmt	For	For	For
1c	Elect Director Frank A. D'Amelio	Mgmt	For	For	For
1d	Elect Director Michael B. McCallister	Mgmt	For	For	For
1e	Elect Director Gregory Norden	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1f	Elect Director Louise M. Parent	Mgmt	For	For	For
1g	Elect Director Kristin C. Peck	Mgmt	For	For	For
1h	Elect Director Robert W. Scully	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Provide Right to Call Special Meeting	Mgmt	For	For	For
5	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	SH	Against	For	For
<i>Voting Policy Rationale: 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 25 percent threshold proposed by the board in Item 4. This proposal would also represent an improvement to shareholder rights, as shareholders do not currently have the right to call special meetings.</i>					

Amgen Inc.

Meeting Date: 05/19/2023

Country: USA

Ticker: AMGN

Record Date: 03/20/2023

Meeting Type: Annual

Meeting ID: 1740969

Primary Security ID: 031162100

Shares Voted: 16

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Wanda M. Austin	Mgmt	For	For	For
1b	Elect Director Robert A. Bradway	Mgmt	For	For	For
1c	Elect Director Michael V. Drake	Mgmt	For	For	For
1d	Elect Director Brian J. Druker	Mgmt	For	For	For
1e	Elect Director Robert A. Eckert	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1f	Elect Director Greg C. Garland	Mgmt	For	For	For

Amgen Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Charles M. Holley, Jr.	Mgmt	For	For	For
1h	Elect Director S. Omar Ishrak	Mgmt	For	For	For
1i	Elect Director Tyler Jacks	Mgmt	For	For	For
1j	Elect Director Ellen J. Kullman	Mgmt	For	For	For
1k	Elect Director Amy E. Miles	Mgmt	For	For	For
1l	Elect Director Ronald D. Sugar	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1m	Elect Director R. Sanders Williams	Mgmt	For	For	For
2	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Intercontinental Exchange, Inc.

Meeting Date: 05/19/2023

Country: USA

Ticker: ICE

Record Date: 03/21/2023

Meeting Type: Annual

Meeting ID: 1738122

Primary Security ID: 45866F104

Shares Voted: 694,411

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sharon Y. Bowen	Mgmt	For	For	For
1b	Elect Director Shantella E. Cooper	Mgmt	For	For	For
1c	Elect Director Duriya M. Farooqui	Mgmt	For	For	For
1d	Elect Director The Right Hon. the Lord Hague of Richmond	Mgmt	For	For	For
1e	Elect Director Mark F. Mulhern	Mgmt	For	For	For
1f	Elect Director Thomas E. Noonan	Mgmt	For	For	For
1g	Elect Director Caroline L. Silver	Mgmt	For	For	For
1h	Elect Director Jeffrey C. Sprecher	Mgmt	For	For	For
1i	Elect Director Judith A. Sprieser	Mgmt	For	For	For
1j	Elect Director Martha A. Tirinnanzi	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Amend Right to Call Special Meeting	SH	Against	Against	Against

LyondellBasell Industries N.V.

Meeting Date: 05/19/2023

Country: Netherlands

Ticker: LYB

Record Date: 04/21/2023

Meeting Type: Annual

Meeting ID: 1741579

Primary Security ID: N53745100

Shares Voted: 17

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jacques Aigrain	Mgmt	For	For	For
1b	Elect Director Lincoln Benet	Mgmt	For	For	For
1c	Elect Director Robin Buchanan	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST the incumbent members of the committee responsible for climate risk oversight, Robin Buchanan, Robert (Bob) Dudley, Virginia Kamsky and Albert Manifold, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.</i></p>					
1d	Elect Director Anthony (Tony) Chase	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i></p>					
1e	Elect Director Robert (Bob) Dudley	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST the incumbent members of the committee responsible for climate risk oversight, Robin Buchanan, Robert (Bob) Dudley, Virginia Kamsky and Albert Manifold, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.</i></p>					
1f	Elect Director Claire Farley	Mgmt	For	For	For
1g	Elect Director Rita Griffin	Mgmt	For	For	For
1h	Elect Director Michael Hanley	Mgmt	For	For	For
1i	Elect Director Virginia Kamsky	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST the incumbent members of the committee responsible for climate risk oversight, Robin Buchanan, Robert (Bob) Dudley, Virginia Kamsky and Albert Manifold, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.</i></p>					
1j	Elect Director Albert Manifold	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST the incumbent members of the committee responsible for climate risk oversight, Robin Buchanan, Robert (Bob) Dudley, Virginia Kamsky and Albert Manifold, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.</i></p>					
1k	Elect Director Peter Vanacker	Mgmt	For	For	For
2	Approve Discharge of Directors	Mgmt	For	For	For
3	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
4	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
6	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
7	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
8	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
9	Approve Cancellation of Shares	Mgmt	For	For	For

APA Corporation

Meeting Date: 05/23/2023

Country: USA

Ticker: APA

Record Date: 03/24/2023

Meeting Type: Annual

Meeting ID: 1742391

Primary Security ID: 03743Q108

Shares Voted: 136

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Director Annell R. Bay	Mgmt	For	For	For
2	Elect Director John J. Christmann, IV	Mgmt	For	For	For
3	Elect Director Juliet S. Ellis	Mgmt	For	For	For
4	Elect Director Charles W. Hooper	Mgmt	For	For	For
5	Elect Director Chansoo Joung	Mgmt	For	For	For
6	Elect Director H. Lamar McKay	Mgmt	For	For	For
7	Elect Director Amy H. Nelson	Mgmt	For	For	For
8	Elect Director Daniel W. Rabun	Mgmt	For	For	For
9	Elect Director Peter A. Ragauss	Mgmt	For	For	For
10	Elect Director David L. Stover	Mgmt	For	For	For
11	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
12	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against

Voting Policy Rationale: Vote AGAINST because the concern level for Relative Degree of Alignment is High. This relative measure compares the percentile ranks of a company's CEO pay and TSR performance, relative to an ISS-developed comparison group, over the prior two-year or three year period

13	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
14	Amend Certificate of Incorporation to Provide for Exculpation of Certain Officers	Mgmt	For	For	For

Array Technologies, Inc.

Meeting Date: 05/23/2023

Country: USA

Ticker: ARRY

Record Date: 03/28/2023

Meeting Type: Annual

Meeting ID: 1741912

Primary Security ID: 04271T100

Shares Voted: 504,509

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Brad Forth	Mgmt	For	Withhold	Withhold
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for Bradford (Brad) Forth for serving as a non-independent member of a key board committee and, as a governance committee member, 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.</i></p>					
1.2	Elect Director Kevin Hostetler	Mgmt	For	For	For
1.3	Elect Director Gerrard Schmid	Mgmt	For	For	For

Array Technologies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Allow Exculpation of Officers as Permitted by Delaware Law	Mgmt	For	For	For

BioMarin Pharmaceutical Inc.

Meeting Date: 05/23/2023

Country: USA

Ticker: BMRN

Record Date: 03/27/2023

Meeting Type: Annual

Meeting ID: 1742584

Primary Security ID: 09061G101

Shares Voted: 213,323

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mark J. Alles	Mgmt	For	For	For
1.2	Elect Director Elizabeth McKee Anderson	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1.3	Elect Director Jean-Jacques Bienaime	Mgmt	For	For	For
1.4	Elect Director Willard Dere	Mgmt	For	For	For
1.5	Elect Director Elaine J. Heron	Mgmt	For	For	For
1.6	Elect Director Maykin Ho	Mgmt	For	For	For
1.7	Elect Director Robert J. Hombach	Mgmt	For	For	For
1.8	Elect Director V. Bryan Lawlis	Mgmt	For	For	For
1.9	Elect Director Richard A. Meier	Mgmt	For	For	For
1.10	Elect Director David E.I. Pyott	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1.11	Elect Director Dennis J. Slamon	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
5	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST due to excessive dilution.</i>					

Coursera, Inc.

Meeting Date: 05/23/2023

Country: USA

Ticker: COUR

Record Date: 03/27/2023

Meeting Type: Annual

Meeting ID: 1741432

Primary Security ID: 22266M104

Shares Voted: 8,460

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Amanda M. Clark	Mgmt	For	For	For
1.2	Elect Director Christopher D. McCarthy	Mgmt	For	For	For
1.3	Elect Director Andrew Y. Ng	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST compensation proposal due to the company granted relatively large and entirely time-based equity awards to each of the NEOs, resulting in total CEO pay at almost 7 times the Taft-Hartley Advisory Services selected peer median, with the remaining NEOs receiving pay at or above peer CEO levels.</i>					
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Envista Holdings Corporation

Meeting Date: 05/23/2023

Country: USA

Ticker: NVST

Record Date: 03/27/2023

Meeting Type: Annual

Meeting ID: 1741902

Primary Security ID: 29415F104

Shares Voted: 12,231

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kieran T. Gallahue	Mgmt	For	For	For
1.2	Elect Director Barbara Hult	Mgmt	For	For	For
1.3	Elect Director Amir Aghdaei	Mgmt	For	For	For
1.4	Elect Director Vivek Jain	Mgmt	For	For	For
1.5	Elect Director Daniel Raskas	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for Daniel Raskas for serving as a non-independent member of a key board committee.</i>					
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Epiroc AB

Meeting Date: 05/23/2023

Country: Sweden

Ticker: EPI.A

Record Date: 05/12/2023

Meeting Type: Annual

Meeting ID: 1705765

Primary Security ID: W25918124

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting; Elect Chairman of Meeting	Mgmt	For	For	For
2	Designate Inspector(s) of Minutes of Meeting	Mgmt			
3	Prepare and Approve List of Shareholders	Mgmt			
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Receive President's Report	Mgmt			
8.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8.b1	Approve Discharge of Anthea Bath	Mgmt	For	For	For
8.b2	Approve Discharge of Lennart Evrell	Mgmt	For	For	For
8.b3	Approve Discharge of Johan Forssell	Mgmt	For	For	For
8.b4	Approve Discharge of Helena Hedblom (as Board Member)	Mgmt	For	For	For
8.b5	Approve Discharge of Jeane Hull	Mgmt	For	For	For
8.b6	Approve Discharge of Ronnie Leten	Mgmt	For	For	For
8.b7	Approve Discharge of Ulla Litzen	Mgmt	For	For	For
8.b8	Approve Discharge of Sigurd Mareels	Mgmt	For	For	For
8.b9	Approve Discharge of Astrid Skarheim Onsum	Mgmt	For	For	For
8.b10	Approve Discharge of Anders Ullberg	Mgmt	For	For	For
8.b11	Approve Discharge of Kristina Kanestad	Mgmt	For	For	For
8.b12	Approve Discharge of Daniel Rundgren	Mgmt	For	For	For
8.b13	Approve Discharge of CEO Helena Hedblom	Mgmt	For	For	For
8.c	Approve Allocation of Income and Dividends of SEK 3.40 Per Share	Mgmt	For	For	For
8.d	Approve Remuneration Report	Mgmt	For	For	For
9.a	Determine Number of Members (9) and Deputy Members of Board (0)	Mgmt	For	For	For
9.b	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
10.a1	Reelect Anthea Bath as Director	Mgmt	For	For	For
10.a2	Reelect Lennart Evrell as Director	Mgmt	For	For	For

Epiroc AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10.a3	Reelect Johan Forssell as Director	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>				
10.a4	Reelect Helena Hedblom as Director	Mgmt	For	For	For
10.a5	Reelect Jeane Hull as Director	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>				
10.a6	Reelect Ronnie Leten as Director	Mgmt	For	For	For
10.a7	Reelect Ulla Litzen as Director	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: Vote AGAINST because the nominee is the chair of the audit committee and the audit committee lacks a member with appropriate financial expertise.</i>				
10.a8	Reelect Sigurd Mareels as Director	Mgmt	For	For	For
10.a9	Reelect Astrid Skarheim Onsum as Director	Mgmt	For	For	For
10.b	Reelect Ronnie Leten as Board Chair	Mgmt	For	For	For
10.c	Ratify Ernst & Young as Auditors	Mgmt	For	For	For
11.a	Approve Remuneration of Directors in the Amount of SEK 2.59 Million for Chair and SEK 810,000 for Other Directors; Approve Partly Remuneration in Synthetic Shares; Approve Remuneration for Committee Work	Mgmt	For	For	For
11.b	Approve Remuneration of Auditors	Mgmt	For	For	For
12	Approve Stock Option Plan 2023 for Key Employees	Mgmt	For	For	For
13.a	Approve Equity Plan Financing Through Repurchase of Class A Shares	Mgmt	For	For	For
13.b	Approve Repurchase of Shares to Pay 50 Percent of Director's Remuneration in Synthetic Shares	Mgmt	For	For	For
13.c	Approve Equity Plan Financing Through Transfer of Class A Shares to Participants	Mgmt	For	For	For
13.d	Approve Sale of Class A Shares to Finance Director Remuneration in Synthetic Shares	Mgmt	For	For	For
13.e	Approve Sale of Class A Shares to Finance Stock Option Plan 2017, 2018, 2019 and 2020	Mgmt	For	For	For
14	Close Meeting	Mgmt			

GE Healthcare Technologies, Inc.

Meeting Date: 05/23/2023

Country: USA

Ticker: GEHC

Record Date: 03/27/2023

Meeting Type: Annual

Meeting ID: 1739863

Primary Security ID: 36266G107

GE Healthcare Technologies, Inc.

Shares Voted: 1

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Peter J. Arduini	Mgmt	For	For	For
1b	Elect Director H. Lawrence Culp, Jr.	Mgmt	For	For	For
1c	Elect Director Rodney F. Hochman	Mgmt	For	For	For
1d	Elect Director Lloyd W. Howell, Jr.	Mgmt	For	For	For
1e	Elect Director Risa Lavizzo-Mourey	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1f	Elect Director Catherine Lesjak	Mgmt	For	For	For
1g	Elect Director Anne T. Madden	Mgmt	For	For	For
1h	Elect Director Tomislav Mihaljevic	Mgmt	For	For	For
1i	Elect Director William J. Stromberg	Mgmt	For	For	For
1j	Elect Director Phoebe L. Yang	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Insulet Corporation

Meeting Date: 05/23/2023

Country: USA

Ticker: PODD

Record Date: 03/27/2023

Meeting Type: Annual

Meeting ID: 1740985

Primary Security ID: 45784P101

Shares Voted: 63,396

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Luciana Borio	Mgmt	For	For	For
1.2	Elect Director Michael R. Minogue	Mgmt	For	For	For
1.3	Elect Director Corinne H. Nevinny	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Grant Thornton LLP as Auditors	Mgmt	For	For	For

IPG Photonics Corporation

Meeting Date: 05/23/2023

Country: USA

Ticker: IPGP

Record Date: 03/31/2023

Meeting Type: Annual

Meeting ID: 1743461

Primary Security ID: 44980X109

Shares Voted: 83,364

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Gregory Beecher	Mgmt	For	For	For
1.2	Elect Director Michael Child	Mgmt	For	For	For
1.3	Elect Director Jeanmarie Desmond	Mgmt	For	For	For
1.4	Elect Director Gregory Dougherty	Mgmt	For	For	For
1.5	Elect Director Eric Meurice	Mgmt	For	For	For
1.6	Elect Director Natalia Pavlova	Mgmt	For	For	For
1.7	Elect Director John Peeler	Mgmt	For	For	For
1.8	Elect Director Eugene Scherbakov	Mgmt	For	For	For
1.9	Elect Director Felix Stukalin	Mgmt	For	For	For
1.10	Elect Director Agnes Tang	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
<i>Voting Policy Rationale: Vote AGAINST because the concern level for Absolute Alignment is high. This absolute measure compares the trends of the CEO's annual pay and the change in the value of an investment in the company over the prior five-year period.</i>					
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For	For
6	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Merck & Co., Inc.

Meeting Date: 05/23/2023

Country: USA

Ticker: MRK

Record Date: 03/24/2023

Meeting Type: Annual

Meeting ID: 1738976

Primary Security ID: 58933Y105

Shares Voted: 36

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Douglas M. Baker, Jr.	Mgmt	For	For	For
1b	Elect Director Mary Ellen Coe	Mgmt	For	For	For
1c	Elect Director Pamela J. Craig	Mgmt	For	For	For
1d	Elect Director Robert M. Davis	Mgmt	For	For	For

Merck & Co., Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Thomas H. Glocer	Mgmt	For	For	For
1f	Elect Director Risa J. Lavizzo-Mourey	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1g	Elect Director Stephen L. Mayo	Mgmt	For	For	For
1h	Elect Director Paul B. Rothman	Mgmt	For	For	For
1i	Elect Director Patricia F. Russo	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1j	Elect Director Christine E. Seidman	Mgmt	For	For	For
1k	Elect Director Inge G. Thulin	Mgmt	For	For	For
1l	Elect Director Kathy J. Warden	Mgmt	For	For	For
1m	Elect Director Peter C. Wendell	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST compensation proposal due to the company provided excessive personal use of corporate aircraft perquisite to the CEO.</i>					
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Report on Risks Related to Operations in China	SH	Against	Against	Against
6	Report on Access to COVID-19 Products	SH	Against	For	For
<i>Voting Policy Rationale: 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.</i>					
7	Adopt Policy to Require Third-Party Organizations to Annually Report Expenditures for Political Activities	SH	Against	Against	Against
8	Report on Impact of Extended Patent Exclusivities on Product Access	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, because shareholders would benefit from more robust disclosure of the company's processes and oversight mechanisms for managing risks related to anti-competitive practices.</i>					
9	Publish a Congruency Report of Partnerships with Globalist Organizations	SH	Against	Against	Against
10	Require Independent Board Chair	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.</i>					

Omniceil, Inc.

Meeting Date: 05/23/2023

Country: USA

Ticker: OMCL

Record Date: 03/27/2023

Meeting Type: Annual

Meeting ID: 1740998

Primary Security ID: 68213N109

Omniceil, Inc.

Shares Voted: 163,206

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Joanne B. Bauer	Mgmt	For	For	For
1.2	Elect Director Robin G. Seim	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for Robin Seim for serving as a non-independent member of a key board committee.</i>					
1.3	Elect Director Sara J. White	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
5	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST due to excessive dilution. Vote AGAINST due to lack of clawback provision.</i>					
6	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Shell Plc

Meeting Date: 05/23/2023

Country: United Kingdom

Ticker: SHEL

Record Date: 04/12/2023

Meeting Type: Annual

Meeting ID: 1739504

Primary Security ID: G80827101

Shares Voted: 569,899

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for ADR Holders	Mgmt			
	Management Proposals	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Policy	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Elect Wael Sawan as Director	Mgmt	For	For	For
5	Elect Cyrus Taraporevala as Director	Mgmt	For	For	For
6	Elect Sir Charles Roxburgh as Director	Mgmt	For	For	For
7	Elect Leena Srivastava as Director	Mgmt	For	For	For
8	Re-elect Sinead Gorman as Director	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is the CFO of the company.</i>					
9	Re-elect Dick Boer as Director	Mgmt	For	For	For
10	Re-elect Neil Carson as Director	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Re-elect Ann Godbehere as Director	Mgmt	For	For	For
12	Re-elect Jane Lute as Director	Mgmt	For	For	For
13	Re-elect Catherine Hughes as Director	Mgmt	For	For	For
14	Re-elect Sir Andrew Mackenzie as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: 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 Sir Andrew Mackenzie are further 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.</i></p>					
15	Re-elect Abraham Schot as Director	Mgmt	For	For	For
16	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
21	Authorise Off-Market Purchase of Ordinary Shares	Mgmt	For	For	For
22	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
23	Adopt New Articles of Association	Mgmt	For	For	For
24	Approve Share Plan	Mgmt	For	For	For
25	Approve the Shell Energy Transition Progress	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST the transition progress report is warranted. The Company's Scope 3 targets relate to intensity reduction, rather than absolute emission reduction. Additionally, there is a lack of detail on the Company's Scope 3 emissions and on how it intends to meet its associated targets. More granular and explicit disclosure should be provided to enable stakeholders to make the connection between the Company's goals and the relevant IEA net zero pathways. Furthermore, CCS (Carbon Capture and Storage) and offsets form a sizable part of the plan.</i></p>					
Shareholder Proposal		Mgmt			
26	Request Shell to Align its Existing 2030 Reduction Target Covering the Greenhouse Gas (GHG) Emissions of the Use of its Energy Products (Scope 3) with the Goal of the Paris Climate Agreement	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as the alignment of the existing 2030 reduction target covering the greenhouse gas (GHG) emissions of the use of its energy products (Scope 3) with the goal of the Paris Climate Agreement would aid shareholders in understanding the company's assessment of how it could reduce its carbon footprint to limit global warming well below 2 degrees Celsius above pre-industrial levels and to limit the temperature increase to 1.5 degrees Celsius.</i></p>					

The Allstate Corporation

Meeting Date: 05/23/2023

Country: USA

Ticker: ALL

Record Date: 03/24/2023

Meeting Type: Annual

Meeting ID: 1741911

Primary Security ID: 020002101

Shares Voted: 351,124

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Donald E. Brown	Mgmt	For	For	For
1b	Elect Director Kermit R. Crawford	Mgmt	For	For	For
1c	Elect Director Richard T. Hume	Mgmt	For	For	For
1d	Elect Director Margaret M. Keane	Mgmt	For	For	For
1e	Elect Director Siddharth N. Mehta	Mgmt	For	For	For
1f	Elect Director Jacques P. Perold	Mgmt	For	For	For
1g	Elect Director Andrea Redmond	Mgmt	For	For	For
1h	Elect Director Gregg M. Sherrill	Mgmt	For	For	For
1i	Elect Director Judith A. Sprieser	Mgmt	For	For	For
1j	Elect Director Perry M. Traquina	Mgmt	For	For	For
1k	Elect Director Monica Turner	Mgmt	For	For	For
1l	Elect Director Thomas J. Wilson	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Verra Mobility Corporation

Meeting Date: 05/23/2023

Country: USA

Ticker: VRRM

Record Date: 03/24/2023

Meeting Type: Annual

Meeting ID: 1741922

Primary Security ID: 92511U102

Shares Voted: 14,444

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Patrick Byrne	Mgmt	For	For	For
1.2	Elect Director David Roberts	Mgmt	For	For	For
1.3	Elect Director John Rexford	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for governance committee member John Rexford given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the charter and the classified board, each of which adversely impacts shareholder rights.</i>					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Verra Mobility Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Amend Omnibus Stock Plan	Mgmt	For	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Amazon.com, Inc.

Meeting Date: 05/24/2023

Country: USA

Ticker: AMZN

Record Date: 03/30/2023

Meeting Type: Annual

Meeting ID: 1743460

Primary Security ID: 023135106

Shares Voted: 445,726

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jeffrey P. Bezos	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: 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.</i></p>					
1b	Elect Director Andrew R. Jassy	Mgmt	For	For	For
1c	Elect Director Keith B. Alexander	Mgmt	For	For	For
1d	Elect Director Edith W. Cooper	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Votes AGAINST incumbent compensation committee members Edith Cooper, Daniel Huttenlocher, and Judith McGrath are warranted, in light of the committee's poor response to low vote support for last year's say-on-pay proposal.</i></p>					
1e	Elect Director Jamie S. Gorelick	Mgmt	For	For	For
1f	Elect Director Daniel P. Huttenlocher	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Votes AGAINST incumbent compensation committee members Edith Cooper, Daniel Huttenlocher, and Judith McGrath are warranted, in light of the committee's poor response to low vote support for last year's say-on-pay proposal.</i></p>					
1g	Elect Director Judith A. McGrath	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Votes AGAINST incumbent compensation committee members Edith Cooper, Daniel Huttenlocher, and Judith McGrath are warranted, in light of the committee's poor response to low vote support for last year's say-on-pay proposal.</i></p>					
1h	Elect Director Indra K. Nooyi	Mgmt	For	For	For
1i	Elect Director Jonathan J. Rubinstein	Mgmt	For	For	For
1j	Elect Director Patricia Q. Stonesifer	Mgmt	For	For	For
1k	Elect Director Wendell P. Weeks	Mgmt	For	For	For
2	Ratify Ratification of Ernst & Young LLP as Auditors	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Vote AGAINST compensation proposal due to following last year's low say-on-pay vote, the compensation committee engaged with shareholders, disclosed specific feedback, and provided further details surrounding the company's compensation programs and long-term strategy. However, the company did not make material changes to the compensation program to address shareholder concerns. In addition, while CEO Jassy's pay declined following the prior year's mega promotion award, consisting only of base salary and certain perquisites, a review of the pay program reveals persistent concerning features. Specifically, compensation for other NEOs consisted primarily of time-vesting restricted shares, with incentive programs lacking objective performance metrics and quantified goals. In addition, the magnitude of an NEO's recent \$41 million grant is concerning, as it comes only one year after he received an \$81 million sign-on grant. Lastly, concerns remain with respect to the inordinate amount of security-related perquisite provided to certain executives.</i></p>					
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Vote AGAINST due to excessive dilution.</i></p>					
6	Report on Climate Risk in Retirement Plan Options	SH	Against	For	For
<p><i>Voting Policy Rationale: 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.</i></p>					
7	Report on Customer Due Diligence	SH	Against	For	For
<p><i>Voting Policy Rationale: 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.</i></p>					
8	Revise Transparency Report to Provide Greater Disclosure on Government Requests	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders could benefit from greater transparency on the company's removal of products and content, particularly in light of mounting allegations of human rights related risks in global supply chains.</i></p>					
9	Report on Government Take Down Requests	SH	Against	Against	Against
10	Report on Impact of Climate Change Strategy Consistent With Just Transition Guidelines	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from more disclosure on whether and how the company considers human capital management and community relations issues related to the transition to a low-carbon economy as part of its climate strategy.</i></p>					
11	Publish a Tax Transparency Report	SH	Against	For	For
<p><i>Voting Policy Rationale: 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.</i></p>					
12	Report on Climate Lobbying	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted at this time.</i></p>					
13	Report on Median and Adjusted Gender/Racial Pay Gaps	SH	Against	For	For
<p><i>Voting Policy Rationale: 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.</i></p>					
14	Report on Cost/Benefit Analysis of Diversity, Equity and Inclusion Programs	SH	Against	Against	Against

Amazon.com, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	SH	Against	Against	Against
16	Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining	SH	Against	For	For
<i>Voting Policy Rationale: 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.</i>					
17	Consider Pay Disparity Between Executives and Other Employees	SH	Against	Against	Against
18	Report on Animal Welfare Standards	SH	Against	Against	Against
19	Establish a Public Policy Committee	SH	Against	For	For
<i>Voting Policy Rationale: By establishing a dedicated Public Policy Committee, the company will have a centralized device to continue, ensure, and promote its social and 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.</i>					
20	Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the company continues to face significant controversies related to the treatment of its employees and the proposal would give the board more options for nominating director candidates that it considers could help it in considering worker grievances, potentially reducing risks of reputational damage and protecting shareholder value in the long-term, but without being overly prescriptive. It is not asking for an employee representative on the board, but a policy to include hourly workers among the list of candidates the Nominating and Governance Committee considers for open board positions.</i>					
21	Commission a Third Party Audit on Working Conditions	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Shareholders would benefit from increased disclosure through third-party auditing on warehouse working conditions.</i>					
22	Report on Efforts to Reduce Plastic Use	SH	Against	For	For
<i>Voting Policy Rationale: 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.</i>					
23	Commission Third Party Study and Report on Risks Associated with Use of Rekognition	SH	Against	For	For
<i>Voting Policy Rationale: 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.</i>					

AvalonBay Communities, Inc.

Meeting Date: 05/24/2023	Country: USA	Ticker: AVB
Record Date: 03/27/2023	Meeting Type: Annual	Meeting ID: 1741475
Primary Security ID: 053484101		

Shares Voted: 11

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Glyn F. Aeppel	Mgmt	For	For	For

AvalonBay Communities, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Terry S. Brown	Mgmt	For	For	For
1c	Elect Director Ronald L. Havner, Jr.	Mgmt	For	For	For
1d	Elect Director Stephen P. Hills	Mgmt	For	For	For
1e	Elect Director Christopher B. Howard	Mgmt	For	For	For
1f	Elect Director Richard J. Lieb	Mgmt	For	For	For
1g	Elect Director Nnenna Lynch	Mgmt	For	For	For
1h	Elect Director Charles E. Mueller, Jr.	Mgmt	For	For	For
1i	Elect Director Timothy J. Naughton	Mgmt	For	For	For
1j	Elect Director Benjamin W. Schall	Mgmt	For	For	For
1k	Elect Director Susan Swanezy	Mgmt	For	For	For
1l	Elect Director W. Edward Walter	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST compensation proposal due to the CEO received tax gross-ups related to relocation benefits.</i>					
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

COSCO SHIPPING Ports Limited

Meeting Date: 05/24/2023 **Country:** Bermuda **Ticker:** 1199
Record Date: 05/18/2023 **Meeting Type:** Annual **Meeting ID:** 1745647
Primary Security ID: G2442N104

Shares Voted: 8,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2a	Elect Zhu Tao as Director	Mgmt	For	For	For
2b	Elect Fan Hsu Lai Tai, Rita as Director	Mgmt	For	For	For
2c	Elect Adrian David Li Man Kiu as Director	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
2d	Elect Yang Liang Yee Philip as Director	Mgmt	For	For	For
3	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For
4	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For

COSCO SHIPPING Ports Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5A	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following:- The aggregate share issuance limit is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration.- The company has not specified the discount limit for issuance for cash and non-cash consideration.</i></p>					
5B	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For
5C	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following:- The aggregate share issuance limit is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration.- The company has not specified the discount limit for issuance for cash and non-cash consideration.</i></p>					

EOG Resources, Inc.

Meeting Date: 05/24/2023 **Country:** USA **Ticker:** EOG
Record Date: 03/29/2023 **Meeting Type:** Annual **Meeting ID:** 1743853
Primary Security ID: 26875P101

Shares Voted: 12

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Janet F. Clark	Mgmt	For	For	For
1b	Elect Director Charles R. Crisp	Mgmt	For	For	For
1c	Elect Director Robert P. Daniels	Mgmt	For	For	For
1d	Elect Director Lynn A. Dugle	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i></p>					
1e	Elect Director C. Christopher Gaut	Mgmt	For	For	For
1f	Elect Director Michael T. Kerr	Mgmt	For	For	For
1g	Elect Director Julie J. Robertson	Mgmt	For	For	For
1h	Elect Director Donald F. Textor	Mgmt	For	For	For
1i	Elect Director Ezra Y. Yacob	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Vote AGAINST compensation proposal due to the company provided an excessive amount of aggregate perquisites to the CEO, as well as tax gross-ups for the NEOs' travel-related expenses.</i></p>					
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Graphic Packaging Holding Company

Meeting Date: 05/24/2023

Country: USA

Ticker: GPK

Record Date: 03/27/2023

Meeting Type: Annual

Meeting ID: 1741301

Primary Security ID: 388689101

Shares Voted: 41

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael P. Doss	Mgmt	For	For	For
1.2	Elect Director Dean A. Scarborough	Mgmt	For	For	For
1.3	Elect Director Larry M. Venturelli	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is an incumbent member of the nominating/governance committee and there are no directors of racial or ethnic minority groups on the board/board slate.</i>					
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Integer Holdings Corporation

Meeting Date: 05/24/2023

Country: USA

Ticker: ITGR

Record Date: 03/27/2023

Meeting Type: Annual

Meeting ID: 1741894

Primary Security ID: 45826H109

Shares Voted: 134,053

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Sheila Antrum	Mgmt	For	For	For
1.2	Elect Director Pamela G. Bailey	Mgmt	For	For	For
1.3	Elect Director Cheryl C. Capps	Mgmt	For	For	For
1.4	Elect Director Joseph W. Dzedzic	Mgmt	For	For	For
1.5	Elect Director James F. Hinrichs	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1.6	Elect Director Jean Hobby	Mgmt	For	For	For
1.7	Elect Director Tyrone Jeffers	Mgmt	For	For	For
1.8	Elect Director M. Craig Maxwell	Mgmt	For	For	For
1.9	Elect Director Filippo Passerini	Mgmt	For	For	For
1.10	Elect Director Donald J. Spence	Mgmt	For	For	For
1.11	Elect Director William B. Summers, Jr.	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Integer Holdings Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Laureate Education, Inc.

Meeting Date: 05/24/2023 **Country:** USA **Ticker:** LAUR
Record Date: 03/27/2023 **Meeting Type:** Annual **Meeting ID:** 1744221
Primary Security ID: 518613203

Shares Voted: 100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Andrew B. Cohen	Mgmt	For	For	For
1.2	Elect Director Pedro del Corro	Mgmt	For	For	For
1.3	Elect Director Aristides de Macedo	Mgmt	For	For	For
1.4	Elect Director Kenneth W. Freeman	Mgmt	For	For	For
1.5	Elect Director Barbara Mair	Mgmt	For	For	For
1.6	Elect Director George Munoz	Mgmt	For	For	For
1.7	Elect Director Judith Rodin	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee Chair Judith Rodin 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.</i>					
1.8	Elect Director Eilif Serck-Hanssen	Mgmt	For	For	For
1.9	Elect Director Ian K. Snow	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

NXP Semiconductors N.V.

Meeting Date: 05/24/2023 **Country:** Netherlands **Ticker:** NXPI
Record Date: 04/26/2023 **Meeting Type:** Annual **Meeting ID:** 1740449
Primary Security ID: N6596X109

Shares Voted: 27

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Discharge of Board Members	Mgmt	For	For	For

NXP Semiconductors N.V.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3a	Reelect Kurt Sievers as Executive Director	Mgmt	For	For	For
3b	Reelect Annette Clayton as Non-Executive Director	Mgmt	For	For	For
3c	Reelect Anthony Foxx as Non-Executive Director	Mgmt	For	For	For
3d	Reelect Chunyuan Gu as Non-Executive Director	Mgmt	For	For	For
3e	Reelect Lena Olving as Non-Executive Director	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
3f	Reelect Julie Southern as Non-Executive Director	Mgmt	For	For	For
3g	Reelect Jasmin Staiblin as Non-Executive Director	Mgmt	For	For	For
3h	Reelect Gregory Summe as Non-Executive Director	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
3i	Reelect Karl-Henrik Sundstrom as Non-Executive Director	Mgmt	For	For	For
3j	Reelect Moshe Gavrielov as Non-Executive Director	Mgmt	For	For	For
4	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	Mgmt	For	For	For
5	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
6	Authorize Share Repurchase Program	Mgmt	For	For	For
7	Approve Cancellation of Ordinary Shares	Mgmt	For	For	For
8	Ratify Ernst & Young Accountants LLP as Auditors	Mgmt	For	For	For
9	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

PJT Partners Inc.

Meeting Date: 05/24/2023

Country: USA

Ticker: PJT

Record Date: 03/27/2023

Meeting Type: Annual

Meeting ID: 1741920

Primary Security ID: 69343T107

Shares Voted: 90,103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas M. Ryan	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee member Thomas Ryan 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.</i>					

PJT Partners Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director K. Don Cornwell	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Vote AGAINST compensation proposal due to concerns surrounding the CEO's sizable front-loaded equity award, which utilizes a relatively long performance period that limits the board's ability to adjust compensation structures and payout opportunities. Further, the equity award is based on stock price hurdles that may reward for temporary peaks in performance rather than cumulative improvement over the long term. Additionally, although the CEO did not receive an annual incentive award for FY22, the other NEOs' bonuses were entirely discretionary.</i></p>					
3	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Vote AGAINST due to excessive dilution. Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors:- The equity program is estimated to be excessively dilutive (overriding factor);- The plan cost is excessive;- The three-year average burn rate is excessive;- The estimated duration of available and proposed shares exceeds six years;- The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary);- The plan permits liberal recycling of shares; and- The plan allows broad discretion to accelerate vesting.</i></p>					
4	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For	For
5	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Vote AGAINST ratification of auditor or auditor-related proposal due to excessive non-audit fees.</i></p>					

Progyny, Inc.

Meeting Date: 05/24/2023

Country: USA

Ticker: PGNY

Record Date: 03/27/2023

Meeting Type: Annual

Meeting ID: 1744252

Primary Security ID: 74340E103

Shares Voted: 7,102

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Lloyd Dean	Mgmt	For	For	For
1.2	Elect Director Kevin Gordon	Mgmt	For	Withhold	Withhold
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent director nominees Kevin Gordon and Cheryl Scott 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.</i></p>					
1.3	Elect Director Cheryl Scott	Mgmt	For	Withhold	Withhold
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent director nominees Kevin Gordon and Cheryl Scott 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.</i></p>					
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Vote AGAINST compensation proposal due to the annual incentive is largely based on subjective achievements and lacks fulsome disclosure. In addition, the new CEO received outsized promotional and retention equity awards that were largely time-based. Other NEOs also received sizeable special equity awards.</i></p>					

Reinsurance Group of America, Incorporated

Meeting Date: 05/24/2023

Country: USA

Ticker: RGA

Record Date: 03/31/2023

Meeting Type: Annual

Meeting ID: 1743591

Primary Security ID: 759351604

Shares Voted: 648,693

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Pina Albo	Mgmt	For	For	For
1b	Elect Director Tony Cheng	Mgmt	For	For	For
1c	Elect Director John J. Gauthier	Mgmt	For	For	For
1d	Elect Director Patricia L. Guinn	Mgmt	For	For	For
1e	Elect Director Anna Manning	Mgmt	For	For	For
1f	Elect Director Hazel M. McNeilage	Mgmt	For	For	For
1g	Elect Director George Nichols, III	Mgmt	For	For	For
1h	Elect Director Stephen O'Hearn	Mgmt	For	For	For
1i	Elect Director Shundrawn Thomas	Mgmt	For	For	For
1j	Elect Director Khanh T. Tran	Mgmt	For	For	For
1k	Elect Director Steven C. Van Wyk	Mgmt	For	For	For
2	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

The Travelers Companies, Inc.

Meeting Date: 05/24/2023

Country: USA

Ticker: TRV

Record Date: 03/28/2023

Meeting Type: Annual

Meeting ID: 1741421

Primary Security ID: 89417E109

Shares Voted: 4

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Alan L. Beller	Mgmt	For	For	For
1b	Elect Director Janet M. Dolan	Mgmt	For	For	For
1c	Elect Director Russell G. Golden	Mgmt	For	For	For
1d	Elect Director Patricia L. Higgins	Mgmt	For	For	For
1e	Elect Director William J. Kane	Mgmt	For	For	For
1f	Elect Director Thomas B. Leonardi	Mgmt	For	For	For
1g	Elect Director Clarence Otis, Jr.	Mgmt	For	Against	Against

Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.

The Travelers Companies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Elizabeth E. Robinson	Mgmt	For	For	For
1i	Elect Director Philip T. (Pete) Ruegger, III	Mgmt	For	For	For
1j	Elect Director Rafael Santana	Mgmt	For	For	For
1k	Elect Director Todd C. Schermerhorn	Mgmt	For	For	For
1l	Elect Director Alan D. Schnitzer	Mgmt	For	For	For
1m	Elect Director Laurie J. Thomsen	Mgmt	For	For	For
1n	Elect Director Bridget van Kralingen	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
5	Approve Omnibus Stock Plan	Mgmt	For	For	For
6	Report on Efforts to Measure, Disclose and Reduce GHG Emissions Associated with Underwriting	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, because it would help shareholders better evaluate the company's management of climate risks from its underwriting, investment, and insurance activities.</i>					
7	Adopt Time-Bound Policy to Phase Out Underwriting for New Fossil Fuel Exploration and Development	SH	Against	Against	Against
8	Oversee and Report on a Third-Party Racial Equity Audit	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as an independent racial equity audit would help shareholders better assess the effectiveness of Travelers' efforts to address the issue of any inequality in its workforce and its management of related risks.</i>					
9	Ensure Policies Do Not Support Police Violations of Civil Rights	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Additional information on the company's policies and practices to ensure that its insurance products does not contribute to police brutality against minority populations would help shareholders assess management's oversight of related risks.</i>					
10	Adopt Policy to Require Third-Party Organizations to Annually Report Expenditures for Political Activities - Withdrawn	SH			

Thermo Fisher Scientific Inc.

Meeting Date: 05/24/2023

Country: USA

Ticker: TMO

Record Date: 03/27/2023

Meeting Type: Annual

Meeting ID: 1741265

Primary Security ID: 883556102

Shares Voted: 5,868

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marc N. Casper	Mgmt	For	For	For

Thermo Fisher Scientific Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Nelson J. Chai	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: Vote AGAINST because the nominee is an incumbent member of the audit committee and non-audit fees are excessive.</i>				
1c	Elect Director Ruby R. Chandy	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: Vote AGAINST because the nominee is an incumbent member of the audit committee and non-audit fees are excessive.</i>				
1d	Elect Director C. Martin Harris	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>				
1e	Elect Director Tyler Jacks	Mgmt	For	For	For
1f	Elect Director R. Alexandra Keith	Mgmt	For	For	For
1g	Elect Director James C. Mullen	Mgmt	For	For	For
1h	Elect Director Lars R. Sorensen	Mgmt	For	For	For
1i	Elect Director Debora L. Spar	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: Vote AGAINST because the nominee is an incumbent member of the audit committee and non-audit fees are excessive.</i>				
1j	Elect Director Scott M. Sperling	Mgmt	For	For	For
1k	Elect Director Dion J. Weisler	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: Vote AGAINST because the nominee is an incumbent member of the audit committee and non-audit fees are excessive.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: Vote AGAINST compensation proposal due to the company provided excessive personal use of corporate aircraft perquisite to the CEO.</i>				
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: Vote AGAINST ratification of auditor or auditor-related proposal due to excessive non-audit fees.</i>				
5	Amend Omnibus Stock Plan	Mgmt	For	For	For
6	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For	For

XPEL, Inc.

Meeting Date: 05/24/2023

Country: USA

Ticker: XPEL

Record Date: 04/04/2023

Meeting Type: Annual

Meeting ID: 1744566

Primary Security ID: 98379L100

Shares Voted: 99,485

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ryan L. Pape	Mgmt	For	For	For
1.2	Elect Director Mark E. Adams	Mgmt	For	For	For

XPEL, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Stacy L. Bogart	Mgmt	For	Withhold	Withhold
	<i>Voting Policy Rationale: The nominee is an incumbent member of the nominating/governance committee and there are no directors of racial or ethnic minority groups on the board/board slate.</i>				
1.4	Elect Director Richard K. Crumly	Mgmt	For	Withhold	Withhold
	<i>Voting Policy Rationale: The nominee is an incumbent member of the nominating/governance committee and there are no directors of racial or ethnic minority groups on the board/board slate.</i>				
1.5	Elect Director Michael A. Klonne	Mgmt	For	Withhold	Withhold
	<i>Voting Policy Rationale: The nominee is an incumbent member of the nominating/governance committee and there are no directors of racial or ethnic minority groups on the board/board slate.</i>				
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Bentley Systems, Inc.

Meeting Date: 05/25/2023

Country: USA

Ticker: BSY

Record Date: 04/04/2023

Meeting Type: Annual

Meeting ID: 1744567

Primary Security ID: 08265T208

Shares Voted: 34,855

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Barry J. Bentley	Mgmt	For	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for non-independent director nominees Gregory (Greg) Bentley, Keith Bentley, Barry Bentley, and Raymond Bentley (i) due to the company's lack of a formal nominating committee, (ii) for failing to establish a board on which a majority of the directors are independent, and (iii) as their ownership of the supervoting shares provide them with voting power control of the company.</i>				
1.2	Elect Director Gregory S. Bentley	Mgmt	For	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for non-independent director nominees Gregory (Greg) Bentley, Keith Bentley, Barry Bentley, and Raymond Bentley (i) due to the company's lack of a formal nominating committee, (ii) for failing to establish a board on which a majority of the directors are independent, and (iii) as their ownership of the supervoting shares provide them with voting power control of the company.</i>				
1.3	Elect Director Keith A. Bentley	Mgmt	For	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for non-independent director nominees Gregory (Greg) Bentley, Keith Bentley, Barry Bentley, and Raymond Bentley (i) due to the company's lack of a formal nominating committee, (ii) for failing to establish a board on which a majority of the directors are independent, and (iii) as their ownership of the supervoting shares provide them with voting power control of the company.</i>				
1.4	Elect Director Raymond B. Bentley	Mgmt	For	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for non-independent director nominees Gregory (Greg) Bentley, Keith Bentley, Barry Bentley, and Raymond Bentley (i) due to the company's lack of a formal nominating committee, (ii) for failing to establish a board on which a majority of the directors are independent, and (iii) as their ownership of the supervoting shares provide them with voting power control of the company.</i>				
1.5	Elect Director Kirk B. Griswold	Mgmt	For	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for governance committee members Janet Haugen, Kirk Griswold, and Brian Hughes given the failure to subject the dual-class capital structure to a reasonable sunset requirement.</i>				

Bentley Systems, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Janet B. Haugen	Mgmt	For	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for governance committee members Janet Haugen, Kirk Griswold, and Brian Hughes given the failure to subject the dual-class capital structure to a reasonable sunset requirement. WITHHOLD votes are further warranted for governance committee chair Janet Haugen given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirements to enact certain changes to the governing documents, which adversely impacts shareholder rights.</i>				
1.7	Elect Director Brian F. Hughes	Mgmt	For	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for governance committee members Janet Haugen, Kirk Griswold, and Brian Hughes given the failure to subject the dual-class capital structure to a reasonable sunset requirement.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Everbridge, Inc.

Meeting Date: 05/25/2023

Country: USA

Ticker: EVBG

Record Date: 03/29/2023

Meeting Type: Annual

Meeting ID: 1743870

Primary Security ID: 29978A104

Shares Voted: 67,874

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David Benjamin	Mgmt	For	For	For
1.2	Elect Director Richard D'Amore	Mgmt	For	For	For
1.3	Elect Director Alison Dean	Mgmt	For	For	For
1.4	Elect Director Rohit Ghai	Mgmt	For	For	For
1.5	Elect Director David Henshall	Mgmt	For	For	For
1.6	Elect Director Kent Mathy	Mgmt	For	For	For
1.7	Elect Director Simon Paris	Mgmt	For	For	For
1.8	Elect Director Sharon Rowlands	Mgmt	For	For	For
1.9	Elect Director David Wagner	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

McDonald's Corporation

Meeting Date: 05/25/2023

Country: USA

Ticker: MCD

Record Date: 03/27/2023

Meeting Type: Annual

Meeting ID: 1744612

Primary Security ID: 580135101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anthony Capuano	Mgmt	For	For	For
1b	Elect Director Kareem Daniel	Mgmt	For	For	For
1c	Elect Director Lloyd Dean	Mgmt	For	For	For
1d	Elect Director Catherine Engelbert	Mgmt	For	For	For
1e	Elect Director Margaret Georgiadis	Mgmt	For	For	For
1f	Elect Director Enrique Hernandez, Jr.	Mgmt	For	For	For
1g	Elect Director Christopher Kempczinski	Mgmt	For	For	For
1h	Elect Director Richard Lenny	Mgmt	For	For	For
1i	Elect Director John Mulligan	Mgmt	For	For	For
1j	Elect Director Jennifer Taubert	Mgmt	For	For	For
1k	Elect Director Paul Walsh	Mgmt	For	For	For
1l	Elect Director Amy Weaver	Mgmt	For	For	For
1m	Elect Director Miles White	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Vote AGAINST compensation proposal due to the company provided excessive amounts of corporate aircraft-related perquisite to the CEO and aggregate miscellaneous perquisites to certain NEOs.</i></p>					
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Adopt Policy to Phase Out Use of Medically-Important Antibiotics in Beef and Pork Supply Chain	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because there are industry and regulatory trends to move towards antibiotic-free meat production as the science more clearly shows the routine use of antibiotics in food farms contributing to the global problem of antibiotic resistance.</i></p>					
6	Comply with World Health Organization Guidelines on Antimicrobial Use Throughout Supply Chains	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as there are industry trends towards phasing out the use of antimicrobials in animal-related food production based on evidence that their routine use in food production contributes to the global problem of antibiotic resistance. Additionally, lack of compliance with WHO guidelines could potentially expose the company to both reputational and regulatory risks.</i></p>					
7	Report on Risks Related to Operations in China	SH	Against	Against	Against
8	Report on Civil Rights and Non-Discrimination Audit	SH	Against	Against	Against
9	Report on Lobbying Payments and Policy	SH	Against	For	For
<p><i>Voting Policy Rationale: 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.</i></p>					

McDonald's Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Issue Transparency Report on Global Public Policy and Political Influence	SH	Against	For	For
<p><i>Voting Policy Rationale: 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.</i></p>					
11	Report on Animal Welfare	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted. Additional disclosure on how the key is measuring animal welfare would allow shareholders to better be able to assess the effectiveness of the company's animal welfare efforts and management of related risks.</i></p>					

On Holding AG

Meeting Date: 05/25/2023

Country: Switzerland

Ticker: ONON

Record Date:

Meeting Type: Annual

Meeting ID: 1735554

Primary Security ID: H5919C104

Shares Voted: 29

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST the formal discharge of the board of directors and senior management is warranted because:- A material weakness identified in 2021 related to internal controls over financial reporting continued to exist in 2022 and has not yet been remediated.</i></p>					
4	Reelect Alex Perez as Representative of Class A Shares Holders	Mgmt	For	For	For
5.1	Reelect David Allemann as Director	Mgmt	For	For	For
5.2	Reelect Amy Banse as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i></p>					
5.3	Reelect Olivier Bernhard as Director	Mgmt	For	For	For
5.4	Reelect Caspar Coppetti as Director	Mgmt	For	For	For
5.5	Reelect Kenneth Fox as Director	Mgmt	For	For	For
5.6	Reelect Alex Perez as Director	Mgmt	For	For	For
5.7	Reelect Dennis Durkin as Director	Mgmt	For	For	For
6.1	Reelect David Allemann as Board Co-Chair	Mgmt	For	For	For
6.2	Reelect Caspar Coppetti as Board Co-Chair	Mgmt	For	For	For
7.1	Reappoint Kenneth Fox as Member of the Nomination and Compensation Committee	Mgmt	For	For	For

On Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.2	Reappoint Alex Perez as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
7.3	Reappoint Amy Banse as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
8	Designate Keller AG as Independent Proxy	Mgmt	For	For	For
9	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
10.1	Approve Remuneration Report	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST compensation proposal due to:- Options granted under the current LTI are not subject to a full three-year vesting period and shares to be awarded under the new LTI will partly vest in less than three years.- Options granted during the year were split between one-third class B shares and two-thirds class A shares, which could perpetuate the dual-class capital structure.</i>					
10.2	Approve Remuneration of Directors in the Amount of CHF 4 Million	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because the proposed fee envelope appears excessive in the absence of a detailed rationale.</i>					
10.3	Approve Remuneration of Executive Committee in the Amount of CHF 23 Million	Mgmt	For	For	For
11.1	Approve Creation of Capital Band within the Upper Limit of CHF 32.5 Million and the Lower Limit of CHF 27.5 Million for Class A Shares and Capital Band within the Upper Limit of CHF 3.6 Million and the Lower Limit of CHF 3.5 Million for Class B Shares	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST the proposed issuance authorization is warranted because:- The company would be authorized to issue new Class B shares to service outstanding options, which could perpetuate the existing dual-class capital structure.- The company has requested shares for both general purposes and to service the exercise of outstanding option rights under a single voting resolution, which is a negative governance practice, as it limits shareholder choice.</i>					
11.2	Amend Articles Re: Shares and Share Register	Mgmt	For	For	For
11.3	Amend Articles of Association (Incl. Approval of Hybrid Shareholder Meetings)	Mgmt	For	For	For
11.4	Amend Articles of Association	Mgmt	For	For	For
12	Transact Other Business (Voting)	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST is warranted because:- This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and- The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.</i>					

ONE Gas, Inc.

Meeting Date: 05/25/2023

Country: USA

Ticker: OGS

Record Date: 03/27/2023

Meeting Type: Annual

Meeting ID: 1740457

Primary Security ID: 68235P108

Shares Voted: 3,738

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert B. Evans	Mgmt	For	For	For
1.2	Elect Director John W. Gibson	Mgmt	For	For	For
1.3	Elect Director Tracy E. Hart	Mgmt	For	For	For
1.4	Elect Director Michael G. Hutchinson	Mgmt	For	For	For
1.5	Elect Director Robert S. McAnnally	Mgmt	For	For	For
1.6	Elect Director Pattye L. Moore	Mgmt	For	For	For
1.7	Elect Director Eduardo L. Rodriguez	Mgmt	For	For	For
1.8	Elect Director Douglas H. Yaeger	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Pioneer Natural Resources Company

Meeting Date: 05/25/2023

Country: USA

Ticker: PXD

Record Date: 03/30/2023

Meeting Type: Annual

Meeting ID: 1743457

Primary Security ID: 723787107

Shares Voted: 10

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director A.R. Alameddine	Mgmt	For	For	For
1b	Elect Director Lori G. Billingsley	Mgmt	For	For	For
1c	Elect Director Edison C. Buchanan	Mgmt	For	For	For
1d	Elect Director Richard P. Dealy	Mgmt	For	For	For
1e	Elect Director Maria S. Dreyfus	Mgmt	For	For	For
1f	Elect Director Matthew M. Gallagher	Mgmt	For	For	For
1g	Elect Director Phillip A. Gobe	Mgmt	For	For	For
1h	Elect Director Stacy P. Methvin	Mgmt	For	For	For
1i	Elect Director Royce W. Mitchell	Mgmt	For	For	For
1j	Elect Director Scott D. Sheffield	Mgmt	For	For	For
1k	Elect Director J. Kenneth Thompson	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1l	Elect Director Phoebe A. Wood	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					

Pioneer Natural Resources Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

SunOpta Inc.

Meeting Date: 05/25/2023 **Country:** Canada **Ticker:** STKL
Record Date: 03/24/2023 **Meeting Type:** Annual/Special **Meeting ID:** 1719956
Primary Security ID: 8676EP108

Shares Voted: 47,539

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Albert Bolles	Mgmt	For	For	For
1b	Elect Director Rebecca Fisher	Mgmt	For	For	For
1c	Elect Director Joseph Ennen	Mgmt	For	For	For
1d	Elect Director Dean Hollis	Mgmt	For	For	For
1e	Elect Director Katrina Houde	Mgmt	For	For	For
1f	Elect Director Leslie Starr Keating	Mgmt	For	For	For
1g	Elect Director Diego Reynoso	Mgmt	For	For	For
1h	Elect Director Mahes S. Wickramasinghe	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Based on an 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 three-year average burn rate 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.</i>					
5	Amend Bylaws	Mgmt	For	For	For

The Mosaic Company

Meeting Date: 05/25/2023 **Country:** USA **Ticker:** MOS
Record Date: 03/28/2023 **Meeting Type:** Annual **Meeting ID:** 1742985
Primary Security ID: 61945C103

Shares Voted: 13

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Cheryl K. Beebe	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1b	Elect Director Gregory L. Ebel	Mgmt	For	For	For
1c	Elect Director Timothy S. Gitzel	Mgmt	For	For	For
1d	Elect Director Denise C. Johnson	Mgmt	For	For	For
1e	Elect Director Emery N. Koenig	Mgmt	For	For	For
1f	Elect Director James (Joc) C. O'Rourke	Mgmt	For	For	For
1g	Elect Director David T. Seaton	Mgmt	For	For	For
1h	Elect Director Steven M. Seibert	Mgmt	For	For	For
1i	Elect Director Joao Roberto Goncalves Teixeira	Mgmt	For	For	For
1j	Elect Director Gretchen H. Watkins	Mgmt	For	For	For
1k	Elect Director Kelvin R. Westbrook	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
2	Approve Omnibus Stock Plan	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST compensation proposal due to the company paid tax gross-ups for the CEO's personal use of aircraft, as well as excessive perquisite costs and tax reimbursements for several other NEOs.</i>					
5	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
6	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For
<i>Voting Policy Rationale: 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.</i>					
7	Report on Efforts to Reduce GHG Emissions in Alignment with Paris Agreement Goal	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from greater transparency on the company's efforts to address its value chain emissions, mitigating risks related to a transition to a lower-carbon energy system, and take advantage of growing opportunities.</i>					

White Mountains Insurance Group, Ltd.

Meeting Date: 05/25/2023

Country: Bermuda

Ticker: WTM

Record Date: 04/03/2023

Meeting Type: Annual

Meeting ID: 1740202

Primary Security ID: G9618E107

White Mountains Insurance Group, Ltd.

Shares Voted: 1

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director G. Manning Rountree	Mgmt	For	For	For
1.2	Elect Director Mary C. Choksi	Mgmt	For	For	For
1.3	Elect Director Weston M. Hicks	Mgmt	For	For	For
1.4	Elect Director Steven M. Yi	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Vote AGAINST compensation proposal due to the company provided an excessive personal use of corporate aircraft perquisite to the CEO.</i></p>					
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Wintrust Financial Corporation

Meeting Date: 05/25/2023

Country: USA

Ticker: WTFC

Record Date: 03/30/2023

Meeting Type: Annual

Meeting ID: 1740989

Primary Security ID: 97650W108

Shares Voted: 14

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Elizabeth H. Connelly	Mgmt	For	For	For
1.2	Elect Director Timothy S. Crane	Mgmt	For	For	For
1.3	Elect Director Peter D. Crist	Mgmt	For	For	For
1.4	Elect Director William J. Doyle	Mgmt	For	For	For
1.5	Elect Director Marla F. Glabe	Mgmt	For	For	For
1.6	Elect Director H. Patrick Hackett, Jr.	Mgmt	For	For	For
1.7	Elect Director Scott K. Heitmann	Mgmt	For	For	For
1.8	Elect Director Brian A. Kenney	Mgmt	For	For	For
1.9	Elect Director Deborah L. Hall Lefevre	Mgmt	For	For	For
1.10	Elect Director Suzet M. McKinney	Mgmt	For	For	For
1.11	Elect Director Gary D. "Joe" Sweeney	Mgmt	For	For	For
1.12	Elect Director Karin Gustafson Teglia	Mgmt	For	For	For
1.13	Elect Director Alex E. Washington, III	Mgmt	For	For	For
1.14	Elect Director Edward J. Wehmer	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Wintrust Financial Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Yum China Holdings, Inc.

Meeting Date: 05/25/2023 **Country:** USA **Ticker:** YUMC
Record Date: 03/27/2023 **Meeting Type:** Annual **Meeting ID:** 1735232
Primary Security ID: 98850P109

Shares Voted: 1,874

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Fred Hu	Mgmt	For	For	For
1b	Elect Director Joey Wat	Mgmt	For	For	For
1c	Elect Director Peter A. Bassi	Mgmt	For	For	For
1d	Elect Director Edouard Ettetdgui	Mgmt	For	For	For
1e	Elect Director Ruby Lu	Mgmt	For	For	For
1f	Elect Director Zili Shao	Mgmt	For	For	For
1g	Elect Director William Wang	Mgmt	For	For	For
1h	Elect Director Min (Jenny) Zhang	Mgmt	For	For	For
1i	Elect Director Christina Xiaojing Zhu	Mgmt	For	For	For
2	Ratify KPMG Huazhen LLP and KPMG as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Vote AGAINST compensation proposal due to significant concerns regarding adjustments made to mid-flight annual and long-term incentives that resulted in annual incentives paid out above target and otherwise forfeited closing-cycle PSUs, which vested near target. Additional concerns are raised by the company's equity award practices, as the proportion of performance-based equity in annual-cycle awards was reduced below half and the CEO received her third special equity award in as many years.</i></p>					
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Approve Issuance of Shares for a Private Placement	Mgmt	For	For	For
6	Authorize Share Repurchase Program	Mgmt	For	For	For

Lowe's Companies, Inc.

Meeting Date: 05/26/2023 **Country:** USA **Ticker:** LOW
Record Date: 03/20/2023 **Meeting Type:** Annual **Meeting ID:** 1743569
Primary Security ID: 548661107

Shares Voted: 21

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Raul Alvarez	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: Vote WITHHOLD because the nominee is overboarded.</i>					
1.2	Elect Director David H. Batchelder	Mgmt	For	For	For
1.3	Elect Director Scott H. Baxter	Mgmt	For	For	For
1.4	Elect Director Sandra B. Cochran	Mgmt	For	For	For
1.5	Elect Director Laurie Z. Douglas	Mgmt	For	For	For
1.6	Elect Director Richard W. Dreiling	Mgmt	For	For	For
1.7	Elect Director Marvin R. Ellison	Mgmt	For	For	For
1.8	Elect Director Daniel J. Heinrich	Mgmt	For	For	For
1.9	Elect Director Brian C. Rogers	Mgmt	For	For	For
1.10	Elect Director Bertram L. Scott	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: Vote WITHHOLD because the nominee is overboarded.</i>					
1.11	Elect Director Colleen Taylor	Mgmt	For	For	For
1.12	Elect Director Mary Beth West	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
5	Require Independent Board Chair	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent board chair.</i>					

TotalEnergies SE

Meeting Date: 05/26/2023

Country: France

Ticker: TTE

Record Date: 04/24/2023

Meeting Type: Annual/Special

Meeting ID: 1754824

Primary Security ID: F92124100

Shares Voted: 2,039,971

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for ADR Holders	Mgmt			
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For

TotalEnergies SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Allocation of Income and Dividends of EUR 3.81 per Share	Mgmt	For	For	For
4	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
5	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
6	Reelect Marie-Christine Coisne-Roquette as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: 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 Marie-Christine Coisne-Roquette and Mark Cutifani are warranted for the following reasons:- Given that board chair, 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, with the exception of new nominees Anelise Lara and Dierk Paskert, should be held accountable for poor board and management oversight of ESG risk exposures at the firm.</i></p>					
7	Reelect Mark Cutifani as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: 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 Marie-Christine Coisne-Roquette and Mark Cutifani are warranted for the following reasons:- Given that board chair, 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, with the exception of new nominees Anelise Lara and Dierk Paskert, should be held accountable for poor board and management oversight of ESG risk exposures at the firm.</i></p>					
8	Elect Dierk Paskert as Director	Mgmt	For	For	For
9	Elect Anelise Lara as Director	Mgmt	For	For	For
10	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
11	Approve Remuneration Policy of Directors; Approve Remuneration of Directors in the Aggregate Amount of EUR 1.95 Million	Mgmt	For	For	For
12	Approve Compensation of Patrick Pouyanne, Chairman and CEO	Mgmt	For	For	For
13	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For
14	Approve the Company's Sustainable Development and Energy Transition Plan	Mgmt	For	Refer	For
	Extraordinary Business	Mgmt			
15	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
16	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
17	Remove Double-Voting Rights for Long-Term Registered Shareholders and Amend Article 18 of Bylaws Accordingly	Mgmt	For	For	For
	Shareholder Proposal	Mgmt			

TotalEnergies SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
A	Align Targets for Indirect Scope 3 Emissions with the Paris Climate Agreement (Advisory)	SH	Against	For	Against
<p><i>Voter Rationale: We are voting against the advisory shareholder proposal #S0743: Align Targets for Indirect Scope 3 Emissions with the Paris Climate Agreement as we are uncompelled by the overall argument in light of existing company efforts toward mitigating climate related risks while at the same time responding to demand and energy needs. We view the transition as a complex matter, where the ask of the resolution would likely lead to unintended consequences and no change in real economy emissions as it calls for a near term shift in strategic direction for the company, where a reduction in scope 3 emissions would likely lead to a divestment of hydrocarbon resources to other suppliers. Further, any buyers are unlikely to operate at the same caliber as TotalEnergies, in our view. For instance, buyers could likely be national oil companies or private companies where oversight, risk mitigation and transparency are known to be lacking. Additionally, we provide the following rationale to support our vote with management on this item:</i></p> <p><i>Although we believe TotalEnergies has room to improve regarding efforts to reduce Scope 3 emissions and on providing clarity on its plans related to Scope 3, the company is otherwise peer-leading in the context of climate transition risk and decarbonization and as a result has lowered its risk profile over recent years, and has plans to continue to do so over the short, medium and long term.</i></p> <p><i>Across qualitative and quantitative metrics such as capital invested in lower-carbon solutions, management's view of the energy transition, emissions reduction strategies, and renewable energy capacity expansions, TotalEnergies scores very highly relative to its broader set of global integrated oil and gas companies and pure-play energy exploration and production firms. We view this relative performance as notable and worthy of supporting management as a signal for the rest of the industry.</i></p> <p><i>We have a positive view on the incorporation of greenhouse gas reduction metrics in TTE's climate strategy overall, which is incentivized via executive compensation plans, further reinforcing our view that the company is actively managing business transition risk and emissions. We do not feel this resolution to be additive given the complexity of the issues of the transition and in light of the progress the company has made to date in addition to their plans for the future.</i></p> <p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as its adoption would help to strengthen the company's efforts to reduce its carbon footprint and align its Scope 3 emission targets with Paris Agreement goals and would allow investors to better understand how the company is managing both its transition to a low carbon economy and its climate change-related risks.</i></p>					

Healthcare Services Group, Inc.

Meeting Date: 05/30/2023 **Country:** USA **Ticker:** HCSG
Record Date: 03/29/2023 **Meeting Type:** Annual **Meeting ID:** 1754367
Primary Security ID: 421906108

Shares Voted: 170,631

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Diane S. Casey	Mgmt	For	For	For
1.2	Elect Director Daniela Castagnino	Mgmt	For	For	For
1.3	Elect Director Robert L. Frome	Mgmt	For	For	For
1.4	Elect Director Laura Grant	Mgmt	For	For	For
1.5	Elect Director John J. McFadden	Mgmt	For	For	For
1.6	Elect Director Dino D. Ottaviano	Mgmt	For	For	For
1.7	Elect Director Kurt Simmons, Jr.	Mgmt	For	For	For
1.8	Elect Director Jude Viscontio	Mgmt	For	For	For
1.9	Elect Director Theodore Wahl	Mgmt	For	For	For
2	Ratify Grant Thornton LLP as Auditors	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For	For

Healthcare Services Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
5	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Pharma Mar SA

Meeting Date: 05/30/2023

Country: Spain

Ticker: PHM

Record Date: 05/25/2023

Meeting Type: Annual

Meeting ID: 1750804

Primary Security ID: E8075H159

Shares Voted: 68

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For
1.2	Approve Non-Financial Information Statement	Mgmt	For	For	For
1.3	Approve Allocation of Income and Dividends	Mgmt	For	For	For
1.4	Approve Discharge of Board	Mgmt	For	For	For
2	Renew Appointment of PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
3.1	Ratify Appointment of and Elect Fernando Martin-Delgado Santos as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST the ratification of appointment and reelection of NI-NEDs under Items 3.1, 3.3, and 3.5 is warranted, as the board does not meet the 50 percent independence guideline applicable to Spain-incorporated, non-controlled companies.</i></p>					
3.2	Elect Soledad Cuenca Miranda as Director	Mgmt	For	For	For
3.3	Reelect Montserrat Andrade Detrell as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST the ratification of appointment and reelection of NI-NEDs under Items 3.1, 3.3, and 3.5 is warranted, as the board does not meet the 50 percent independence guideline applicable to Spain-incorporated, non-controlled companies.</i></p>					
3.4	Reelect Blanca Hernandez Rodriguez as Director	Mgmt	For	For	For
3.5	Reelect Carlos Solchaga Catalan as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST the ratification of appointment and reelection of NI-NEDs under Items 3.1, 3.3, and 3.5 is warranted, as the board does not meet the 50 percent independence guideline applicable to Spain-incorporated, non-controlled companies.</i></p>					
4	Amend Article 3 Re: Corporate Purpose	Mgmt	For	For	For
5	Authorize Share Repurchase and Capital Reduction via Amortization of Repurchased Shares	Mgmt	For	For	For
6	Approve Bonus Matching Plan	Mgmt	For	For	For

Pharma Mar SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Advisory Vote on Remuneration Report	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Vote AGAINST compensation proposal due to:- 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 increases in the chair/CEO's base salary.</i></p>					
8	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For
9	Receive Amendments to Board of Directors Regulations	Mgmt			

Scorpio Tankers Inc.

Meeting Date: 05/30/2023 **Country:** Marshall Isl **Ticker:** STNG
Record Date: 04/10/2023 **Meeting Type:** Annual **Meeting ID:** 1750591
Primary Security ID: Y7542C130

Shares Voted: 12

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Emanuele A. Lauro	Mgmt	For	For	For
1.2	Elect Director Merrick Rayner	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For

Shenzhou International Group Holdings Limited

Meeting Date: 05/30/2023 **Country:** Cayman Islands **Ticker:** 2313
Record Date: 05/23/2023 **Meeting Type:** Annual **Meeting ID:** 1750288
Primary Security ID: G8087W101

Shares Voted: 6,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Elect Huang Guanlin as Director	Mgmt	For	For	For
4	Elect Wang Cunbo as Director	Mgmt	For	For	For
5	Elect Zhang Bingsheng as Director	Mgmt	For	For	For
6	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For
7	Approve Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For

Shenzhou International Group Holdings Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following:- The aggregate share issuance limit is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration.- The company has not specified the discount limit for issuance for cash and non-cash consideration.</i></p>					
9	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For
10	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following:- The aggregate share issuance limit is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration.- The company has not specified the discount limit for issuance for cash and non-cash consideration.</i></p>					
11	Approve Amendments to the Existing Memorandum and Amended and Restated Articles of Association and Adopt New Amended and Restated Memorandum and Amended and Restated Articles of Association	Mgmt	For	For	For

Chevron Corporation

Meeting Date: 05/31/2023

Country: USA

Ticker: CVX

Record Date: 04/03/2023

Meeting Type: Annual

Meeting ID: 1743235

Primary Security ID: 166764100

Shares Voted: 136,313

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Wanda M. Austin	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST all director nominees is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Additionally, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.</i></p>					
1b	Elect Director John B. Frank	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST all director nominees is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Additionally, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.</i></p>					
1c	Elect Director Alice P. Gast	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST all director nominees is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Additionally, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.</i></p>					
1d	Elect Director Enrique Hernandez, Jr.	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST all director nominees is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Additionally, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.</i></p>					
1e	Elect Director Marillyn A. Hewson	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST all director nominees is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Additionally, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.</i></p>					

Chevron Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Jon M. Huntsman, Jr.	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST all director nominees is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Additionally, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.</i>				
1g	Elect Director Charles W. Moorman	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST all director nominees is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Additionally, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.</i>				
1h	Elect Director Dambisa F. Moyo	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST all director nominees is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Additionally, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.</i>				
1i	Elect Director Debra Reed-Klages	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST all director nominees is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Additionally, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.</i>				
1j	Elect Director D. James Umpleby, III	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST all director nominees is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Additionally, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.</i>				
1k	Elect Director Cynthia J. Warner	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST all director nominees is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Additionally, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.</i>				
1l	Elect Director Michael K. (Mike) Wirth	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST all director nominees is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Additionally, the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.</i>				
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: Vote AGAINST compensation proposal due to the company provided an excessive amount of corporate aircraft perquisite to the CEO.</i>				
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Rescind Scope 3 GHG Reduction Proposal	SH	Against	Against	Against
6	Adopt Medium-Term Scope 3 GHG Reduction Target	SH	Against	For	For
	<i>Voting Policy Rationale: 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.</i>				
7	Recalculate GHG Emissions Baseline to Exclude Emissions from Material Divestitures	SH	Against	For	For
	<i>Voting Policy Rationale: A vote FOR is warranted as international organizations have provided standard setting guidance that the request of the proposal is a best practice regarding the transition to a low carbon economy. Given the unique challenges presented to business and society by the climate emergency, organizations -- particularly in high impact sectors -- should place a global perspective at the heart of its modeling and strategy.</i>				

Chevron Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Establish Board Committee on Decarbonization Risk	SH	Against	Against	Against
9	Report on Social Impact From Plant Closure or Energy Transition	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because adoption of this proposal should serve to further help the company to manage and potentially mitigate risks associated with plant closures or energy transition. This would also enhance and complement the company's capacity to manage related risks in the long-term, for the ultimate benefit of shareholders.</i></p>					
10	Oversee and Report a Racial Equity Audit	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, because a racial equity audit would shareholders better evaluate the company's management of potential racial equity or human rights concerns, including from pollution or GHG emissions, that are associated with its operations.</i></p>					
11	Publish a Tax Transparency Report	SH	Against	For	For
<p><i>Voting Policy Rationale: 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.</i></p>					
12	Require Independent Board Chair	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent board chair.</i></p>					

Evonik Industries AG

Meeting Date: 05/31/2023

Country: Germany

Ticker: EVK

Record Date: 05/24/2023

Meeting Type: Annual

Meeting ID: 1700682

Primary Security ID: D2R90Y117

Shares Voted: 352

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.17 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
5	Ratify KPMG AG as Auditors for Fiscal Year 2023, for the Review of Interim Financial Statements for the First Half of Fiscal Year 2023 and for the Review of Interim Financial Statements Until 2024 AGM	Mgmt	For	For	For
6.1	Elect Bernd Toenjes to the Supervisory Board	Mgmt	For	Against	Against

Voting Policy Rationale: The nominee is the chair of the nominating/governance committee and the audit committee is not majority independent. Votes AGAINST all proposed nominees (Bernd Toenjes, Barbara Ruth Albert, Cornelius Baur, Aldo Belloni, Werner Fuhrmann, Christian Kohlpaintner, Cedrik Neike, Ariane Reinhart, Michael Martin Ruediger, and Angela Titzrath) are further warranted because their proposed terms of office exceed four years.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.2	Elect Barbara Albert to the Supervisory Board	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: Votes AGAINST all proposed nominees (Bernd Toenjes, Barbara Ruth Albert, Cornelius Baur, Aldo Belloni, Werner Fuhrmann, Christian Kohlpaintner, Cedrik Neike, Ariane Reinhart, Michael Martin Ruediger, and Angela Titzrath) are further warranted because their proposed terms of office exceed four years.</i>				
6.3	Elect Cornelius Baur to the Supervisory Board	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded. Votes AGAINST all proposed nominees (Bernd Toenjes, Barbara Ruth Albert, Cornelius Baur, Aldo Belloni, Werner Fuhrmann, Christian Kohlpaintner, Cedrik Neike, Ariane Reinhart, Michael Martin Ruediger, and Angela Titzrath) are further warranted because their proposed terms of office exceed four years.</i>				
6.4	Elect Aldo Belloni to the Supervisory Board	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: Votes AGAINST all proposed nominees (Bernd Toenjes, Barbara Ruth Albert, Cornelius Baur, Aldo Belloni, Werner Fuhrmann, Christian Kohlpaintner, Cedrik Neike, Ariane Reinhart, Michael Martin Ruediger, and Angela Titzrath) are further warranted because their proposed terms of office exceed four years.</i>				
6.5	Elect Werner Fuhrmann to the Supervisory Board	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: Votes AGAINST all proposed nominees (Bernd Toenjes, Barbara Ruth Albert, Cornelius Baur, Aldo Belloni, Werner Fuhrmann, Christian Kohlpaintner, Cedrik Neike, Ariane Reinhart, Michael Martin Ruediger, and Angela Titzrath) are further warranted because their proposed terms of office exceed four years.</i>				
6.6	Elect Christian Kohlpaintner to the Supervisory Board	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: Votes AGAINST all proposed nominees (Bernd Toenjes, Barbara Ruth Albert, Cornelius Baur, Aldo Belloni, Werner Fuhrmann, Christian Kohlpaintner, Cedrik Neike, Ariane Reinhart, Michael Martin Ruediger, and Angela Titzrath) are further warranted because their proposed terms of office exceed four years.</i>				
6.7	Elect Cedrik Neike to the Supervisory Board	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: Votes AGAINST all proposed nominees (Bernd Toenjes, Barbara Ruth Albert, Cornelius Baur, Aldo Belloni, Werner Fuhrmann, Christian Kohlpaintner, Cedrik Neike, Ariane Reinhart, Michael Martin Ruediger, and Angela Titzrath) are further warranted because their proposed terms of office exceed four years.</i>				
6.8	Elect Ariane Reinhart to the Supervisory Board	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: Votes AGAINST all proposed nominees (Bernd Toenjes, Barbara Ruth Albert, Cornelius Baur, Aldo Belloni, Werner Fuhrmann, Christian Kohlpaintner, Cedrik Neike, Ariane Reinhart, Michael Martin Ruediger, and Angela Titzrath) are further warranted because their proposed terms of office exceed four years.</i>				
6.9	Elect Michael Ruediger to the Supervisory Board	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: Votes AGAINST all proposed nominees (Bernd Toenjes, Barbara Ruth Albert, Cornelius Baur, Aldo Belloni, Werner Fuhrmann, Christian Kohlpaintner, Cedrik Neike, Ariane Reinhart, Michael Martin Ruediger, and Angela Titzrath) are further warranted because their proposed terms of office exceed four years.</i>				
6.10	Elect Angela Titzrath to the Supervisory Board	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded. Votes AGAINST all proposed nominees (Bernd Toenjes, Barbara Ruth Albert, Cornelius Baur, Aldo Belloni, Werner Fuhrmann, Christian Kohlpaintner, Cedrik Neike, Ariane Reinhart, Michael Martin Ruediger, and Angela Titzrath) are further warranted because their proposed terms of office exceed four years.</i>				
7	Approve Remuneration Report	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: Vote AGAINST compensation proposal due to:- There are limited ex-post disclosures to explain non-financial performance achievements under the STI, while the disclosure of performance achievements under the LTI is vague.- Discretionary adjustments were made to the STI and in-flight changes were made to all outstanding LTI tranches (2018 through 2022) without a compelling rationale and a detailed explanation of how far outcomes were adjusted.- The report does not directly address shareholder dissent on the prior vote.- Service costs for executive pension arrangements were high in the past year in the context of market practice.</i>				

Evonik Industries AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Approve Virtual-Only Shareholder Meetings Until 2028	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST the proposed article amendment is warranted because:- It would allow for virtual-only shareholder meetings for the next five years, which is considered excessive as the company does not elaborate on the circumstances under which virtual-only meetings would be held.</i></p>					
9	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For
10	Amend Articles Re: Registration in the Share Register	Mgmt	For	For	For

Inogen, Inc.

Meeting Date: 05/31/2023 **Country:** USA **Ticker:** INGN
Record Date: 04/03/2023 **Meeting Type:** Annual **Meeting ID:** 1745981
Primary Security ID: 45780L104

Shares Voted: 158,647

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Glenn Boehnlein	Mgmt	For	Withhold	Withhold
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for director nominee Glenn Boehnlein 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.</i></p>					
1.2	Elect Director Thomas A. West	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
<p><i>Voting Policy Rationale: Vote AGAINST because the concern level for Absolute Alignment is high. This absolute measure compares the trends of the CEO's annual pay and the change in the value of an investment in the company over the prior five-year period.</i></p>					
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Approve Omnibus Stock Plan	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Vote AGAINST due to excessive dilution.</i></p>					

Meta Platforms, Inc.

Meeting Date: 05/31/2023 **Country:** USA **Ticker:** META
Record Date: 04/06/2023 **Meeting Type:** Annual **Meeting ID:** 1745613
Primary Security ID: 30303M102

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Peggy Alford	Mgmt	For	Withhold	Withhold
	<i>Voting Policy Rationale: Vote AGAINST because the nominee is an incumbent member of the audit committee and non-audit fees are excessive. WITHHOLD votes for incumbent compensation committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu are warranted, in the absence of a say-on-pay proposal on the ballot, due to numerous concerns regarding the executive pay program. WITHHOLD votes are further warranted for incumbent governance committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu, in addition to Mark Zuckerberg, the owner of the supervoting shares, given that the multi-class structure is not subject to a reasonable time-based sunset provision. A WITHHOLD vote is further warranted for Peggy Alford in her capacity as chair of the compensation, nominating, & governance due to consecutive years of high director pay without reasonable rationale disclosed.</i>				
1.2	Elect Director Marc L. Andreessen	Mgmt	For	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes for incumbent compensation committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu are warranted, in the absence of a say-on-pay proposal on the ballot, due to numerous concerns regarding the executive pay program. WITHHOLD votes are further warranted for incumbent governance committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu, in addition to Mark Zuckerberg, the owner of the supervoting shares, given that the multi-class structure is not subject to a reasonable time-based sunset provision.</i>				
1.3	Elect Director Andrew W. Houston	Mgmt	For	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes for incumbent compensation committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu are warranted, in the absence of a say-on-pay proposal on the ballot, due to numerous concerns regarding the executive pay program. WITHHOLD votes are further warranted for incumbent governance committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu, in addition to Mark Zuckerberg, the owner of the supervoting shares, given that the multi-class structure is not subject to a reasonable time-based sunset provision.</i>				
1.4	Elect Director Nancy Killefer	Mgmt	For	Withhold	Withhold
	<i>Voting Policy Rationale: Vote AGAINST because the nominee is an incumbent member of the audit committee and non-audit fees are excessive.</i>				
1.5	Elect Director Robert M. Kimmitt	Mgmt	For	For	For
1.6	Elect Director Sheryl K. Sandberg	Mgmt	For	For	For
1.7	Elect Director Tracey T. Travis	Mgmt	For	Withhold	Withhold
	<i>Voting Policy Rationale: Vote AGAINST because the nominee is an incumbent member of the audit committee and non-audit fees are excessive.</i>				
1.8	Elect Director Tony Xu	Mgmt	For	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes for incumbent compensation committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu are warranted, in the absence of a say-on-pay proposal on the ballot, due to numerous concerns regarding the executive pay program. WITHHOLD votes are further warranted for incumbent governance committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu, in addition to Mark Zuckerberg, the owner of the supervoting shares, given that the multi-class structure is not subject to a reasonable time-based sunset provision.</i>				
1.9	Elect Director Mark Zuckerberg	Mgmt	For	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are further warranted for incumbent governance committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu, in addition to Mark Zuckerberg, the owner of the supervoting shares, given that the multi-class structure is not subject to a reasonable time-based sunset provision. 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.</i>				
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: Vote AGAINST ratification of auditor or auditor-related proposal due to excessive non-audit fees.</i>				
3	Report on Government Take Down Requests	SH	Against	Against	Against

Meta Platforms, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Against	For	For
	<i>Voting Policy Rationale: 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.</i>				
5	Report on Human Rights Impact Assessment of Targeted Advertising	SH	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as an independent Human Rights Impact Assessment would help shareholders better assess Meta's management of risks related to its targeted advertising policies and practices.</i>				
6	Report on Lobbying Payments and Policy	SH	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional reporting on the company's direct and indirect lobbying practices, policies, and expenditures would benefit shareholders in assessing its management of related risks.</i>				
7	Report on Allegations of Political Entanglement and Content Management Biases in India	SH	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as shareholders would benefit from additional disclosure regarding potential political entanglement and how the Company is managing the associated risks.</i>				
8	Report on Framework to Assess Company Lobbying Alignment with Climate Goals	SH	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted at this time. The request is not considered overly onerous or prescriptive, and shareholders would benefit from greater transparency of the company's direct and indirect climate lobbying, and how the company would plan to mitigate any risks that might be identified.</i>				
9	Report on Data Privacy regarding Reproductive Healthcare	SH	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The company is legally required to comply with information requests but could be doing more to protect consumers' data privacy and protect the company from further reputational risk.</i>				
10	Report on Enforcement of Community Standards and User Content	SH	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Shareholders would benefit from increased transparency and disclosure on how the company is managing material risks related to misinformation and harmful content.</i>				
11	Report on Child Safety and Harm Reduction	SH	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure on how the company measures and tracks metrics related to child safety on the company's platforms would give shareholders more information on how well the company is managing related risks.</i>				
12	Report on Executive Pay Calibration to Externalized Costs	SH	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the request is not considered burdensome, the company's executive compensation metrics do not clearly disclose weightings or metrics, and there is ambiguity into the impact that environmental and other globally-focused goals have on the annual bonus payout.</i>				
13	Commission Independent Review of Audit & Risk Oversight Committee	SH	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as an independent assessment of the Audit and Risk Oversight Committee's capacities and performance would allow shareholders to gain more information on how the company is overseeing and managing related risks.</i>				

Walmart Inc.

Meeting Date: 05/31/2023

Country: USA

Ticker: WMT

Record Date: 04/06/2023

Meeting Type: Annual

Meeting ID: 1747389

Primary Security ID: 931142103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Cesar Conde	Mgmt	For	For	For
1b	Elect Director Timothy P. Flynn	Mgmt	For	For	For
1c	Elect Director Sarah J. Friar	Mgmt	For	For	For
1d	Elect Director Carla A. Harris	Mgmt	For	For	For
1e	Elect Director Thomas W. Horton	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Thomas (Tom) Horton, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.</i></p>					
1f	Elect Director Marissa A. Mayer	Mgmt	For	For	For
1g	Elect Director C. Douglas McMillon	Mgmt	For	For	For
1h	Elect Director Gregory B. Penner	Mgmt	For	For	For
1i	Elect Director Randall L. Stephenson	Mgmt	For	For	For
1j	Elect Director S. Robson Walton	Mgmt	For	For	For
1k	Elect Director Steuart L. Walton	Mgmt	For	For	For
2	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Vote AGAINST compensation proposal due to the incentive program is predominantly based on objective financial criteria and annual target goals appear reasonably rigorous. However, there are significant concerns regarding equity award structure, as the LTI program utilizes solely one-year measurement periods, rather than multi-year performance periods. This concern is heightened as the company uses an overlapping metric between the short- and long-term programs, which resulted in maximum achievement for same goal under both programs. While the company provides a rationale for its pay program structure, investors generally expect a majority of long-term awards to be tied to long-term, multi-year performance goals. Lastly, the CEO's personal use of corporate aircraft perquisite provided in the last fiscal year is considered excessive.</i></p>					
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Consider Pay Disparity Between CEO and Other Employees	SH	Against	Against	Against
6	Report on Human Rights Due Diligence	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as more specific information on the company's human rights due diligence process in its supply chain would allow investors to better understand how the company is managing human rights-related risks in its supply chain.</i></p>					
7	Commission Third Party Racial Equity Audit	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted, as such disclosure would allow shareholders to better assess the racial equity impacts and effectiveness of the company's policies and practices.</i></p>					
8	Report on Racial and Gender Layoff Diversity	SH	Against	Against	Against
9	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	SH	Against	Against	Against

Walmart Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure on the potential risks and costs associated with the fulfilment of information requests for the enforcement of state laws related to reproductive rights would allow shareholders to assess how the company is managing such risks.</i></p>					
11	Report on Risks Related to Operations in China	SH	Against	Against	Against
12	Oversee and Report a Workplace Health and Safety Audit	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as an independent audit would help shareholders evaluate the effectiveness of the company's workplace safety policies, practices, and management of potential risks.</i></p>					

Enstar Group Limited

Meeting Date: 06/01/2023

Country: Bermuda

Ticker: ESGR

Record Date: 04/04/2023

Meeting Type: Annual

Meeting ID: 1748014

Primary Security ID: G3075P101

Shares Voted: 3

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Robert J. Campbell	Mgmt	For	For	For
1b	Elect Director B. Frederick Becker	Mgmt	For	For	For
1c	Elect Director Sharon A. Beesley	Mgmt	For	For	For
1d	Elect Director James D. Carey	Mgmt	For	For	For
1e	Elect Director Susan L. Cross	Mgmt	For	For	For
1f	Elect Director Hans-Peter Gerhardt	Mgmt	For	For	For
1g	Elect Director Orla Gregory	Mgmt	For	For	For
1h	Elect Director Myron Hendry	Mgmt	For	For	For
1i	Elect Director Paul J. O'Shea	Mgmt	For	For	For
1j	Elect Director Hitesh Patel	Mgmt	For	For	For
1k	Elect Director Dominic Silvester	Mgmt	For	For	For
1l	Elect Director Poul A. Winslow	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Vote AGAINST compensation proposal due to base salaries for the CEO and other select NEOs are high and contribute to large STI opportunities. Additionally, pre-set target goals are not disclosed for the majority of the restructured STI program. Further, the committee extended the performance period and term of an in-flight CEO equity award shortly before the end of the original performance period, which circumvents a pay-for-performance outcome. Accordingly, the quantitative pay-for-performance misalignment is not mitigated. There are also problematic pay practices identified for the year in review. The committee amended the CEO's employment agreement that increases the potential magnitude of a change-in-control payment in respect of the amended award, even if performance conditions are not achieved. Moreover, the amended employment agreement maintains a separate problematic single trigger change-in-control cash payment, which is akin to single-trigger severance.</i></p>					

Enstar Group Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Netflix, Inc.

Meeting Date: 06/01/2023 **Country:** USA **Ticker:** NFLX
Record Date: 04/06/2023 **Meeting Type:** Annual **Meeting ID:** 1748051
Primary Security ID: 64110L106

Shares Voted: 2,148

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mathias Dopfner	Mgmt	For	For	For
1b	Elect Director Reed Hastings	Mgmt	For	For	For
1c	Elect Director Jay C. Hoag	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1d	Elect Director Ted Sarandos	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST compensation proposal due to a failed say-on-pay vote result, the company disclosed its engagement efforts with shareholders, noted shareholder feedback, and made substantive changes to the pay program. This indicates sufficient responsiveness by the compensation committee. Nevertheless, there are ongoing concerns regarding the pay structure. Though improvements were made to ensure that base salaries for co-CEOs remain at a reasonable level, salaries for other NEOs may still be exceedingly large depending on their selected allocation of payment. In addition, equity awards, which remain a significant portion of executive pay, continue to lack pre-set performance vesting criteria, and the introduction of annual bonuses only covers the co-CEOs. Concerns are also raised with respect to the single trigger change-in-control provision embedded in legacy agreements, the excessive total amount of perquisite compensation reported for the CEOs including an inordinate amount of personal use of corporate aircraft and security-related perquisites, and the company's lack of risk mitigating provisions.</i>					
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Amend Right to Call Special Meeting	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as a lower ownership threshold would provide for a more useful special meeting right for shareholders.</i>					
6	Adopt Policy Prohibiting Directors from Simultaneously Sitting on the Board of Directors of Any Other Company	SH	Against	Against	Against
7	Report on Climate Risk in Retirement Plan Options	SH	Against	For	For
<i>Voting Policy Rationale: 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.</i>					

Netflix, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Adopt and Disclose a Freedom of Association and Collective Bargaining Policy	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as this policy may benefit shareholders by improving the company's management of related risks.</i></p>					

Sirius XM Holdings Inc.

Meeting Date: 06/01/2023 **Country:** USA **Ticker:** SIRI
Record Date: 04/06/2023 **Meeting Type:** Annual **Meeting ID:** 1747684
Primary Security ID: 82968B103

Shares Voted: 121

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David A. Blau	Mgmt	For	Withhold	Withhold
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for Gregory (Greg) Maffei, David Blau, Robin Hickenlooper (Robin S. Pringle) and James Meyer for serving as non-independent members of certain key board committees.</i></p>					
1.2	Elect Director Eddy W. Hartenstein	Mgmt	For	For	For
1.3	Elect Director Robin P. Hickenlooper	Mgmt	For	Withhold	Withhold
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for Gregory (Greg) Maffei, David Blau, Robin Hickenlooper (Robin S. Pringle) and James Meyer for serving as non-independent members of certain key board committees.</i></p>					
1.4	Elect Director James P. Holden	Mgmt	For	For	For
1.5	Elect Director Gregory B. Maffei	Mgmt	For	Withhold	Withhold
<p><i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded. WITHHOLD votes are warranted for Gregory (Greg) Maffei, David Blau, Robin Hickenlooper (Robin S. Pringle) and James Meyer for serving as non-independent members of certain key board committees.</i></p>					
1.6	Elect Director Evan D. Malone	Mgmt	For	For	For
1.7	Elect Director James E. Meyer	Mgmt	For	Withhold	Withhold
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for Gregory (Greg) Maffei, David Blau, Robin Hickenlooper (Robin S. Pringle) and James Meyer for serving as non-independent members of certain key board committees.</i></p>					
1.8	Elect Director Jonelle Procope	Mgmt	For	For	For
1.9	Elect Director Michael Rapino	Mgmt	For	For	For
1.10	Elect Director Kristina M. Salen	Mgmt	For	For	For
1.11	Elect Director Carl E. Vogel	Mgmt	For	Withhold	Withhold
<p><i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i></p>					
1.12	Elect Director Jennifer C. Witz	Mgmt	For	For	For
1.13	Elect Director David M. Zaslav	Mgmt	For	Withhold	Withhold
<p><i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i></p>					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Vote AGAINST compensation proposal due to the company provided an excessive personal aircraft use perquisite to the CEO.</i></p>					

Sirius XM Holdings Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote on Say on Pay Frequency	Mgmt	Three Years	One Year	One Year
<i>Voting Policy Rationale: 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.</i>					
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Trimble Inc.

Meeting Date: 06/01/2023 **Country:** USA **Ticker:** TRMB
Record Date: 04/03/2023 **Meeting Type:** Annual **Meeting ID:** 1746040
Primary Security ID: 896239100

Shares Voted: 380,864

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director James C. Dalton	Mgmt	For	For	For
1.2	Elect Director Borje Ekholm	Mgmt	For	For	For
1.3	Elect Director Ann Fandozzi	Mgmt	For	For	For
1.4	Elect Director Kaigham (Ken) Gabriel	Mgmt	For	For	For
1.5	Elect Director Meaghan Lloyd	Mgmt	For	For	For
1.6	Elect Director Sandra MacQuillan	Mgmt	For	For	For
1.7	Elect Director Robert G. Painter	Mgmt	For	For	For
1.8	Elect Director Mark S. Peek	Mgmt	For	For	For
1.9	Elect Director Thomas Sweet	Mgmt	For	For	For
1.10	Elect Director Johan Wibergh	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Alphabet Inc.

Meeting Date: 06/02/2023 **Country:** USA **Ticker:** GOOGL
Record Date: 04/04/2023 **Meeting Type:** Annual **Meeting ID:** 1748081
Primary Security ID: 02079K305

Shares Voted: 338,961

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Larry Page	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Sergey Brin	Mgmt	For	For	For
1c	Elect Director Sundar Pichai	Mgmt	For	For	For
1d	Elect Director John L. Hennessy	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Votes AGAINST governance committee members John Hennessy and Frances Arnold are warranted, due to the company maintaining a multi-class share structure with disparate voting rights, which is not subject to a reasonable time-based sunset.</i>					
1e	Elect Director Frances H. Arnold	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Votes AGAINST governance committee members John Hennessy and Frances Arnold are warranted, due to the company maintaining a multi-class share structure with disparate voting rights, which is not subject to a reasonable time-based sunset.</i>					
1f	Elect Director R. Martin "Marty" Chavez	Mgmt	For	For	For
1g	Elect Director L. John Doerr	Mgmt	For	For	For
1h	Elect Director Roger W. Ferguson, Jr.	Mgmt	For	For	For
1i	Elect Director Ann Mather	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1j	Elect Director K. Ram Shriram	Mgmt	For	For	For
1k	Elect Director Robin L. Washington	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST due to lack of clawback provision. Based on an 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 plan cost is excessive- 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</i>					
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST compensation proposal due to a number of concerns are noted in the annual pay program for non-CEO NEOs. First, an annual bonus program was established based on ESG goals. However, pre-set goals were not disclosed, with the proxy only noting performance achievements after the fact, with the award appearing to pay out based on the committee's discretionary assessment of performance. Though the ESG bonus payout was halved at the committee's discretion due to "macroeconomic conditions," NEO base salaries were increased in FY22 and are relatively high. Further concerns are noted in the annual LTI program, which inexplicably switched to an LTI mix predominantly in time-vested equity in FY22, with no rationale for the change disclosed in the proxy. On top of that, two NEOs received equity grants with values in excess of the total median CEO pay for the company's peer group. The relative TSR target was non-rigorous and no vesting cap was disclosed if absolute TSR were to be negative over the performance period. CEO Pichai received a triennial equity grant in FY22, which, even on a per-year annualized basis, was relatively large compared to peers. Merely 60 percent of the award was in performance equity, half of which utilized a two-year performance period. Though the target goal was rigorous, in situations where an equity grant is intended to cover multiple years of equity, shareholders prefer that a significant percentage of the grant be in performance equity with a long-term performance period. Additionally, due to a combination of award structure and total magnitude, even with relative TSR performing well-below target, CEO Pichai would realize substantially more pay than a significant portion of his CEO peers, undermining a pay-for-performance philosophy. Lastly, concerns are raised as CEO Pichai's security costs remain exceedingly large, and a sufficient explanation is not provided in the proxy for these costs.</i>					
5	Advisory Vote on Say on Pay Frequency	Mgmt	Three Years	One Year	One Year
<i>Voting Policy Rationale: 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.</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Report on Lobbying Payments and Policy	SH	Against	For	For
<p><i>Voting Policy Rationale: 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.</i></p>					
7	Publish Congruency Report on Partnerships with Globalist Organizations and Company Fiduciary Duties	SH	Against	Against	Against
8	Report on Framework to Assess Company Lobbying Alignment with Climate Goals	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. The request is not considered overly onerous or prescriptive, and shareholders would benefit from greater transparency of the company's framework for addressing misalignments between its climate goals and direct and indirect lobbying, and how the company would plan to mitigate any risks that might be identified.</i></p>					
9	Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. The company is legally required to comply with information requests but could be doing more to protect consumers data privacy and protect the company from potential reputational risks.</i></p>					
10	Report on Risks of Doing Business in Countries with Significant Human Rights Concerns	SH	Against	For	For
<p><i>Voting Policy Rationale: 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.</i></p>					
11	Publish Independent Human Rights Impact Assessment of Targeted Advertising Technology	SH	Against	For	For
<p><i>Voting Policy Rationale: 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 its targeted advertising policies and practices.</i></p>					
12	Disclose More Quantitative and Qualitative Information on Algorithmic Systems	SH	Against	For	For
<p><i>Voting Policy Rationale: 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.</i></p>					
13	Report on Alignment of YouTube Policies With Online Safety Regulations	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as increased reporting would provide shareholders with more information on the company's management of related risks.</i></p>					
14	Report on Content Governance and Censorship	SH	Against	Against	Against
15	Commission Independent Assessment of Effectiveness of Audit and Compliance Committee	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as an independent assessment of the Audit and Compliance Committee's capacities and performance would allow shareholders to gain more information on how the company is overseeing and managing related and prevailing risks.</i></p>					
16	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	SH	Against	Against	Against

Alphabet Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	Adopt Share Retention Policy For Senior Executives	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the more rigorous guidelines recommended by the proponent may better address concerns about creating a strong link between the interests of top executives and long-term shareholder value.</i>					
18	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Against	For	For
<i>Voting Policy Rationale: 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.</i>					

WillScot Mobile Mini Holdings Corp.

Meeting Date: 06/02/2023 **Country:** USA **Ticker:** WSC
Record Date: 04/05/2023 **Meeting Type:** Annual **Meeting ID:** 1745429
Primary Security ID: 971378104

Shares Voted: 18,540

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mark S. Bartlett	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1.2	Elect Director Erika T. Davis	Mgmt	For	For	For
1.3	Elect Director Gerard E. Holthaus	Mgmt	For	For	For
1.4	Elect Director Erik Olsson	Mgmt	For	For	For
1.5	Elect Director Rebecca L. Owen	Mgmt	For	For	For
1.6	Elect Director Jeff Sagansky	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1.7	Elect Director Bradley L. Soultz	Mgmt	For	For	For
1.8	Elect Director Michael W. Upchurch	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

BRP Group, Inc.

Meeting Date: 06/05/2023 **Country:** USA **Ticker:** BRP
Record Date: 04/06/2023 **Meeting Type:** Annual **Meeting ID:** 1749941
Primary Security ID: 05589G102

Shares Voted: 430,949

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Lowry Baldwin	Mgmt	For	Withhold	Withhold

BRP Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted director nominees Lowry Baldwin, Sunita Parasuraman, and Ellyn Shook 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.</i></p>					
1.2	Elect Director Sathish Muthukrishnan	Mgmt	For	For	For
1.3	Elect Director Sunita Parasuraman	Mgmt	For	Withhold	Withhold
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted director nominees Lowry Baldwin, Sunita Parasuraman, and Ellyn Shook 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.</i></p>					
1.4	Elect Director Ellyn Shook	Mgmt	For	Withhold	Withhold
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted director nominees Lowry Baldwin, Sunita Parasuraman, and Ellyn Shook given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. WITHHOLD votes are further warranted for Ellyn Shook for serving as a non-independent member of a key board committee.</i></p>					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

UnitedHealth Group Incorporated

Meeting Date: 06/05/2023

Country: USA

Ticker: UNH

Record Date: 04/10/2023

Meeting Type: Annual

Meeting ID: 1748072

Primary Security ID: 91324P102

Shares Voted: 15

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Timothy Flynn	Mgmt	For	For	For
1b	Elect Director Paul Garcia	Mgmt	For	For	For
1c	Elect Director Kristen Gil	Mgmt	For	For	For
1d	Elect Director Stephen Hemsley	Mgmt	For	For	For
1e	Elect Director Michele Hooper	Mgmt	For	For	For
1f	Elect Director F. William McNabb, III	Mgmt	For	For	For
1g	Elect Director Valerie Montgomery Rice	Mgmt	For	For	For
1h	Elect Director John Noseworthy	Mgmt	For	For	For
1i	Elect Director Andrew Witty	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

UnitedHealth Group Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Report on Third-Party Racial Equity Audit	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted, as additional disclosure could help shareholders assess the impacts of the company's policies and practices on racial and ethnic minority communities.</i></p>					
6	Report on Congruency of Political Spending with Company Values and Priorities	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as a report on the company's value alignment with political expenditures would enable shareholders to have a greater understanding of how the company oversees and manages risks related to its political affiliations.</i></p>					
7	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this item is warranted. The company's severance policy establishes a reasonable limit on cash severance. However, the proxy does not disclose a policy or requirement that payments in excess of amounts provided under the policy are subject to shareholder approval. Without such a requirement, shareholders do not have adequate assurances that the company's current practice safeguards against excessive severance payments.</i></p>					

Altair Engineering Inc.

Meeting Date: 06/06/2023 **Country:** USA **Ticker:** ALTR
Record Date: 04/11/2023 **Meeting Type:** Annual **Meeting ID:** 1749442
Primary Security ID: 021369103

Shares Voted: 6,891

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director James R. Scapa	Mgmt	For	Withhold	Withhold
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent directors James Scapa and Stephen (Steve) Earhart given the board's failure to remove, or subject to a reasonable sunset requirement, the problematic capital structure and the classified board, each of which adversely impacts shareholder rights.</i></p>					
1b	Elect Director Stephen Earhart	Mgmt	For	Withhold	Withhold
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent directors James Scapa and Stephen (Steve) Earhart given the board's failure to remove, or subject to a reasonable sunset requirement, the problematic capital structure and the classified board, each of which adversely impacts shareholder rights.</i></p>					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Booking Holdings Inc.

Meeting Date: 06/06/2023 **Country:** USA **Ticker:** BKNG
Record Date: 04/11/2023 **Meeting Type:** Annual **Meeting ID:** 1749104
Primary Security ID: 09857L108

Booking Holdings Inc.

Shares Voted: 1

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Glenn D. Fogel	Mgmt	For	For	For
1.2	Elect Director Mirian M. Graddick-Weir	Mgmt	For	For	For
1.3	Elect Director Wei Hopeman	Mgmt	For	For	For
1.4	Elect Director Robert J. Mylod, Jr.	Mgmt	For	For	For
1.5	Elect Director Charles H. Noski	Mgmt	For	For	For
1.6	Elect Director Larry Quinlan	Mgmt	For	For	For
1.7	Elect Director Nicholas J. Read	Mgmt	For	For	For
1.8	Elect Director Thomas E. Rothman	Mgmt	For	For	For
1.9	Elect Director Sumit Singh	Mgmt	For	For	For
1.10	Elect Director Lynn Vojvodich Radakovich	Mgmt	For	For	For
1.11	Elect Director Vanessa A. Wittman	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against

Taiwan Semiconductor Manufacturing Co., Ltd.

Meeting Date: 06/06/2023

Country: Taiwan

Ticker: 2330

Record Date: 04/06/2023

Meeting Type: Annual

Meeting ID: 1756723

Primary Security ID: Y84629107

Shares Voted: 266,208

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for ADR Holders	Mgmt			
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For
2	Approve Issuance of Restricted Stocks	Mgmt	For	For	For
3	Amend Procedures for Endorsement and Guarantees	Mgmt	For	Against	Against

Voting Policy Rationale: A vote AGAINST is warranted because:- The proposed endorsement and guarantee provision may expose the company to unnecessary risks; and- The company has failed to provide a compelling rationale for such changes.

Taiwan Semiconductor Manufacturing Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Amend the Name of Audit Committee in the Policies (I)Procedures for Acquisition or Disposal of Assets (II)Procedures for Financial Derivatives Transactions (III)Procedures for Lending Funds to Other Parties (IV)Procedures for Endorsement and Guarantee	Mgmt	For	For	For

Comcast Corporation

Meeting Date: 06/07/2023 **Country:** USA **Ticker:** CMCSA
Record Date: 04/03/2023 **Meeting Type:** Annual **Meeting ID:** 1754380
Primary Security ID: 20030N101

Shares Voted: 40

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kenneth J. Bacon	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded. WITHHOLD votes are warranted for Kenneth Bacon, Madeline Bell, and Jeffrey Honickman given the board's failure to remove, or subject to a reasonable sunset requirement, the multi-class capital structure with disparate voting rights.</i>					
1.2	Elect Director Thomas J. Baltimore, Jr.	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1.3	Elect Director Madeline S. Bell	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for Kenneth Bacon, Madeline Bell, and Jeffrey Honickman given the board's failure to remove, or subject to a reasonable sunset requirement, the multi-class capital structure with disparate voting rights.</i>					
1.4	Elect Director Edward D. Breen	Mgmt	For	For	For
1.5	Elect Director Gerald L. Hassell	Mgmt	For	For	For
1.6	Elect Director Jeffrey A. Honickman	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for Kenneth Bacon, Madeline Bell, and Jeffrey Honickman given the board's failure to remove, or subject to a reasonable sunset requirement, the multi-class capital structure with disparate voting rights.</i>					
1.7	Elect Director Maritza G. Montiel	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1.8	Elect Director Asuka Nakahara	Mgmt	For	For	For
1.9	Elect Director David C. Novak	Mgmt	For	For	For
1.10	Elect Director Brian L. Roberts	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Approve Omnibus Stock Plan	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST due to excessive dilution.</i>					
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For

Comcast Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST compensation proposal due to the company provided an excessive amount of personal use of corporate aircraft perquisites to the CEO.</i>					
6	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
7	Oversee and Report on a Racial Equity Audit	SH	Against	For	For
<i>Voting Policy Rationale: 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.</i>					
8	Report on Climate Risk in Retirement Plan Options	SH	Against	For	For
<i>Voting Policy Rationale: 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.</i>					
9	Report on GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	SH	Against	For	For
<i>Voting Policy Rationale: 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.</i>					
10	Report on Congruency of Political Spending with Company Values and Priorities	SH	Against	For	For
<i>Voting Policy Rationale: 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.</i>					
11	Report on Risks Related to Operations in China	SH	Against	Against	Against

Hannon Armstrong Sustainable Infrastructure Capital, Inc.

Meeting Date: 06/07/2023

Country: USA

Ticker: HASI

Record Date: 04/12/2023

Meeting Type: Annual

Meeting ID: 1746642

Primary Security ID: 41068X100

Shares Voted: 90,809

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jeffrey W. Eckel	Mgmt	For	For	For
1.2	Elect Director Lizabeth A. Ardisana	Mgmt	For	For	For
1.3	Elect Director Clarence D. Armbrister	Mgmt	For	For	For
1.4	Elect Director Teresa M. Brenner	Mgmt	For	For	For
1.5	Elect Director Michael T. Eckhart	Mgmt	For	For	For
1.6	Elect Director Nancy C. Floyd	Mgmt	For	For	For
1.7	Elect Director Jeffrey A. Lipson	Mgmt	For	For	For

Hannon Armstrong Sustainable Infrastructure Capital, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director Charles M. O'Neil	Mgmt	For	For	For
1.9	Elect Director Richard J. Osborne	Mgmt	For	For	For
1.10	Elect Director Steven G. Osgood	Mgmt	For	For	For
1.11	Elect Director Kimberly A. Reed	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

lululemon athletica inc.

Meeting Date: 06/07/2023 **Country:** USA **Ticker:** LULU
Record Date: 04/10/2023 **Meeting Type:** Annual **Meeting ID:** 1752520
Primary Security ID: 550021109

Shares Voted: 3

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michael Casey	Mgmt	For	For	For
1b	Elect Director Glenn Murphy	Mgmt	For	For	For
1c	Elect Director David Mussafer	Mgmt	For	For	For
1d	Elect Director Isabel Mahe	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	None	One Year	One Year
<i>Voting Policy Rationale: 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.</i>					
5	Approve Omnibus Stock Plan	Mgmt	For	For	For

Perficient, Inc.

Meeting Date: 06/07/2023 **Country:** USA **Ticker:** PRFT
Record Date: 04/10/2023 **Meeting Type:** Annual **Meeting ID:** 1750582
Primary Security ID: 71375U101

Shares Voted: 93

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Romil Bahl	Mgmt	For	For	For

Perficient, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Jeffrey S. Davis	Mgmt	For	For	For
1c	Elect Director Ralph C. Derrickson	Mgmt	For	For	For
1d	Elect Director Jill A. Jones	Mgmt	For	For	For
1e	Elect Director David S. Lundeen	Mgmt	For	For	For
1f	Elect Director Brian L. Matthews	Mgmt	For	For	For
1g	Elect Director Nancy C. Pechloff	Mgmt	For	For	For
1h	Elect Director Gary M. Wimberly	Mgmt	For	For	For
2	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Vote AGAINST compensation proposal due to the following:- The company provided sizable miscellaneous perquisite to the CEO;- Equity awards allow for auto-accelerated vesting upon a change-in-control event;- The company uses above-median benchmarking for named executives' total pay; and- Equity awards to the CEO in the most recent fiscal year lack performance-vesting conditions.</i></p>					
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Amend Certificate of Incorporation to Permit the Exculpation of Officers	Mgmt	For	For	For
6	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Stifel Financial Corp.

Meeting Date: 06/07/2023 **Country:** USA **Ticker:** SF
Record Date: 04/10/2023 **Meeting Type:** Annual **Meeting ID:** 1754477
Primary Security ID: 860630102

Shares Voted: 11

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Adam T. Berlew	Mgmt	For	For	For
1.2	Elect Director Maryam Brown	Mgmt	For	For	For
1.3	Elect Director Michael W. Brown	Mgmt	For	For	For
1.4	Elect Director Lisa Carnoy	Mgmt	For	For	For
1.5	Elect Director Robert E. Grady	Mgmt	For	For	For
1.6	Elect Director James P. Kavanaugh	Mgmt	For	For	For
1.7	Elect Director Ronald J. Kruszewski	Mgmt	For	For	For
1.8	Elect Director Daniel J. Ludeman	Mgmt	For	For	For
1.9	Elect Director Maura A. Markus	Mgmt	For	For	For
1.10	Elect Director David A. Peacock	Mgmt	For	For	For
1.11	Elect Director Thomas W. Weisel	Mgmt	For	For	For

Stifel Financial Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.12	Elect Director Michael J. Zimmerman	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	None	One Year	One Year
<p><i>Voting Policy Rationale: 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.</i></p>					
4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	For	For
5	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
6	Other Business	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted, as proposals which are detrimental to shareholder value may arise without shareholders having the opportunity to make a fully informed vote on the issue.</i></p>					

Compagnie de Saint-Gobain SA

Meeting Date: 06/08/2023

Country: France

Ticker: SGO

Record Date: 06/06/2023

Meeting Type: Annual/Special

Meeting ID: 1739706

Primary Security ID: F80343100

Shares Voted: 1,000,671

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 2 per Share	Mgmt	For	For	For
4	Reelect Dominique Leroy as Director	Mgmt	For	For	For
5	Elect Jana Revedin as Director	Mgmt	For	For	For
6	Approve Compensation of Pierre-Andre de Chalendar, Chairman of the Board	Mgmt	For	For	For
7	Approve Compensation of Benoit Bazin, CEO	Mgmt	For	For	For
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
9	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
10	Approve Remuneration Policy of CEO	Mgmt	For	For	For
11	Approve Remuneration Policy of Directors	Mgmt	For	For	For
12	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.3 Million	Mgmt	For	For	For

Compagnie de Saint-Gobain SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
14	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 412 Million	Mgmt	For	For	For
15	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 206 Million	Mgmt	For	For	For
16	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 206 Million	Mgmt	For	For	For
17	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 14, 15, 16 and 21	Mgmt	For	For	For
18	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
19	Authorize Capitalization of Reserves of Up to EUR 103 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
20	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	For	For
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
22	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
23	Amend Article 9 of Bylaws Re: Minimum Number of Shares to be Held by Directors	Mgmt	For	For	For
24	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Digital Realty Trust, Inc.

Meeting Date: 06/08/2023

Country: USA

Ticker: DLR

Record Date: 04/06/2023

Meeting Type: Annual

Meeting ID: 1754179

Primary Security ID: 253868103

Shares Voted: 6

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Alexis Black Bjorlin	Mgmt	For	For	For

Digital Realty Trust, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director VeraLinn 'Dash' Jamieson	Mgmt	For	For	For
1c	Elect Director Kevin J. Kennedy	Mgmt	For	For	For
1d	Elect Director William G. LaPerch	Mgmt	For	For	For
1e	Elect Director Jean F.H.P. Mandeville	Mgmt	For	For	For
1f	Elect Director Afshin Mohebbi	Mgmt	For	For	For
1g	Elect Director Mark R. Patterson	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1h	Elect Director Mary Hogan Preusse	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1i	Elect Director Andrew P. Power	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Report on Risks Associated with Use of Concealment Clauses	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted because more information on the impact that the company's use of concealment clauses has on its employees may bring information to light that could result in improved employee recruitment, development and retention.</i>					
6	Report on Whether Company Policies Reinforce Racism in Company Culture	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from additional information allowing them to better measure the progress of the company's existing diversity and inclusion initiatives.</i>					

FirstCash Holdings, Inc.

Meeting Date: 06/08/2023

Country: USA

Ticker: FCFS

Record Date: 04/18/2023

Meeting Type: Annual

Meeting ID: 1753362

Primary Security ID: 33768G107

Shares Voted: 168,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Daniel E. Berce	Mgmt	For	For	For
1b	Elect Director Mikel D. Faulkner	Mgmt	For	For	For
1c	Elect Director Randel G. Owen	Mgmt	For	For	For
2	Ratify RSM US LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Kennedy-Wilson Holdings, Inc.

Meeting Date: 06/08/2023

Country: USA

Ticker: KW

Record Date: 04/21/2023

Meeting Type: Annual

Meeting ID: 1752680

Primary Security ID: 489398107

Shares Voted: 106

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Todd Boehly	Mgmt	For	For	For
1.2	Elect Director David A. Minella	Mgmt	For	For	For
1.3	Elect Director Mary Ricks	Mgmt	For	For	For
1.4	Elect Director Sanaz Zaimi	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST compensation proposal due to:- The company provided an inordinate amount of personal aircraft use and life insurance perquisites to the CEO;- The total amount of perquisite compensation reported for the CEO is excessive;- The company maintains agreements that contain a modified single trigger change in control provision;- Equity awards allow for auto-accelerated vesting upon a change in control; and- The company has change-in-control agreements that contain excessive severance payout basis.</i>					
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Salesforce, Inc.

Meeting Date: 06/08/2023

Country: USA

Ticker: CRM

Record Date: 04/14/2023

Meeting Type: Annual

Meeting ID: 1752603

Primary Security ID: 79466L302

Shares Voted: 13

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marc Benioff	Mgmt	For	For	For
1b	Elect Director Laura Alber	Mgmt	For	For	For
1c	Elect Director Craig Conway	Mgmt	For	For	For
1d	Elect Director Arnold Donald	Mgmt	For	For	For
1e	Elect Director Parker Harris	Mgmt	For	For	For
1f	Elect Director Neelie Kroes	Mgmt	For	For	For
1g	Elect Director Sachin Mehra	Mgmt	For	For	For
1h	Elect Director G. Mason Morfit	Mgmt	For	For	For
1i	Elect Director Oscar Munoz	Mgmt	For	For	For
1j	Elect Director John V. Roos	Mgmt	For	For	For
1k	Elect Director Robin Washington	Mgmt	For	Against	Against

Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.

Salesforce, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1l	Elect Director Maynard Webb	Mgmt	For	For	For
1m	Elect Director Susan Wojcicki	Mgmt	For	For	For
2	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST due to excessive dilution.</i>					
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST compensation proposal due to the company provided an excessive amount of security-related perquisite to the CEO.</i>					
5	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
6	Require Independent Board Chair	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent board chair.</i>					
7	Adopt Policy Prohibiting Directors from Simultaneously Sitting on the Board of Directors of Any Other Company	SH	Against	Against	Against

AMERISAFE, Inc.

Meeting Date: 06/09/2023 **Country:** USA **Ticker:** AMSF
Record Date: 04/17/2023 **Meeting Type:** Annual **Meeting ID:** 1754231
Primary Security ID: 03071H100

Shares Voted: 19

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael J. Brown	Mgmt	For	For	For
1.2	Elect Director G. Janelle Frost	Mgmt	For	For	For
1.3	Elect Director Sean M. Traynor	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Garmin Ltd.

Meeting Date: 06/09/2023 **Country:** Switzerland **Ticker:** GRMN
Record Date: 04/14/2023 **Meeting Type:** Annual **Meeting ID:** 1748655
Primary Security ID: H2906T109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends	Mgmt	For	For	For
3	Approve Dividends	Mgmt	For	For	For
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
5a	Elect Director Jonathan C. Burrell	Mgmt	For	For	For
5b	Elect Director Joseph J. Hartnett	Mgmt	For	For	For
5c	Elect Director Min H. Kao	Mgmt	For	For	For
5d	Elect Director Catherine A. Lewis	Mgmt	For	For	For
5e	Elect Director Charles W. Peffer	Mgmt	For	For	For
5f	Elect Director Clifton A. Pemble	Mgmt	For	For	For
6	Elect Min H. Kao as Board Chairman	Mgmt	For	For	For
7a	Appoint Jonathan C. Burrell as Member of the Compensation Committee	Mgmt	For	For	For
7b	Appoint Joseph J. Hartnett as Member of the Compensation Committee	Mgmt	For	For	For
7c	Appoint Catherine A. Lewis as Member of the Compensation Committee	Mgmt	For	For	For
7d	Appoint Charles W. Peffer as Member of the Compensation Committee	Mgmt	For	For	For
8	Designate Wuersch & Gering LLP as Independent Proxy	Mgmt	For	For	For
9	Ratify Ernst & Young LLP as Auditors and Ernst & Young Ltd as Statutory Auditor	Mgmt	For	For	For
10	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
11	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
12	Advisory Vote on the Swiss Statutory Compensation Report	Mgmt	For	For	For
13	Approve Fiscal Year 2024 Maximum Aggregate Compensation for the Executive Management	Mgmt	For	For	For
14	Approve Maximum Aggregate Compensation for the Board of Directors for the Period Between the 2023 AGM and the 2024 AGM	Mgmt	For	For	For
15	Cancel Repurchased Shares	Mgmt	For	For	For
16	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For

Garmin Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	Amend Non-Employee Director Omnibus Stock Plan	Mgmt	For	For	For
18	Approve Reduction of Par Value	Mgmt	For	For	For
19	Approve Conversion of Currency of the Share Capital from CHF to USD	Mgmt	For	For	For
20	Amend Articles to Reflect Changes in Capital	Mgmt	For	For	For
21	Amend Articles Re: Addressing Shares, Shareholder Rights and General Meeting	Mgmt	For	For	For
22	Amend Articles Re: Addressing Board, Compensation and Related Matters	Mgmt	For	For	For

Matador Resources Company

Meeting Date: 06/09/2023 **Country:** USA **Ticker:** MTDR
Record Date: 04/12/2023 **Meeting Type:** Annual **Meeting ID:** 1752662
Primary Security ID: 576485205

Shares Voted: 13

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Joseph Wm. Foran	Mgmt	For	For	For
1b	Elect Director Reynald A. Baribault	Mgmt	For	For	For
1c	Elect Director Timothy E. Parker	Mgmt	For	For	For
1d	Elect Director Shelley F. Appel	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST compensation proposal due to the company maintains agreements that contain a modified single trigger change in control provision.</i>					
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Regeneron Pharmaceuticals, Inc.

Meeting Date: 06/09/2023 **Country:** USA **Ticker:** REGN
Record Date: 04/11/2023 **Meeting Type:** Annual **Meeting ID:** 1748026
Primary Security ID: 75886F107

Shares Voted: 4

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Joseph L. Goldstein	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Votes AGAINST governance committee members Christine (Chris) Poon and Joseph Goldstein are warranted given the board's failure to remove or subject to a reasonable sunset requirement the company's dual-class capital structure.</i>					

Regeneron Pharmaceuticals, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Christine A. Poon	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Votes AGAINST governance committee members Christine (Chris) Poon and Joseph Goldstein are warranted given the board's failure to remove or subject to a reasonable sunset requirement the company's dual-class capital structure.</i></p>					
1c	Elect Director Craig B. Thompson	Mgmt	For	For	For
1d	Elect Director Huda Y. Zoghbi	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Vote AGAINST compensation proposal due to the company maintains agreements that contain excise tax gross-up provisions. Additionally, the company provided an inordinate amount of personal aircraft use and personal/residential security and secure car transportation perquisites to the CEO.</i></p>					
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Report on Impact of Extended Patent Exclusivities on Product Access	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because shareholders would benefit from more robust disclosure of the company's processes and oversight mechanisms for managing risks related to anticompetitive practices.</i></p>					

Equity Commonwealth

Meeting Date: 06/13/2023

Country: USA

Ticker: EQC

Record Date: 04/13/2023

Meeting Type: Annual

Meeting ID: 1749958

Primary Security ID: 294628102

Shares Voted: 42

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Sam Zell *Withdrawn Resolution*	Mgmt			
1.2	Elect Director Ellen-Blair Chube	Mgmt	For	For	For
1.3	Elect Director Martin L. Edelman	Mgmt	For	For	For
1.4	Elect Director David A. Helfand	Mgmt	For	For	For
1.5	Elect Director Peter Linneman	Mgmt	For	Withhold	Withhold
<p><i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i></p>					
1.6	Elect Director Mary Jane Robertson	Mgmt	For	For	For
1.7	Elect Director Gerald A. Spector	Mgmt	For	For	For
1.8	Elect Director James A. Star	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Equity Commonwealth

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Amend Omnibus Stock Plan	Mgmt	For	For	For

OneMain Holdings, Inc.

Meeting Date: 06/13/2023 **Country:** USA **Ticker:** OMF
Record Date: 04/17/2023 **Meeting Type:** Annual **Meeting ID:** 1754361
Primary Security ID: 68268W103

Shares Voted: 364,629

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Phyllis R. Caldwell	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1.2	Elect Director Roy A. Guthrie	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Declassify the Board of Directors	Mgmt	For	For	For
5	Adopt Majority Voting for Uncontested Election of Directors	Mgmt	For	For	For

Roper Technologies, Inc.

Meeting Date: 06/13/2023 **Country:** USA **Ticker:** ROP
Record Date: 04/19/2023 **Meeting Type:** Annual **Meeting ID:** 1753445
Primary Security ID: 776696106

Shares Voted: 5,221

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Shellye L. Archambeau	Mgmt	For	For	For
1.2	Elect Director Amy Woods Brinkley	Mgmt	For	For	For
1.3	Elect Director Irene M. Esteves	Mgmt	For	For	For
1.4	Elect Director L. Neil Hunn	Mgmt	For	For	For
1.5	Elect Director Robert D. Johnson	Mgmt	For	For	For
1.6	Elect Director Thomas P. Joyce, Jr.	Mgmt	For	For	For
1.7	Elect Director Laura G. Thatcher	Mgmt	For	For	For
1.8	Elect Director Richard F. Wallman	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1.9	Elect Director Christopher Wright	Mgmt	For	For	For

Roper Technologies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Amend Certificate of Incorporation to Permit the Exculpation of Officers	Mgmt	For	For	For

Target Corporation

Meeting Date: 06/14/2023

Country: USA

Ticker: TGT

Record Date: 04/17/2023

Meeting Type: Annual

Meeting ID: 1754831

Primary Security ID: 87612E106

Shares Voted: 6

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director David P. Abney	Mgmt	For	For	For
1b	Elect Director Douglas M. Baker, Jr.	Mgmt	For	For	For
1c	Elect Director George S. Barrett	Mgmt	For	For	For
1d	Elect Director Gail K. Boudreaux	Mgmt	For	For	For
1e	Elect Director Brian C. Cornell	Mgmt	For	For	For
1f	Elect Director Robert L. Edwards	Mgmt	For	For	For
1g	Elect Director Donald R. Knauss	Mgmt	For	For	For
1h	Elect Director Christine A. Leahy	Mgmt	For	For	For
1i	Elect Director Monica C. Lozano	Mgmt	For	For	For
1j	Elect Director Grace Puma	Mgmt	For	For	For
1k	Elect Director Derica W. Rice	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1l	Elect Director Dmitri L. Stockton	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST compensation proposal due to the company provided an inordinate amount of personal aircraft use and life insurance perquisites to the CEO.</i>					
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Require Independent Board Chair	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent board chair.</i>					

ASGN Incorporated

Meeting Date: 06/15/2023

Country: USA

Ticker: ASGN

Record Date: 04/19/2023

Meeting Type: Annual

Meeting ID: 1752703

Primary Security ID: 00191U102

Shares Voted: 4,427

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mark A. Frantz	Mgmt	For	For	For
1.2	Elect Director Jonathan S. Holman	Mgmt	For	For	For
1.3	Elect Director Arshad Matin	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Investnet, Inc.

Meeting Date: 06/15/2023

Country: USA

Ticker: ENV

Record Date: 04/17/2023

Meeting Type: Annual

Meeting ID: 1749980

Primary Security ID: 29404K106

Shares Voted: 13,063

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Luis Aguilar	Mgmt	For	For	For
1.2	Elect Director Gayle Crowell	Mgmt	For	For	For
1.3	Elect Director James Fox	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Sweetgreen, Inc.

Meeting Date: 06/15/2023

Country: USA

Ticker: SG

Record Date: 04/17/2023

Meeting Type: Annual

Meeting ID: 1748024

Primary Security ID: 87043Q108

Shares Voted: 134,783

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Neil Blumenthal	Mgmt	For	Withhold	Withhold

Sweetgreen, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1.2	Elect Director Julie Bornstein	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Julie Bornstein, Valerie Jarrett, and Youngme Moon for maintaining a multi-class structure with disparate voting rights that is not subject to a reasonable time-based sunset provision.</i>					
1.3	Elect Director Cliff Burrows	Mgmt	For	For	For
1.4	Elect Director Nicolas Jammet	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for Jonathan (Jon) Neman, Nicolas Jammet, and Nathaniel Ru as their collective ownership of the supervoting shares provide them with voting power control of the company.</i>					
1.5	Elect Director Valerie Jarrett	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded. WITHHOLD votes are warranted for Governance Committee chair Valerie Jarrett 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. WITHHOLD votes are warranted for Governance Committee members Julie Bornstein, Valerie Jarrett, and Youngme Moon for maintaining a multi-class structure with disparate voting rights that is not subject to a reasonable time-based sunset provision.</i>					
1.6	Elect Director Youngme Moon	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded. WITHHOLD votes are warranted for Governance Committee members Julie Bornstein, Valerie Jarrett, and Youngme Moon for maintaining a multi-class structure with disparate voting rights that is not subject to a reasonable time-based sunset provision.</i>					
1.7	Elect Director Jonathan Neman	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for Jonathan (Jon) Neman, Nicolas Jammet, and Nathaniel Ru as their collective ownership of the supervoting shares provide them with voting power control of the company.</i>					
1.8	Elect Director Nathaniel Ru	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for Jonathan (Jon) Neman, Nicolas Jammet, and Nathaniel Ru as their collective ownership of the supervoting shares provide them with voting power control of the company.</i>					
1.9	Elect Director Bradley Singer	Mgmt	For	For	For
2	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Aon plc

Meeting Date: 06/16/2023 **Country:** Ireland **Ticker:** AON
Record Date: 04/14/2023 **Meeting Type:** Annual **Meeting ID:** 1754734
Primary Security ID: G0403H108

Shares Voted: 4

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Lester B. Knight	Mgmt	For	For	For
1.2	Elect Director Gregory C. Case	Mgmt	For	For	For
1.3	Elect Director Jin-Yong Cai	Mgmt	For	For	For
1.4	Elect Director Jeffrey C. Campbell	Mgmt	For	For	For
1.5	Elect Director Fulvio Conti	Mgmt	For	For	For

Aon plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Cheryl A. Francis	Mgmt	For	For	For
1.7	Elect Director Adriana Karaboutis	Mgmt	For	For	For
1.8	Elect Director Richard C. Notebaert	Mgmt	For	For	For
1.9	Elect Director Gloria Santona	Mgmt	For	For	For
1.10	Elect Director Sarah E. Smith	Mgmt	For	For	For
1.11	Elect Director Byron O. Spruell	Mgmt	For	For	For
1.12	Elect Director Carolyn Y. Woo	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Ratify Ernst & Young Chartered Accountants as Statutory Auditor	Mgmt	For	For	For
6	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
7	Amend Omnibus Plan	Mgmt	For	For	For

Fortinet, Inc.

Meeting Date: 06/16/2023

Country: USA

Ticker: FTNT

Record Date: 04/17/2023

Meeting Type: Annual

Meeting ID: 1754857

Primary Security ID: 34959E109

Shares Voted: 19

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ken Xie	Mgmt	For	For	For
1.2	Elect Director Michael Xie	Mgmt	For	For	For
1.3	Elect Director Kenneth A. Goldman	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1.4	Elect Director Ming Hsieh	Mgmt	For	For	For
1.5	Elect Director Jean Hu	Mgmt	For	For	For
1.6	Elect Director William H. Neukom	Mgmt	For	For	For
1.7	Elect Director Judith Sim	Mgmt	For	For	For
1.8	Elect Director Admiral James Stavridis (Ret)	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditor	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Fortinet, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For
6	Amend Certificate of Incorporation to Limit the Liability of Officers	Mgmt	For	For	For

Ginkgo Bioworks Holdings, Inc.

Meeting Date: 06/16/2023 **Country:** USA **Ticker:** DNA
Record Date: 04/20/2023 **Meeting Type:** Annual **Meeting ID:** 1754446
Primary Security ID: 37611X100

Shares Voted: 57,332

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Arie Belldegrun	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>				
1b	Elect Director Marijn E. Dekkers	Mgmt	For	For	For
1c	Elect Director Kathy Hopinkah Hannan	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>				
1d	Elect Director Christian Henry	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>				
1e	Elect Director Reshma Kewalramani	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST Governance Committee Chair Reshma Kewalramani 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 which adversely impacts shareholder rights. A vote AGAINST Governance Committee members Reshma Kewalramani and Shyam Sankar given the board's failure to remove, or subject to a reasonable sunset requirement, the company's multi-class capital structure with disparate voting rights.</i>				
1f	Elect Director Shyam Sankar	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST Governance Committee members Reshma Kewalramani and Shyam Sankar given the board's failure to remove, or subject to a reasonable sunset requirement, the company's multi-class capital structure with disparate voting rights.</i>				
1g	Elect Director Harry E. Sloan	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>				
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Meeting Date: 06/16/2023

Country: USA

Ticker: TMUS

Record Date: 04/17/2023

Meeting Type: Annual

Meeting ID: 1754127

Primary Security ID: 872590104

Shares Voted: 10

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Andre Almeida	Mgmt	For	Withhold	Withhold
	<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for non-independent director nominees Timotheus (Tim) Hoettges, G. Michael (Mike) Sievert, Andre Almeida, Marcelo Claire, Srinivasan (Srini) Gopalan, Christian Illek, Raphael Kubler, Thorsten Langheim and Dominique Leroy for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are warranted for Marcelo Claire, Srinivasan (Srini) Gopalan, Christian Illek, Raphael Kubler, and Dominique Leroy for serving as non-independent members of key board committees.</i></p>				
1.2	Elect Director Marcelo Claire	Mgmt	For	Withhold	Withhold
	<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for non-independent director nominees Timotheus (Tim) Hoettges, G. Michael (Mike) Sievert, Andre Almeida, Marcelo Claire, Srinivasan (Srini) Gopalan, Christian Illek, Raphael Kubler, Thorsten Langheim and Dominique Leroy for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are warranted for Marcelo Claire, Srinivasan (Srini) Gopalan, Christian Illek, Raphael Kubler, and Dominique Leroy for serving as non-independent members of key board committees.</i></p>				
1.3	Elect Director Srikant M. Datar	Mgmt	For	For	For
1.4	Elect Director Srinivasan Gopalan	Mgmt	For	Withhold	Withhold
	<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for non-independent director nominees Timotheus (Tim) Hoettges, G. Michael (Mike) Sievert, Andre Almeida, Marcelo Claire, Srinivasan (Srini) Gopalan, Christian Illek, Raphael Kubler, Thorsten Langheim and Dominique Leroy for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are warranted for Marcelo Claire, Srinivasan (Srini) Gopalan, Christian Illek, Raphael Kubler, and Dominique Leroy for serving as non-independent members of key board committees.</i></p>				
1.5	Elect Director Timotheus Hottges	Mgmt	For	Withhold	Withhold
	<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for non-independent director nominees Timotheus (Tim) Hoettges, G. Michael (Mike) Sievert, Andre Almeida, Marcelo Claire, Srinivasan (Srini) Gopalan, Christian Illek, Raphael Kubler, Thorsten Langheim and Dominique Leroy for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are warranted for Marcelo Claire, Srinivasan (Srini) Gopalan, Christian Illek, Raphael Kubler, and Dominique Leroy for serving as non-independent members of key board committees.</i></p>				
1.6	Elect Director Christian P. Illek	Mgmt	For	Withhold	Withhold
	<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for non-independent director nominees Timotheus (Tim) Hoettges, G. Michael (Mike) Sievert, Andre Almeida, Marcelo Claire, Srinivasan (Srini) Gopalan, Christian Illek, Raphael Kubler, Thorsten Langheim and Dominique Leroy for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are warranted for Marcelo Claire, Srinivasan (Srini) Gopalan, Christian Illek, Raphael Kubler, and Dominique Leroy for serving as non-independent members of key board committees.</i></p>				
1.7	Elect Director Raphael Kubler	Mgmt	For	Withhold	Withhold
	<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for non-independent director nominees Timotheus (Tim) Hoettges, G. Michael (Mike) Sievert, Andre Almeida, Marcelo Claire, Srinivasan (Srini) Gopalan, Christian Illek, Raphael Kubler, Thorsten Langheim and Dominique Leroy for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are warranted for Marcelo Claire, Srinivasan (Srini) Gopalan, Christian Illek, Raphael Kubler, and Dominique Leroy for serving as non-independent members of key board committees.</i></p>				
1.8	Elect Director Thorsten Langheim	Mgmt	For	Withhold	Withhold
	<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for non-independent director nominees Timotheus (Tim) Hoettges, G. Michael (Mike) Sievert, Andre Almeida, Marcelo Claire, Srinivasan (Srini) Gopalan, Christian Illek, Raphael Kubler, Thorsten Langheim and Dominique Leroy for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are warranted for Marcelo Claire, Srinivasan (Srini) Gopalan, Christian Illek, Raphael Kubler, and Dominique Leroy for serving as non-independent members of key board committees.</i></p>				

T-Mobile US, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director Dominique Leroy	Mgmt	For	Withhold	Withhold
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for non-independent director nominees Timotheus (Tim) Hoettges, G. Michael (Mike) Sievert, Andre Almeida, Marcelo Claure, Srinivasan (Srini) Gopalan, Christian Illek, Raphael Kubler, Thorsten Langheim and Dominique Leroy for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are warranted for Marcelo Claure, Srinivasan (Srini) Gopalan, Christian Illek, Raphael Kubler, and Dominique Leroy for serving as non-independent members of key board committees.</i></p>					
1.10	Elect Director Letitia A. Long	Mgmt	For	Withhold	Withhold
<p><i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i></p>					
1.11	Elect Director G. Michael Sievert	Mgmt	For	Withhold	Withhold
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for non-independent director nominees Timotheus (Tim) Hoettges, G. Michael (Mike) Sievert, Andre Almeida, Marcelo Claure, Srinivasan (Srini) Gopalan, Christian Illek, Raphael Kubler, Thorsten Langheim and Dominique Leroy for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are warranted for Marcelo Claure, Srinivasan (Srini) Gopalan, Christian Illek, Raphael Kubler, and Dominique Leroy for serving as non-independent members of key board committees.</i></p>					
1.12	Elect Director Teresa A. Taylor	Mgmt	For	For	For
1.13	Elect Director Kelvin R. Westbrook	Mgmt	For	Withhold	Withhold
<p><i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i></p>					
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	Three Years	One Year	One Year
<p><i>Voting Policy Rationale: 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.</i></p>					
5	Approve Omnibus Stock Plan	Mgmt	For	For	For
6	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For

Amadeus IT Group SA

Meeting Date: 06/20/2023

Country: Spain

Ticker: AMS

Record Date: 06/15/2023

Meeting Type: Annual

Meeting ID: 1757264

Primary Security ID: E04648114

Shares Voted: 711,402

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For
2	Approve Non-Financial Information Statement	Mgmt	For	For	For
3	Advisory Vote on Remuneration Report	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends	Mgmt	For	For	For
5	Approve Discharge of Board	Mgmt	For	For	For

Amadeus IT Group SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.1	Elect Frits Dirk van Paasschen as Director	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
6.2	Reelect William Connelly as Director	Mgmt	For	For	For
6.3	Reelect Luis Maroto Camino as Director	Mgmt	For	For	For
6.4	Reelect Pilar Garcia Ceballos-Zuniga as Director	Mgmt	For	For	For
6.5	Reelect Stephan Gemkow as Director	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is chair of the audit committee and the committee failed to put auditor ratification on the ballot for shareholder approval.</i>					
6.6	Reelect Peter Kuerpick as Director	Mgmt	For	For	For
6.7	Reelect Xiaoqun Clever as Director	Mgmt	For	For	For
7	Approve Remuneration of Directors	Mgmt	For	For	For
8	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

DENSO Corp.

Meeting Date: 06/20/2023

Country: Japan

Ticker: 6902

Record Date: 03/31/2023

Meeting Type: Annual

Meeting ID: 1760678

Primary Security ID: J12075107

Shares Voted: 886,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Arima, Koji	Mgmt	For	For	For
1.2	Elect Director Hayashi, Shinnosuke	Mgmt	For	For	For
1.3	Elect Director Matsui, Yasushi	Mgmt	For	For	For
1.4	Elect Director Ito, Kenichiro	Mgmt	For	For	For
1.5	Elect Director Toyoda, Akio	Mgmt	For	For	For
1.6	Elect Director Kushida, Shigeki	Mgmt	For	For	For
1.7	Elect Director Mitsuya, Yuko	Mgmt	For	For	For
1.8	Elect Director Joseph P. Schmelzeis, Jr	Mgmt	For	For	For
2.1	Appoint Statutory Auditor Kuwamura, Shingo	Mgmt	For	For	For
2.2	Appoint Statutory Auditor Goto, Yasuko	Mgmt	For	For	For
2.3	Appoint Statutory Auditor Kitamura, Haruo	Mgmt	For	For	For
3	Appoint Alternate Statutory Auditor Kitagawa, Hiromi	Mgmt	For	For	For

General Motors Company

Meeting Date: 06/20/2023

Country: USA

Ticker: GM

Record Date: 04/21/2023

Meeting Type: Annual

Meeting ID: 1754042

Primary Security ID: 37045V100

Shares Voted: 43,793

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mary T. Barra	Mgmt	For	For	For
1b	Elect Director Aneel Bhusri	Mgmt	For	For	For
1c	Elect Director Wesley G. Bush	Mgmt	For	For	For
1d	Elect Director Joanne C. Crevoiserat	Mgmt	For	For	For
1e	Elect Director Linda R. Gooden	Mgmt	For	For	For
1f	Elect Director Joseph Jimenez	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1g	Elect Director Jonathan McNeill	Mgmt	For	For	For
1h	Elect Director Judith A. Miscik	Mgmt	For	For	For
1i	Elect Director Patricia F. Russo	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1j	Elect Director Thomas M. Schoewe	Mgmt	For	For	For
1k	Elect Director Mark A. Tatum	Mgmt	For	For	For
1l	Elect Director Jan E. Tighe	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1m	Elect Director Devin N. Wenig	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST compensation proposal due to the company provided an excessive amount for the CEO's corporate aircraft-related, financial planning, and life insurance perquisites.</i>					
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Report on Risks Related to Operations in China	SH	Against	Against	Against
6	Provide Right to Act by Written Consent	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights, and the risk of abuse is considered small.</i>					
7	Report on Setting Sustainable Sourcing Targets	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the additional information would allow shareholders to determine how the company is managing and mitigating the related risks.</i>					

Grand Canyon Education, Inc.

Meeting Date: 06/20/2023

Country: USA

Ticker: LOPE

Record Date: 04/24/2023

Meeting Type: Annual

Meeting ID: 1751092

Primary Security ID: 38526M106

Shares Voted: 10

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Brian E. Mueller	Mgmt	For	For	For
1.2	Elect Director Sara R. Dial	Mgmt	For	For	For
1.3	Elect Director Jack A. Henry	Mgmt	For	For	For
1.4	Elect Director Lisa Graham Keegan	Mgmt	For	For	For
1.5	Elect Director Chevy Humphrey	Mgmt	For	For	For
1.6	Elect Director David M. Adame	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

METAWATER Co., Ltd.

Meeting Date: 06/20/2023

Country: Japan

Ticker: 9551

Record Date: 03/31/2023

Meeting Type: Annual

Meeting ID: 1763202

Primary Security ID: J4231P107

Shares Voted: 144,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Yamaguchi, Kenji	Mgmt	For	For	For
1.2	Elect Director Okuda, Noboru	Mgmt	For	For	For
1.3	Elect Director Sakai, Masashi	Mgmt	For	For	For
1.4	Elect Director Fujii, Michio	Mgmt	For	For	For
1.5	Elect Director Aizawa, Kaoru	Mgmt	For	For	For
1.6	Elect Director Kosao, Fumiko	Mgmt	For	For	For
1.7	Elect Director Tanai, Tsuneo	Mgmt	For	For	For
2.1	Appoint Statutory Auditor Hatsumata, Shigeru	Mgmt	For	For	For
2.2	Appoint Statutory Auditor Teranishi, Akihiro	Mgmt	For	For	For

SLM Corporation

Meeting Date: 06/20/2023

Country: USA

Ticker: SLM

Record Date: 04/21/2023

Meeting Type: Annual

Meeting ID: 1752773

Primary Security ID: 78442P106

Shares Voted: 883,743

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director R. Scott Blackley	Mgmt	For	For	For
1b	Elect Director Paul G. Child	Mgmt	For	For	For
1c	Elect Director Mary Carter Warren Franke	Mgmt	For	For	For
1d	Elect Director Marianne M. Keler	Mgmt	For	For	For
1e	Elect Director Mark L. Lavelle	Mgmt	For	For	For
1f	Elect Director Ted Manvitz	Mgmt	For	For	For
1g	Elect Director Jim Matheson	Mgmt	For	For	For
1h	Elect Director Samuel T. Ramsey	Mgmt	For	For	For
1i	Elect Director Vivian C. Schneck-Last	Mgmt	For	For	For
1j	Elect Director Robert S. Strong	Mgmt	For	For	For
1k	Elect Director Jonathan W. Witter	Mgmt	For	For	For
1l	Elect Director Kirsten O. Wolberg	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Sony Group Corp.

Meeting Date: 06/20/2023

Country: Japan

Ticker: 6758

Record Date: 03/30/2023

Meeting Type: Annual

Meeting ID: 1760854

Primary Security ID: J76379106

Shares Voted: 20,986

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for ADR Holders	Mgmt			
1.1	Elect Director Yoshida, Kenichiro	Mgmt	For	For	For
1.2	Elect Director Totoki, Hiroki	Mgmt	For	For	For
1.3	Elect Director Hatanaka, Yoshihiko	Mgmt	For	For	For
1.4	Elect Director Oka, Toshiko	Mgmt	For	For	For
1.5	Elect Director Akiyama, Sakie	Mgmt	For	For	For

Sony Group Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Wendy Becker	Mgmt	For	For	For
1.7	Elect Director Kishigami, Keiko	Mgmt	For	For	For
1.8	Elect Director Joseph A. Kraft Jr	Mgmt	For	For	For
1.9	Elect Director Neil Hunt	Mgmt	For	For	For
1.10	Elect Director William Morrow	Mgmt	For	For	For
2	Approve Stock Option Plan	Mgmt	For	For	For

Sony Group Corp.

Meeting Date: 06/20/2023

Country: Japan

Ticker: 6758

Record Date: 03/31/2023

Meeting Type: Annual

Meeting ID: 1760969

Primary Security ID: J76379106

Shares Voted: 987,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Yoshida, Kenichiro	Mgmt	For	For	For
1.2	Elect Director Totoki, Hiroki	Mgmt	For	For	For
1.3	Elect Director Hatanaka, Yoshihiko	Mgmt	For	For	For
1.4	Elect Director Oka, Toshiko	Mgmt	For	For	For
1.5	Elect Director Akiyama, Sakie	Mgmt	For	For	For
1.6	Elect Director Wendy Becker	Mgmt	For	For	For
1.7	Elect Director Kishigami, Keiko	Mgmt	For	For	For
1.8	Elect Director Joseph A. Kraft Jr	Mgmt	For	For	For
1.9	Elect Director Neil Hunt	Mgmt	For	For	For
1.10	Elect Director William Morrow	Mgmt	For	For	For
2	Approve Stock Option Plan	Mgmt	For	For	For

Tokyo Electron Ltd.

Meeting Date: 06/20/2023

Country: Japan

Ticker: 8035

Record Date: 03/31/2023

Meeting Type: Annual

Meeting ID: 1761515

Primary Security ID: J86957115

Shares Voted: 44,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kawai, Toshiki	Mgmt	For	For	For
1.2	Elect Director Sasaki, Sadao	Mgmt	For	For	For

Tokyo Electron Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Nunokawa, Yoshikazu	Mgmt	For	For	For
1.4	Elect Director Sasaki, Michio	Mgmt	For	For	For
1.5	Elect Director Eda, Makiko	Mgmt	For	For	For
1.6	Elect Director Ichikawa, Sachiko	Mgmt	For	For	For
2.1	Appoint Statutory Auditor Tahara, Kazushi	Mgmt	For	For	For
2.2	Appoint Statutory Auditor Nanasawa, Yutaka	Mgmt	For	For	For
3	Approve Annual Bonus	Mgmt	For	For	For
4	Approve Deep Discount Stock Option Plan	Mgmt	For	For	For
5	Approve Deep Discount Stock Option Plan	Mgmt	For	For	For

eBay, Inc.

Meeting Date: 06/21/2023

Country: USA

Ticker: EBAY

Record Date: 04/24/2023

Meeting Type: Annual

Meeting ID: 1754306

Primary Security ID: 278642103

Shares Voted: 29

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Adriane M. Brown	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1b	Elect Director Aparna Chennapragada	Mgmt	For	For	For
1c	Elect Director Logan D. Green	Mgmt	For	For	For
1d	Elect Director E. Carol Hayles	Mgmt	For	For	For
1e	Elect Director Jamie Iannone	Mgmt	For	For	For
1f	Elect Director Shripriya Mahesh	Mgmt	For	For	For
1g	Elect Director Paul S. Pressler	Mgmt	For	For	For
1h	Elect Director Mohak Shroff	Mgmt	For	For	For
1i	Elect Director Perry M. Traquina	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST compensation proposal due to the company provided an inordinate amount of personal use of corporate aircraft perquisites to the CEO.</i>					
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

eBay, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Vote AGAINST due to excessive dilution. Based on an 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 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 allows broad discretion to accelerate vesting</i></p>					
6	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For	For
7	Reduce Ownership Threshold for Shareholders to Call Special Meeting to 10%	SH	Against	For	For
<p><i>Voting Policy Rationale: 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.</i></p>					

Hitachi Ltd.

Meeting Date: 06/21/2023 **Country:** Japan **Ticker:** 6501
Record Date: 03/31/2023 **Meeting Type:** Annual **Meeting ID:** 1763130
Primary Security ID: J20454112

Shares Voted: 1,471,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ihara, Katsumi	Mgmt	For	For	For
1.2	Elect Director Ravi Venkatesan	Mgmt	For	For	For
1.3	Elect Director Cynthia Carroll	Mgmt	For	For	For
1.4	Elect Director Sugawara, Ikuro	Mgmt	For	For	For
1.5	Elect Director Joe Harlan	Mgmt	For	For	For
1.6	Elect Director Louise Pentland	Mgmt	For	For	For
1.7	Elect Director Yamamoto, Takatoshi	Mgmt	For	For	For
1.8	Elect Director Yoshihara, Hiroaki	Mgmt	For	For	For
1.9	Elect Director Helmuth Ludwig	Mgmt	For	For	For
1.10	Elect Director Kojima, Keiji	Mgmt	For	For	For
1.11	Elect Director Nishiyama, Mitsuaki	Mgmt	For	For	For
1.12	Elect Director Higashihara, Toshiaki	Mgmt	For	For	For

Nasdaq, Inc.

Meeting Date: 06/21/2023 **Country:** USA **Ticker:** NDAQ
Record Date: 04/24/2023 **Meeting Type:** Annual **Meeting ID:** 1754389
Primary Security ID: 631103108

Shares Voted: 37

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Melissa M. Arnoldi	Mgmt	For	For	For
1b	Elect Director Charlene T. Begley	Mgmt	For	For	For
1c	Elect Director Steven D. Black	Mgmt	For	For	For
1d	Elect Director Adena T. Friedman	Mgmt	For	For	For
1e	Elect Director Essa Kazim	Mgmt	For	For	For
1f	Elect Director Thomas A. Kloet	Mgmt	For	For	For
1g	Elect Director Michael R. Splinter	Mgmt	For	For	For
1h	Elect Director Johan Torgeby	Mgmt	For	For	For
1i	Elect Director Toni Townes-Whitley	Mgmt	For	For	For
1j	Elect Director Jeffery W. Yabuki	Mgmt	For	For	For
1k	Elect Director Alfred W. Zollar	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Require Independent Board Chair	SH	Against	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent board chair.

Nippon Yusen KK

Meeting Date: 06/21/2023

Country: Japan

Ticker: 9101

Record Date: 03/31/2023

Meeting Type: Annual

Meeting ID: 1762408

Primary Security ID: J56515232

Shares Voted: 100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 170	Mgmt	For	For	For
2	Amend Articles to Abolish Board Structure with Statutory Auditors - Adopt Board Structure with Audit Committee - Amend Provisions on Number of Directors	Mgmt	For	For	For
3.1	Elect Director Nagasawa, Hitoshi	Mgmt	For	For	For
3.2	Elect Director Soga, Takaya	Mgmt	For	For	For
3.3	Elect Director Higurashi, Yutaka	Mgmt	For	For	For

Nippon Yusen KK

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.4	Elect Director Kono, Akira	Mgmt	For	For	For
3.5	Elect Director Kuniya, Hiroko	Mgmt	For	For	For
3.6	Elect Director Tanabe, Eiichi	Mgmt	For	For	For
3.7	Elect Director Kanehara, Nobukatsu	Mgmt	For	For	For
4.1	Elect Director and Audit Committee Member Takahashi, Eiichi	Mgmt	For	For	For
4.2	Elect Director and Audit Committee Member Kosugi, Keiko	Mgmt	For	For	For
4.3	Elect Director and Audit Committee Member Nakaso, Hiroshi	Mgmt	For	For	For
4.4	Elect Director and Audit Committee Member Kuwabara, Satoko	Mgmt	For	For	For
4.5	Elect Director and Audit Committee Member Yamada, Tatsumi	Mgmt	For	For	For
5	Elect Alternate Director and Audit Committee Member Tanabe, Eiichi	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this director nominee is warranted because:- This outside director candidate who will be an audit committee member lacks independence.</i></p>					
6	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For	For
7	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	Mgmt	For	For	For
8	Approve Performance-Based Cash Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For	For
9	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For

Bureau Veritas SA

Meeting Date: 06/22/2023

Country: France

Ticker: BVI

Record Date: 06/20/2023

Meeting Type: Annual/Special

Meeting ID: 1757762

Primary Security ID: F96888114

Shares Voted: 212,349

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 0.77 per Share	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Ratify Appointment of Laurent Mignon as Director	Mgmt	For	For	For
6	Reelect Frederic Sanchez as Director	Mgmt	For	For	For
7	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
8	Approve Compensation of Aldo Cardoso, Chairman of the Board	Mgmt	For	For	For
9	Approve Compensation of Didier Michaud-Daniel, CEO	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Vote AGAINST compensation proposal due to:- The level of disclosure surrounding the achievement of the bonus performance criteria is limited;- The performance targets attached to the granted LTIPs are not disclosed;- The LTIPs granted in 2022 are not subject to a presence condition while the CEO is leaving after this AGM;- The adjustment made under the 2019 LTI plans decided by the board erases the effects of the Covid-19 crisis on the plan, which can therefore be in disconnection with the company's performance and shareholders' interests.</i></p>					
10	Approve Remuneration Policy of Directors	Mgmt	For	For	For
11	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
12	Approve Remuneration Policy of CEO from January 1, 2023 to June 22, 2023	Mgmt	For	For	For
13	Approve Remuneration Policy of CEO since June 22, 2023	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Vote AGAINST compensation proposal due to:- It is impossible to assess the stringency of the LTIP performance conditions.- The level of transparency surrounding termination payments is lacking.- The policy allows for the post-mandate vesting of awards.- Hinda Gharbi was granted a golden hello in performance shares as a COO, therefore avoiding a vote of the General meeting on the plan.- There is not cap to potential exceptional remunerations.</i></p>					
14	Approve Compensation of Didier Michaud-Daniel, CEO until June 22, 2023	Mgmt	For	For	For
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
16	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 21.6 Million	Mgmt	For	For	For
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 16.2 Million	Mgmt	For	For	For
18	Authorize Capitalization of Reserves of Up to EUR 16.2 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
19	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
20	Authorize Capital Increase of Up to EUR 5.4 Million for Future Exchange Offers	Mgmt	For	For	For

Bureau Veritas SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
21	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 5.4 Million	Mgmt	For	For	For
22	Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Investors, up to Aggregate Nominal Amount of EUR 5.4 Million	Mgmt	For	For	For
23	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	For	For
24	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 17 and 21-23	Mgmt	For	For	For
25	Authorize up to 1.5 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	For	For	For
26	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
28	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
29	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Koninklijke DSM NV

Meeting Date: 06/22/2023

Country: Netherlands

Ticker: N/A

Record Date: 06/20/2023

Meeting Type: Annual

Meeting ID: 1768156

Primary Security ID: N5017DDA1

Shares Voted: 98

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Receive Report of Management Board (Non-Voting)	Mgmt			
<p><i>Voting Policy Rationale: This document is for information purposes only. Sustainability Advisory Services does not provide vote recommendations for privately-held companies.</i></p>					
3	Adopt Financial Statements and Statutory Reports	Mgmt	For	Refer	For
<p><i>Voting Policy Rationale: This document is for information purposes only. Sustainability Advisory Services does not provide vote recommendations for privately-held companies.</i></p>					

Koninklijke DSM NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Dividend	Mgmt	For	Refer	For
<i>Voting Policy Rationale: This document is for information purposes only. Sustainability Advisory Services does not provide vote recommendations for privately-held companies.</i>					
5	Approve Discharge of Management Board	Mgmt	For	Refer	For
<i>Voting Policy Rationale: This document is for information purposes only. Sustainability Advisory Services does not provide vote recommendations for privately-held companies.</i>					
6	Approve Discharge of Supervisory Board	Mgmt	For	Refer	For
<i>Voting Policy Rationale: This document is for information purposes only. Sustainability Advisory Services does not provide vote recommendations for privately-held companies.</i>					
7	Elect Ralf Schmeltz to Management Board	Mgmt	For	Refer	For
<i>Voting Policy Rationale: This document is for information purposes only. Sustainability Advisory Services does not provide vote recommendations for privately-held companies.</i>					
8	Ratify KPMG Accountants N.V. as Auditors	Mgmt	For	Refer	For
<i>Voting Policy Rationale: This document is for information purposes only. Sustainability Advisory Services does not provide vote recommendations for privately-held companies.</i>					
9	Close Meeting	Mgmt			

Monster Beverage Corporation

Meeting Date: 06/22/2023

Country: USA

Ticker: MNST

Record Date: 04/24/2023

Meeting Type: Annual

Meeting ID: 1754322

Primary Security ID: 61174X109

Shares Voted: 34

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Rodney C. Sacks	Mgmt	For	For	For
1.2	Elect Director Hilton H. Schlosberg	Mgmt	For	For	For
1.3	Elect Director Mark J. Hall	Mgmt	For	For	For
1.4	Elect Director Ana Demel	Mgmt	For	For	For
1.5	Elect Director James L. Dinkins	Mgmt	For	For	For
1.6	Elect Director Gary P. Fayard	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: Vote AGAINST because the nominee is an incumbent member of the audit committee and non-audit fees are excessive.</i>					
1.7	Elect Director Tiffany M. Hall	Mgmt	For	For	For
1.8	Elect Director Jeanne P. Jackson	Mgmt	For	For	For
1.9	Elect Director Steven G. Pizula	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: Vote AGAINST because the nominee is an incumbent member of the audit committee and non-audit fees are excessive.</i>					

Monster Beverage Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.10	Elect Director Mark S. Vidergauz	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: Vote AGAINST because the nominee is an incumbent member of the audit committee and non-audit fees are excessive.</i>					
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Increase Authorized Common Stock	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted as the proposed increase is not reasonable (3.75 billion shares is above the allowable threshold of 1.25 billion shares).</i>					
6	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For	For

NVIDIA Corporation

Meeting Date: 06/22/2023

Country: USA

Ticker: NVDA

Record Date: 04/24/2023

Meeting Type: Annual

Meeting ID: 1757305

Primary Security ID: 67066G104

Shares Voted: 25

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Robert K. Burgess	Mgmt	For	For	For
1b	Elect Director Tench Coxe	Mgmt	For	For	For
1c	Elect Director John O. Dabiri	Mgmt	For	For	For
1d	Elect Director Persis S. Drell	Mgmt	For	For	For
1e	Elect Director Jen-Hsun Huang	Mgmt	For	For	For
1f	Elect Director Dawn Hudson	Mgmt	For	For	For
1g	Elect Director Harvey C. Jones	Mgmt	For	For	For
1h	Elect Director Michael G. McCaffery	Mgmt	For	For	For
1i	Elect Director Stephen C. Neal	Mgmt	For	For	For
1j	Elect Director Mark L. Perry	Mgmt	For	For	For
1k	Elect Director A. Brooke Seawell	Mgmt	For	For	For
1l	Elect Director Aarti Shah	Mgmt	For	For	For
1m	Elect Director Mark A. Stevens	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST compensation proposal due to the company provided an excessive personal/home security perquisite to the CEO as well as an excessive total perquisite compensation amount.</i>					

NVIDIA Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

International Money Express, Inc.

Meeting Date: 06/23/2023 **Country:** USA **Ticker:** IMXI
Record Date: 04/25/2023 **Meeting Type:** Annual **Meeting ID:** 1754858
Primary Security ID: 46005L101

Shares Voted: 7,215

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Debra Bradford	Mgmt	For	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee member Debra Bradford given the board's failure to remove, or subject to a reasonable sunset requirement, the classified board which adversely impacts shareholder rights.</i>				
1.2	Elect Director John Rincon	Mgmt	For	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for non-independent director nominee John Rincon for failing to establish a board on which a majority of the directors are independent and for serving as a non-independent member of certain key board committees.</i>				
2	Ratify BDO USA, LLP as Auditor	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Nintendo Co., Ltd.

Meeting Date: 06/23/2023 **Country:** Japan **Ticker:** 7974
Record Date: 03/31/2023 **Meeting Type:** Annual **Meeting ID:** 1764732
Primary Security ID: J51699106

Shares Voted: 1,467,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, With a Final Dividend of JPY 123	Mgmt	For	For	For
2.1	Elect Director Furukawa, Shuntaro	Mgmt	For	For	For
2.2	Elect Director Miyamoto, Shigeru	Mgmt	For	For	For
2.3	Elect Director Takahashi, Shinya	Mgmt	For	For	For
2.4	Elect Director Shibata, Satoru	Mgmt	For	For	For
2.5	Elect Director Shiota, Ko	Mgmt	For	For	For

Nintendo Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.6	Elect Director Chris Meledandri	Mgmt	For	For	For

Masimo Corporation

Meeting Date: 06/26/2023 **Country:** USA **Ticker:** MASI
Record Date: 05/11/2023 **Meeting Type:** Proxy Contest **Meeting ID:** 1762077
Primary Security ID: 574795100

Shares Voted: 91,522

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Universal Proxy (White Proxy Card)	Mgmt			
	From the Combined List of Management & Dissident Nominees - Elect 2 Directors	Mgmt			
1a	Elect Management Nominee Director H Michael Cohen	Mgmt	For	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>				
1b	Elect Management Nominee Director Julie A. Shimer	Mgmt	For	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>				
1c	Elect Dissident Nominee Director Michelle Brennan	SH	Withhold	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>				
1d	Elect Dissident Nominee Director Quentin Koffey	SH	Withhold	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>				
2	Ratify Grant Thornton LLP as Auditors	Mgmt	For	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>				
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>				
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>				
5	Declassify the Board of Directors	Mgmt	For	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>				
6	Approve Increase in Size of Board from Five to Seven	Mgmt	For	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>				

Masimo Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Approve Repeal Any Provision of or Amendment to Bylaws of the Company Adopted Without the Approval of Shareholders after April 20, 2023 and Through the Conclusion of the Annual Meeting	SH	Against	Do Not Vote	Do Not Vote
<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>					
	Dissident Universal Proxy (Blue Proxy Card)	Mgmt			
	From the Combined List of Management & Dissident Nominees - Elect 2 Directors	Mgmt			
	Politan Nominees	Mgmt			
1a	Elect Dissident Nominee Director Michelle Brennan	SH	For	For	For
1b	Elect Dissident Nominee Director Quentin Koffey	SH	For	For	For
	Company Nominees Opposed by Politan	Mgmt			
1a	Elect Management Nominee Director H Michael Cohen	Mgmt	Withhold	Withhold	Withhold
1b	Elect Management Nominee Director Julie A. Shimer	Mgmt	Withhold	Withhold	Withhold
2	Ratify Grant Thornton LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Against	Against	Against
<i>Voting Policy Rationale: Vote AGAINST compensation proposal due to:- The company provided an excessive amount for the CEOs home/personal security benefits.- The total amount of perquisite compensation reported for the CEO is excessive.- The company maintains agreements that contain a modified single trigger change in control provision.</i>					
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Declassify the Board of Directors	Mgmt	For	For	For
6	Approve Increase in Size of Board from Five to Seven	Mgmt	Abstain	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. A board consisting of seven members is more appropriate for the company than a board consisting of only five members.</i>					
7	Approve Repeal Any Provision of or Amendment to Bylaws of the Company Adopted Without the Approval of Shareholders after April 20, 2023 and Through the Conclusion of the Annual Meeting	SH	For	For	For

Brookfield Renewable Corporation

Meeting Date: 06/27/2023

Country: Canada

Ticker: BEPC

Record Date: 05/09/2023

Meeting Type: Annual

Meeting ID: 1743059

Primary Security ID: 11284V105

Brookfield Renewable Corporation

Shares Voted: 132,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jeffrey Blidner	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1.2	Elect Director Scott Cutler	Mgmt	For	For	For
1.3	Elect Director Sarah Deasley	Mgmt	For	For	For
1.4	Elect Director Nancy Dorn	Mgmt	For	For	For
1.5	Elect Director Eleazar de Carvalho Filho	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1.6	Elect Director Randy MacEwen	Mgmt	For	For	For
1.7	Elect Director David Mann	Mgmt	For	For	For
1.8	Elect Director Lou Maroun	Mgmt	For	For	For
1.9	Elect Director Stephen Westwell	Mgmt	For	For	For
1.10	Elect Director Patricia Zuccotti	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
2	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For

Mastercard Incorporated

Meeting Date: 06/27/2023

Country: USA

Ticker: MA

Record Date: 04/28/2023

Meeting Type: Annual

Meeting ID: 1754019

Primary Security ID: 57636Q104

Shares Voted: 15

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Merit E. Janow	Mgmt	For	For	For
1b	Elect Director Candido Bracher	Mgmt	For	For	For
1c	Elect Director Richard K. Davis	Mgmt	For	For	For
1d	Elect Director Julius Genachowski	Mgmt	For	For	For
1e	Elect Director Choon Phong Goh	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1f	Elect Director Oki Matsumoto	Mgmt	For	For	For
1g	Elect Director Michael Miebach	Mgmt	For	For	For
1h	Elect Director Youngme Moon	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					

Mastercard Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Rima Qureshi	Mgmt	For	For	For
1j	Elect Director Gabrielle Sulzberger	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1k	Elect Director Harit Talwar	Mgmt	For	For	For
1l	Elect Director Lance Ugгла	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
6	Report on Overseeing Risks Related to Discrimination	SH	Against	Against	Against
7	Report on Establishing Merchant Category Code for Gun and Ammunition Stores	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Considering the stunted adoption of the merchant category code (MCC) for gun and ammunition stores, despite numerous public commitments from the company, shareholders would benefit from further information regarding clarified goals and progress towards implementing changes.</i>					
8	Report on Lobbying Payments and Policy	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's direct and indirect lobbying-related expenditures would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.</i>					
9	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	SH	Against	Against	Against
10	Report on Cost-Benefit Analysis of Diversity and Inclusion Efforts	SH	Against	Against	Against

Penta-Ocean Construction Co., Ltd.

Meeting Date: 06/27/2023

Country: Japan

Ticker: 1893

Record Date: 03/31/2023

Meeting Type: Annual

Meeting ID: 1766208

Primary Security ID: J63653109

Shares Voted: 1,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 24	Mgmt	For	For	For
2.1	Elect Director Shimizu, Takuzo	Mgmt	For	For	For
2.2	Elect Director Ueda, Kazuya	Mgmt	For	For	For
2.3	Elect Director Noguchi, Tetsushi	Mgmt	For	For	For

Penta-Ocean Construction Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.4	Elect Director Watanabe, Hiroshi	Mgmt	For	For	For
2.5	Elect Director Yamashita, Tomoyuki	Mgmt	For	For	For
2.6	Elect Director Hidaka, Osamu	Mgmt	For	For	For
2.7	Elect Director Kawashima, Yasuhiro	Mgmt	For	For	For
2.8	Elect Director Takahashi, Hidenori	Mgmt	For	For	For
2.9	Elect Director Nakano, Hokuto	Mgmt	For	For	For
2.10	Elect Director Sekiguchi, Mina	Mgmt	For	For	For

Aritzia Inc.

Meeting Date: 06/28/2023

Country: Canada

Ticker: ATZ

Record Date: 05/11/2023

Meeting Type: Annual

Meeting ID: 1744517

Primary Security ID: 04045U102

Shares Voted: 12,669

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for Holders of Subordinate Voting and Multiple Voting Shares	Mgmt			
1a	Elect Director Brian Hill	Mgmt	For	For	For
1b	Elect Director Jennifer Wong	Mgmt	For	For	For
1c	Elect Director Aldo Bensadoun	Mgmt	For	For	For
1d	Elect Director John Currie	Mgmt	For	Withhold	Withhold
	<i>Voting Policy Rationale: Vote AGAINST because the nominee is an incumbent member of the audit committee and non-audit fees are excessive.</i>				
1e	Elect Director Daniel Habashi	Mgmt	For	For	For
1f	Elect Director David Labistour	Mgmt	For	Withhold	Withhold
	<i>Voting Policy Rationale: Vote AGAINST because the nominee is an incumbent member of the audit committee and non-audit fees are excessive.</i>				
1g	Elect Director John Montalbano	Mgmt	For	Withhold	Withhold
	<i>Voting Policy Rationale: Vote AGAINST because the nominee is an incumbent member of the audit committee and non-audit fees are excessive.</i>				
1h	Elect Director Marni Payne	Mgmt	For	For	For
1i	Elect Director Glen Senk	Mgmt	For	For	For
1j	Elect Director Marcia Smith	Mgmt	For	For	For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	Withhold	Withhold
	<i>Voting Policy Rationale: Vote AGAINST ratification of auditor or auditor-related proposal due to excessive non-audit fees.</i>				

Nissui Corp.

Meeting Date: 06/28/2023

Country: Japan

Ticker: 1332

Record Date: 03/31/2023

Meeting Type: Annual

Meeting ID: 1765549

Primary Security ID: J56042104

Shares Voted: 1,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Hamada, Shingo	Mgmt	For	For	For
1.2	Elect Director Takahashi, Seiji	Mgmt	For	For	For
1.3	Elect Director Yamamoto, Shinya	Mgmt	For	For	For
1.4	Elect Director Umeda, Koji	Mgmt	For	For	For
1.5	Elect Director Yamashita, Shinya	Mgmt	For	For	For
1.6	Elect Director Asai, Masahide	Mgmt	For	For	For
1.7	Elect Director Nagai, Mikito	Mgmt	For	For	For
1.8	Elect Director Matsuo, Tokio	Mgmt	For	For	For
1.9	Elect Director Eguchi, Atsumi	Mgmt	For	For	For
2	Appoint Statutory Auditor Hamano, Hiroyuki	Mgmt	For	For	For

DSM-Firmenich AG

Meeting Date: 06/29/2023

Country: Switzerland

Ticker: DSFIR

Record Date:

Meeting Type: Extraordinary Shareholders

Meeting ID: 1763854

Primary Security ID: H0245V108

Shares Voted: 21,267

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for the Period from Jan. 1, 2023 to May 8, 2023	Mgmt	For	For	For
2	Approve Dividends of EUR 1.60 per Share from Capital Contribution Reserves	Mgmt	For	For	For
3.1	Approve Remuneration of Directors in the Amount of EUR 3.6 Million	Mgmt	For	For	For
3.2	Approve Remuneration of Executive Committee in the Amount of EUR 37.9 Million	Mgmt	For	For	For
4.1	Amend Articles Re: Consultative Vote for High Value Transactions	Mgmt	For	For	For
4.2	Amend Articles Re: Information on the Identity of Shareholders	Mgmt	For	For	For

DSM-Firmenich AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Transact Other Business (Voting)	Mgmt	For	Against	Against

Voting Policy Rationale: A vote AGAINST is warranted because:- This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and- The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.

DSM-Firmenich AG

Meeting Date: 06/29/2023

Country: Switzerland

Ticker: DSFIR

Record Date:

Meeting Type: Extraordinary Shareholders

Meeting ID: 1764009

Primary Security ID: H0245V108

Shares Voted: 1,953

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Share Re-registration Consent	Mgmt	For	For	For

Plymouth Industrial REIT, Inc.

Meeting Date: 06/29/2023

Country: USA

Ticker: PLYM

Record Date: 04/17/2023

Meeting Type: Annual

Meeting ID: 1754043

Primary Security ID: 729640102

Shares Voted: 60

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Philip S. Cottone	Mgmt	For	For	For
1.2	Elect Director Richard J. DeAgazio	Mgmt	For	For	For
1.3	Elect Director David G. Gaw	Mgmt	For	For	For
1.4	Elect Director John W. Guinee	Mgmt	For	For	For
1.5	Elect Director Caitlin Murphy	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is the chair of the nominating/governance committee and there are no directors of racial or ethnic minority groups on the board/board slate.</i>					
1.6	Elect Director Pendleton P. White, Jr.	Mgmt	For	For	For
1.7	Elect Director Jeffrey E. Witherell	Mgmt	For	For	For
2	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST due to lack of clawback provision.</i>					
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

KT Corp.**Meeting Date:** 06/30/2023**Country:** South Korea**Ticker:** 030200**Record Date:** 05/26/2023**Meeting Type:** Special**Meeting ID:** 1762310**Primary Security ID:** Y49915104**Shares Voted:** 2,225,943

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Amend Articles of Incorporation (Number of Directors)	Mgmt	For	For	For
1.2	Amend Articles of Incorporation (Abolition of the Multi-CEO System)	Mgmt	For	For	For
1.3	Amend Articles of Incorporation (Resolution Requirements for Election of CEO)	Mgmt	For	For	For
1.4	Amend Articles of Incorporation (Terms of Directors)	Mgmt	For	For	For
1.5	Amend Articles of Incorporation (CEO Qualifications)	Mgmt	For	For	For
1.6	Amend Articles of Incorporation (Committees)	Mgmt	For	For	For
2.1	Elect Gwak Woo-young as Outside Director	Mgmt	For	For	For
2.2	Elect Kim Seong-cheol as Outside Director	Mgmt	For	For	For
2.3	Elect Yoon Jong-su as Outside Director	Mgmt	For	For	For
2.4	Elect Lee Seung-hun as Outside Director	Mgmt	For	For	For
2.5	Elect Cho Seung-ah as Outside Director	Mgmt	For	For	For
2.6	Elect Choi Yang-hui as Outside Director	Mgmt	For	For	For
3	Elect Ahn Young-gyun as Outside Director to serve as Audit Committee Member	Mgmt	For	For	For
4.1	Elect Lee Seung-hun as a Member of Audit Committee	Mgmt	For	For	For
4.2	Elect Cho Seung-ah as a Member of Audit Committee	Mgmt	For	For	For

KT Corp.**Meeting Date:** 06/30/2023**Country:** South Korea**Ticker:** 030200**Record Date:** 05/26/2023**Meeting Type:** Special**Meeting ID:** 1771245**Primary Security ID:** Y49915104**Shares Voted:** 1,017,191

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

KT Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Amend Articles of Incorporation (Number of Directors)	Mgmt	For	For	For
1.2	Amend Articles of Incorporation (Abolition of the Multi-CEO System)	Mgmt	For	For	For
1.3	Amend Articles of Incorporation (Resolution Requirements for Election of CEO)	Mgmt	For	For	For
1.4	Amend Articles of Incorporation (Terms of Directors)	Mgmt	For	For	For
1.5	Amend Articles of Incorporation (CEO Qualifications)	Mgmt	For	For	For
1.6	Amend Articles of Incorporation (Committees)	Mgmt	For	For	For
2.1	Elect Gwak Woo-young as Outside Director	Mgmt	For	For	For
2.2	Elect Kim Seong-cheol as Outside Director	Mgmt	For	For	For
2.3	Elect Yoon Jong-su as Outside Director	Mgmt	For	For	For
2.4	Elect Lee Seung-hun as Outside Director	Mgmt	For	For	For
2.5	Elect Cho Seung-ah as Outside Director	Mgmt	For	For	For
2.6	Elect Choi Yang-hui as Outside Director	Mgmt	For	For	For
3	Elect Ahn Young-gyun as Outside Director to serve as Audit Committee Member	Mgmt	For	For	For
4.1	Elect Lee Seung-hun as a Member of Audit Committee	Mgmt	For	For	For
4.2	Elect Cho Seung-ah as a Member of Audit Committee	Mgmt	For	For	For

Nomad Foods Limited

Meeting Date: 07/06/2023

Country: Virgin Isl (UK)

Ticker: NOMD

Record Date: 05/08/2023

Meeting Type: Annual

Meeting ID: 1763980

Primary Security ID: G6564A105

Shares Voted: 678

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Martin Ellis Franklin	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1.2	Elect Director Noam Gottesman	Mgmt	For	For	For
1.3	Elect Director Ian G.H. Ashken	Mgmt	For	For	For
1.4	Elect Director Stefan Descheemaeker	Mgmt	For	For	For

Nomad Foods Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director James E. Lillie	Mgmt	For	For	For
1.6	Elect Director Stuart M. MacFarlane	Mgmt	For	For	For
1.7	Elect Director Victoria Parry	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1.8	Elect Director Amit Pilowsky	Mgmt	For	For	For
1.9	Elect Director Melanie Stack	Mgmt	For	For	For
1.10	Elect Director Samy Zekhout	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is the CFO of the company.</i>					
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Avangrid, Inc.

Meeting Date: 07/18/2023 **Country:** USA **Ticker:** AGR
Record Date: 05/26/2023 **Meeting Type:** Annual **Meeting ID:** 1754512
Primary Security ID: 05351W103

Shares Voted: 18

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ignacio S. Galan	Mgmt	For	For	For
1.2	Elect Director John Baldacci	Mgmt	For	For	For
1.3	Elect Director Pedro Azagra Blazquez	Mgmt	For	For	For
1.4	Elect Director Daniel Alcain Lopez	Mgmt	For	For	For
1.5	Elect Director Maria Fatima Banez Garcia	Mgmt	For	For	For
1.6	Elect Director Robert Duffy	Mgmt	For	For	For
1.7	Elect Director Teresa Herbert	Mgmt	For	For	For
1.8	Elect Director Patricia Jacobs	Mgmt	For	For	For
1.9	Elect Director John Lahey	Mgmt	For	For	For
1.10	Elect Director Agustin Delgado Martin	Mgmt	For	For	For
1.11	Elect Director Santiago Martinez Garrido	Mgmt	For	For	For
1.12	Elect Director Jose Sainz Armada	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST Jose Sainz Armada is warranted for serving as a non-independent member of a key board committee.</i>					
1.13	Elect Director Alan Solomont	Mgmt	For	For	For
1.14	Elect Director Camille Joseph Varlack	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Avangrid, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST compensation proposal due to the CEO received excessive gross-ups related to relocation benefits.</i>					
4	Amend Bylaws Re: Committee Changes	Mgmt	For	For	For

Advanced Drainage Systems, Inc.

Meeting Date: 07/20/2023 **Country:** USA **Ticker:** WMS
Record Date: 05/26/2023 **Meeting Type:** Annual **Meeting ID:** 1769594
Primary Security ID: 00790R104

Shares Voted: 5,783

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director D. Scott Barbour	Mgmt	For	For	For
1b	Elect Director Anesa T. Chaibi	Mgmt	For	For	For
1c	Elect Director Michael B. Coleman	Mgmt	For	For	For
1d	Elect Director Robert M. Eversole	Mgmt	For	For	For
1e	Elect Director Alexander R. Fischer	Mgmt	For	For	For
1f	Elect Director Tanya D. Fratto	Mgmt	For	For	For
1g	Elect Director Kelly S. Gast	Mgmt	For	For	For
1h	Elect Director M.A. (Mark) Haney	Mgmt	For	For	For
1i	Elect Director Ross M. Jones	Mgmt	For	For	For
1j	Elect Director Manuel J. Perez de la Mesa	Mgmt	For	For	For
1k	Elect Director Carl A. Nelson, Jr.	Mgmt	For	For	For
1l	Elect Director Anil Seetharam	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Halma Plc

Meeting Date: 07/20/2023 **Country:** United Kingdom **Ticker:** HLMA
Record Date: 07/18/2023 **Meeting Type:** Annual **Meeting ID:** 1771365
Primary Security ID: G42504103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	Refer	Against
<i>Voting Policy Rationale: Vote AGAINST because the concern level for Relative Degree of Alignment is High. This relative measure compares the percentile ranks of a company's CEO pay and TSR performance, relative to an ISS-developed comparison group, over the prior two-year or three year period</i>					
4	Elect Steve Gunning as Director	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is the CFO of the company.</i>					
5	Re-elect Dame Louise Makin as Director	Mgmt	For	For	For
6	Re-elect Marc Ronchetti as Director	Mgmt	For	For	For
7	Re-elect Jennifer Ward as Director	Mgmt	For	For	For
8	Re-elect Carole Cran as Director	Mgmt	For	For	For
9	Re-elect Jo Harlow as Director	Mgmt	For	For	For
10	Re-elect Dharmash Mistry as Director	Mgmt	For	For	For
11	Re-elect Sharmila Nebhrajani as Director	Mgmt	For	For	For
12	Re-elect Tony Rice as Director	Mgmt	For	For	For
13	Re-elect Roy Twite as Director	Mgmt	For	For	For
14	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
15	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Gregor Alexander as Director	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is the CFO of the company.</i>					
5	Re-elect Lady Elish Angiolini as Director	Mgmt	For	For	For
6	Re-elect John Bason as Director	Mgmt	For	For	For
7	Re-elect Tony Cocker as Director	Mgmt	For	For	For
8	Re-elect Debbie Crosbie as Director	Mgmt	For	For	For
9	Re-elect Helen Mahy as Director	Mgmt	For	For	For
10	Re-elect Sir John Manzoni as Director	Mgmt	For	For	For
11	Re-elect Alistair Phillips-Davies as Director	Mgmt	For	For	For
12	Re-elect Martin Pibworth as Director	Mgmt	For	For	For
13	Re-elect Melanie Smith as Director	Mgmt	For	For	For
14	Re-elect Dame Angela Strank as Director	Mgmt	For	For	For
15	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Approve Net Zero Transition Report	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Shares Voted: 39,441

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Stephen F. Angel	Mgmt	For	For	For
1b	Elect Director Sanjiv Lamba	Mgmt	For	For	For
1c	Elect Director Ann-Kristin Achleitner	Mgmt	For	For	For
1d	Elect Director Thomas Enders	Mgmt	For	For	For
1e	Elect Director Hugh Grant	Mgmt	For	For	For
1f	Elect Director Joe Kaeser	Mgmt	For	For	For
1g	Elect Director Victoria E. Ossadnik	Mgmt	For	For	For
1h	Elect Director Martin H. Richenhagen	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded. Vote AGAINST because the nominee is the chair of the audit committee and the audit committee lacks a member with appropriate financial expertise.</i>					
1i	Elect Director Alberto Weisser	Mgmt	For	For	For
1j	Elect Director Robert L. Wood	Mgmt	For	For	For
2a	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
2b	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Reduce Supermajority Vote Requirement	Mgmt	For	For	For

STERIS plc

Meeting Date: 07/27/2023

Country: Ireland

Ticker: STE

Record Date: 05/30/2023

Meeting Type: Annual

Meeting ID: 1769414

Primary Security ID: G8473T100

Shares Voted: 110,106

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Esther M. Alegria	Mgmt	For	For	For
1b	Elect Director Richard C. Breeden	Mgmt	For	For	For
1c	Elect Director Daniel A. Carestio	Mgmt	For	For	For
1d	Elect Director Cynthia L. Feldmann	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1e	Elect Director Christopher S. Holland	Mgmt	For	For	For
1f	Elect Director Jacqueline B. Kosecoff	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					

STERIS plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Paul E. Martin	Mgmt	For	For	For
1h	Elect Director Nirav R. Shah	Mgmt	For	For	For
1i	Elect Director Mohsen M. Sohi	Mgmt	For	For	For
1j	Elect Director Richard M. Steeves	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Appoint Ernst & Young Chartered Accountants as Irish Statutory Auditor	Mgmt	For	For	For
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
6	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
7	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	For	For
8	Renew the Board's Authority to Opt-Out of Statutory Pre-emption Rights Under Irish Law	Mgmt	For	For	For

Prestige Consumer Healthcare Inc.

Meeting Date: 08/01/2023

Country: USA

Ticker: PBH

Record Date: 06/09/2023

Meeting Type: Annual

Meeting ID: 1774437

Primary Security ID: 74112D101

Shares Voted: 38

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ronald M. Lombardi	Mgmt	For	For	For
1.2	Elect Director John E. Byom	Mgmt	For	For	For
1.3	Elect Director Celeste A. Clark	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1.4	Elect Director James C. D'Arecca	Mgmt	For	For	For
1.5	Elect Director Sheila A. Hopkins	Mgmt	For	For	For
1.6	Elect Director Natale S. Ricciardi	Mgmt	For	For	For
1.7	Elect Director Dawn M. Zier	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Albertsons Companies, Inc.

Meeting Date: 08/03/2023

Country: USA

Ticker: ACI

Record Date: 06/07/2023

Meeting Type: Annual

Meeting ID: 1772802

Primary Security ID: 013091103

Shares Voted: 832

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Vivek Sankaran	Mgmt	For	For	For
1b	Elect Director James Donald	Mgmt	For	For	For
1c	Elect Director Chan Galbato	Mgmt	For	For	For
1d	Elect Director Sharon Allen	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST governance committee chair Sharon Allen is warranted given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the bylaws, which adversely impacts shareholder rights.</i>					
1e	Elect Director Kim Fennebresque	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1f	Elect Director Allen Gibson	Mgmt	For	For	For
1g	Elect Director Alan Schumacher	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1h	Elect Director Brian Kevin Turner	Mgmt	For	For	For
1i	Elect Director Mary Elizabeth West	Mgmt	For	For	For
1j	Elect Director Scott Wille	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST Scott Wille is warranted for serving as a non-independent member of a key board committee.</i>					
2	Ratify Deloitte and Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST the compensation proposal due to: the company provided an excessive amount of corporate aircraft perquisite to the CEO.</i>					

Ralph Lauren Corporation

Meeting Date: 08/03/2023

Country: USA

Ticker: RL

Record Date: 06/06/2023

Meeting Type: Annual

Meeting ID: 1772922

Primary Security ID: 751212101

Shares Voted: 5,551

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Linda Findley	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: Vote AGAINST because the nominee is an incumbent member of the audit committee and non-audit fees are excessive.</i>					

Ralph Lauren Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Michael A. George	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: Vote AGAINST because the nominee is an incumbent member of the audit committee and non-audit fees are excessive.</i>					
1.3	Elect Director Hubert Joly	Mgmt	For	For	For
1.4	Elect Director Darren Walker	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for governance committee member Darren Walker for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision.</i>					
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST ratification of auditor or auditor-related proposal due to excessive non-audit fees.</i>					
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST compensation proposal due to:- The company has legacy arrangements with one or more executives that provide for an excessive severance multiplier; and- The company provided an inordinate amount of automobile-related and financial planning perquisites to the CEO.</i>					
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

ATS Corporation

Meeting Date: 08/10/2023

Country: Canada

Ticker: ATS

Record Date: 06/16/2023

Meeting Type: Annual/Special

Meeting ID: 1760945

Primary Security ID: 00217Y104

Shares Voted: 579,262

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Dave W. Cummings	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: Vote AGAINST because the nominee is an incumbent member of the audit committee and non-audit fees are excessive.</i>					
1.2	Elect Director Joanne S. Ferstman	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboardedVote AGAINST because the nominee is the chair of the audit committee and the audit committee lacks a member with appropriate financial expertise. Vote AGAINST because the nominee is an incumbent member of the audit committee and non-audit fees are excessive.</i>					
1.3	Elect Director Andrew P. Hider	Mgmt	For	For	For
1.4	Elect Director Kirsten Lange	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: Vote AGAINST because the nominee is an incumbent member of the audit committee and non-audit fees are excessive.</i>					
1.5	Elect Director Michael E. Martino	Mgmt	For	For	For
1.6	Elect Director David L. McAusland	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is the chair of the nominating/governance committee and there are no directors of racial or ethnic minority groups on the board/board slate.</i>					
1.7	Elect Director Sharon C. Pel	Mgmt	For	For	For
1.8	Elect Director Philip B. Whitehead	Mgmt	For	For	For

ATS Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: Vote AGAINST ratification of auditor or auditor-related proposal due to excessive non-audit fees.</i>					
3	Amend Bylaw No. 3	Mgmt	For	For	For
4	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
5	Approve Shareholder Rights Plan	Mgmt	For	For	For

Electronic Arts Inc.

Meeting Date: 08/10/2023 **Country:** USA **Ticker:** EA
Record Date: 06/16/2023 **Meeting Type:** Annual **Meeting ID:** 1773278
Primary Security ID: 285512109

Shares Voted: 16

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kofi A. Bruce	Mgmt	For	For	For
1b	Elect Director Rachel A. Gonzalez	Mgmt	For	For	For
1c	Elect Director Jeffrey T. Huber	Mgmt	For	For	For
1d	Elect Director Talbott Roche	Mgmt	For	For	For
1e	Elect Director Richard A. Simonson	Mgmt	For	For	For
1f	Elect Director Luis A. Ubinas	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1g	Elect Director Heidi J. Ueberroth	Mgmt	For	For	For
1h	Elect Director Andrew Wilson	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against

StoneX Group Inc.

Meeting Date: 08/10/2023 **Country:** USA **Ticker:** SNEX
Record Date: 06/20/2023 **Meeting Type:** Special **Meeting ID:** 1774702
Primary Security ID: 861896108

StoneX Group Inc.

Shares Voted: 136,605

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Increase Authorized Common Stock	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because the proposed increase in the number of authorized shares of common stock is excessive.</i></p>					
2	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

New Relic, Inc.

Meeting Date: 08/16/2023

Country: USA

Ticker: NEWR

Record Date: 06/22/2023

Meeting Type: Annual

Meeting ID: 1774716

Primary Security ID: 64829B100

Shares Voted: 7,662

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Susan D. Arthur	Mgmt	For	For	For
1.2	Elect Director Phalachandra ("Pali") Bhat	Mgmt	For	For	For
1.3	Elect Director Lewis Cirne	Mgmt	For	For	For
1.4	Elect Director Hope Cochran	Mgmt	For	For	For
1.5	Elect Director Anne DelSanto	Mgmt	For	For	For
1.6	Elect Director Kevin G. Galligan	Mgmt	For	For	For
1.7	Elect Director David Henshall	Mgmt	For	For	For
1.8	Elect Director Radhakrishnan ("RK") Mahendran	Mgmt	For	For	For
1.9	Elect Director Takeshi Numoto	Mgmt	For	Withhold	Withhold
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for governance committee chair Takeshi Numoto 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.</i></p>					
1.10	Elect Director William Staples	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Vote AGAINST compensation proposal due to: Although the annual bonus was based on a pre-set metric, the proxy did not disclose performance targets or actual performance. Further, the annual equity grant merely targets the median for relative TSR performance while allowing for multiple opportunities for parts of the grant to vest if certain goals were initially unmet. Finally, executives received a special one-time grant that, although it appears to be based on rigorous performance targets, was relatively large.</i></p>					
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

TEGNA Inc.

Meeting Date: 08/17/2023

Country: USA

Ticker: TGNA

Record Date: 06/22/2023

Meeting Type: Annual

Meeting ID: 1774438

Primary Security ID: 87901J105

Shares Voted: 47

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Gina L. Bianchini	Mgmt	For	For	For
1.2	Elect Director Howard D. Elias	Mgmt	For	For	For
1.3	Elect Director Stuart J. Epstein	Mgmt	For	For	For
1.4	Elect Director Karen H. Grimes	Mgmt	For	For	For
1.5	Elect Director David T. Lougee	Mgmt	For	For	For
1.6	Elect Director Scott K. McCune	Mgmt	For	For	For
1.7	Elect Director Henry W. McGee	Mgmt	For	For	For
1.8	Elect Director Neal Shapiro	Mgmt	For	For	For
1.9	Elect Director Melinda C. Witmer	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	For	For

Voting Policy Rationale: A vote FOR this item is warranted. While the company's current severance arrangements are within market practice, the implementation of a policy like the one described in the proposal would meaningfully mitigate the risk of cash severance payments that are excessive or not in line with market norms. Further, the proposal applies only to new or renewed severance arrangements.

KT Corp.

Meeting Date: 08/30/2023

Country: South Korea

Ticker: 030200

Record Date: 07/19/2023

Meeting Type: Special

Meeting ID: 1777708

Primary Security ID: Y49915104

Shares Voted: 2,208,395

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Kim Young-seop as CEO	Mgmt	For	For	For
2	Elect Seo Chang-seok as Inside Director	Mgmt	For	For	For
3	Approval of Management Contract	Mgmt	For	For	For
4	Approve Terms of Retirement Pay	Mgmt	For	For	For

KT Corp.

Meeting Date: 08/30/2023

Country: South Korea

Ticker: 030200

Record Date: 07/19/2023

Meeting Type: Special

Meeting ID: 1781851

Primary Security ID: Y49915104

Shares Voted: 695,784

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for ADR Holders	Mgmt			
1	Elect Kim Young-seop as CEO	Mgmt	For	For	For
2	Elect Seo Chang-seok as Inside Director	Mgmt	For	For	For
3	Approval of Management Contract	Mgmt	For	For	For
4	Approve Terms of Retirement Pay	Mgmt	For	For	For

Ashtead Group Plc

Meeting Date: 09/06/2023

Country: United Kingdom

Ticker: AHT

Record Date: 09/04/2023

Meeting Type: Annual

Meeting ID: 1777964

Primary Security ID: G05320109

Shares Voted: 167,505

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Paul Walker as Director	Mgmt	For	For	For
5	Re-elect Brendan Horgan as Director	Mgmt	For	For	For
6	Re-elect Michael Pratt as Director	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is the CFO of the company.</i>					
7	Re-elect Angus Cockburn as Director	Mgmt	For	For	For
8	Re-elect Lucinda Riches as Director	Mgmt	For	For	For
9	Re-elect Tanya Fratto as Director	Mgmt	For	For	For
10	Re-elect Lindsley Ruth as Director	Mgmt	For	For	For
11	Re-elect Jill Easterbrook as Director	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
12	Re-elect Renata Ribeiro as Director	Mgmt	For	For	For
13	Appoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
14	Authorise Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For

Ashtead Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Deckers Outdoor Corporation

Meeting Date: 09/11/2023 **Country:** USA **Ticker:** DECK
Record Date: 07/13/2023 **Meeting Type:** Annual **Meeting ID:** 1778609
Primary Security ID: 243537107

Shares Voted: 529

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael F. Devine, III	Mgmt	For	For	For
1.2	Elect Director David A. Burwick	Mgmt	For	For	For
1.3	Elect Director Nelson C. Chan	Mgmt	For	For	For
1.4	Elect Director Cynthia (Cindy) L. Davis	Mgmt	For	For	For
1.5	Elect Director Juan R. Figuereo	Mgmt	For	For	For
1.6	Elect Director Maha S. Ibrahim	Mgmt	For	For	For
1.7	Elect Director Victor Luis	Mgmt	For	For	For
1.8	Elect Director Dave Powers	Mgmt	For	For	For
1.9	Elect Director Lauri M. Shanahan	Mgmt	For	For	For
1.10	Elect Director Bonita C. Stewart	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

NIKE, Inc.

Meeting Date: 09/12/2023 **Country:** USA **Ticker:** NKE
Record Date: 07/12/2023 **Meeting Type:** Annual **Meeting ID:** 1778079
Primary Security ID: 654106103

Shares Voted: 15

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Cathleen Benko	Mgmt	For	For	For
1b	Elect Director Alan B. Graf, Jr.	Mgmt	For	For	For
1c	Elect Director John Rogers, Jr.	Mgmt	For	Withhold	Withhold
<p><i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded. WITHHOLD votes from governance committee member John Rogers Jr. in light of the multi-class capital structure with disparate voting rights that is not subject to a reasonable time-based sunset.</i></p>					
1d	Elect Director Robert Swan	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Report on Median Gender/Racial Pay Gap	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders could benefit from global median pay gap statistics that would allow them to compare and measure the progress of the company's diversity and inclusion initiatives.</i></p>					
6	Report on Effectiveness of Supply Chain Management on Equity Goals and Human Rights Commitments	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional information regarding the processes the company uses to assess human rights impacts in its operations and supply chain would allow shareholders to better gauge how well the company is managing human rights related risks. Additionally, shareholders would benefit from more disclosure regarding the company's progress toward meeting its Equity Goals and Human Rights Commitments.</i></p>					

FedEx Corporation

Meeting Date: 09/21/2023 Country: USA Ticker: FDX
 Record Date: 07/27/2023 Meeting Type: Annual Meeting ID: 1781942
 Primary Security ID: 31428X106

Shares Voted: 5

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marvin R. Ellison	Mgmt	For	For	For
1b	Elect Director Stephen E. Gorman	Mgmt	For	For	For
1c	Elect Director Susan Patricia Griffith	Mgmt	For	For	For
1d	Elect Director Amy B. Lane	Mgmt	For	For	For
1e	Elect Director R. Brad Martin	Mgmt	For	For	For
1f	Elect Director Nancy A. Norton	Mgmt	For	For	For
1g	Elect Director Frederick P. Perpall	Mgmt	For	For	For
1h	Elect Director Joshua Cooper Ramo	Mgmt	For	For	For

FedEx Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Susan C. Schwab	Mgmt	For	For	For
1j	Elect Director Frederick W. Smith	Mgmt	For	For	For
1k	Elect Director David P. Steiner	Mgmt	For	For	For
1l	Elect Director Rajesh Subramaniam	Mgmt	For	For	For
1m	Elect Director Paul S. Walsh	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Amend Clawback Policy	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as the company's current clawback policy does not provide for the disclosure of deliberations regarding whether or not to cancel or seek recoupment of compensation paid or granted. Such disclosure would benefit shareholders.</i></p>					
6	Report on Just Transition	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as greater disclosure around the company's "just transition" strategy would help shareholders better evaluate any related risks.</i></p>					
7	Adopt a Paid Sick Leave Policy	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as it should enhance the company's current commitments to colleague health and well-being. Adoption of the resolution would also provide shareholders with additional assurance of the company's management and oversight of related risks.</i></p>					
8	Report on Climate Risk in Retirement Plan Options	SH	Against	For	For
<p><i>Voting Policy Rationale: 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.</i></p>					

Korn Ferry

Meeting Date: 09/21/2023

Country: USA

Ticker: KFY

Record Date: 07/31/2023

Meeting Type: Annual

Meeting ID: 1781944

Primary Security ID: 500643200

Shares Voted: 4,045

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Doyle N. Beneby	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i></p>					
1b	Elect Director Laura M. Bishop	Mgmt	For	For	For
1c	Elect Director Gary D. Burnison	Mgmt	For	For	For
1d	Elect Director Matthew J. Espe	Mgmt	For	For	For

Korn Ferry

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Charles L. Harrington	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1f	Elect Director Jerry P. Leamon	Mgmt	For	For	For
1g	Elect Director Angel R. Martinez	Mgmt	For	For	For
1h	Elect Director Debra J. Perry	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1i	Elect Director Lori J. Robinson	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

General Mills, Inc.

Meeting Date: 09/26/2023

Country: USA

Ticker: GIS

Record Date: 07/28/2023

Meeting Type: Annual

Meeting ID: 1782554

Primary Security ID: 370334104

Shares Voted: 15

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director R. Kerry Clark	Mgmt	For	For	For
1b	Elect Director C. Kim Goodwin	Mgmt	For	For	For
1c	Elect Director Jeffrey L. Harmening	Mgmt	For	For	For
1d	Elect Director Maria G. Henry	Mgmt	For	For	For
1e	Elect Director Jo Ann Jenkins	Mgmt	For	For	For
1f	Elect Director Elizabeth C. Lempres	Mgmt	For	For	For
1g	Elect Director Diane L. Neal	Mgmt	For	For	For
1h	Elect Director Steve Odland	Mgmt	For	For	For
1i	Elect Director Maria A. Sastre	Mgmt	For	For	For
1j	Elect Director Eric D. Sprunk	Mgmt	For	For	For
1k	Elect Director Jorge A. Uribe	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

General Mills, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Provide Right to Call a Special Meeting at a 25 Percent Ownership Threshold	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. While the ability to call special meetings would improve shareholder rights, this proposal is merely a request for the board to take action at a future meeting to provide a special meeting right with a 25 percent ownership threshold with otherwise undefined terms. The 25 percent ownership threshold is considered relatively high for a company of this size. Moreover, the proposed 10 percent threshold in Item 6 is considered more appropriate and it is recommended that shareholders vote in favor of Item 6.</i></p>					
6	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as the ability to call special meetings would improve shareholder rights. The proposed 10 percent ownership threshold is more appropriate for a company of this size relative to the 25 percent proposed by management in Item 5, which also lacks specificity in its terms.</i></p>					

Mueller Industries, Inc.

Meeting Date: 09/26/2023 **Country:** USA **Ticker:** MLI
Record Date: 08/10/2023 **Meeting Type:** Special **Meeting ID:** 1783207
Primary Security ID: 624756102

Shares Voted: 288,255

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Increase Authorized Common Stock	Mgmt	For	For	For

The Procter & Gamble Company

Meeting Date: 10/10/2023 **Country:** USA **Ticker:** PG
Record Date: 08/11/2023 **Meeting Type:** Annual **Meeting ID:** 1785009
Primary Security ID: 742718109

Shares Voted: 47

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director B. Marc Allen	Mgmt	For	For	For
1b	Elect Director Brett Biggs	Mgmt	For	For	For
1c	Elect Director Sheila Bonini	Mgmt	For	For	For
1d	Elect Director Angela F. Braly	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Votes AGAINST CEO and Board Chair Jon Moeller, Lead Director Joseph Jimenez, chair of the Governance and Public Responsibility Committee Angela Braly, and longest tenured board member Patricia Woertz are warranted due to the board's insufficient actions to adopt adequate no-deforestation commitments.</i></p>					
1e	Elect Director Amy L. Chang	Mgmt	For	For	For
1f	Elect Director Joseph Jimenez	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded. Votes AGAINST CEO and Board Chair Jon Moeller, Lead Director Joseph Jimenez, chair of the Governance and Public Responsibility Committee Angela Braly, and longest tenured board member Patricia Woertz are warranted due to the board's insufficient actions to adopt adequate no-deforestation commitments.</i></p>					

The Procter & Gamble Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Christopher Kempczinski	Mgmt	For	For	For
1h	Elect Director Debra L. Lee	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1i	Elect Director Terry J. Lundgren	Mgmt	For	For	For
1j	Elect Director Christine M. McCarthy	Mgmt	For	For	For
1k	Elect Director Jon R. Moeller	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Votes AGAINST CEO and Board Chair Jon Moeller, Lead Director Joseph Jimenez, chair of the Governance and Public Responsibility Committee Angela Braly, and longest tenured board member Patricia Woertz are warranted due to the board's insufficient actions to adopt adequate no-deforestation commitments.</i>					
1l	Elect Director Robert J. Portman	Mgmt	For	For	For
1m	Elect Director Rajesh Subramaniam	Mgmt	For	For	For
1n	Elect Director Patricia A. Woertz	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Votes AGAINST CEO and Board Chair Jon Moeller, Lead Director Joseph Jimenez, chair of the Governance and Public Responsibility Committee Angela Braly, and longest tenured board member Patricia Woertz are warranted due to the board's insufficient actions to adopt adequate no-deforestation commitments.</i>					
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST compensation proposal due to the company provided the CEO inordinate amounts of personal use of corporate aircraft and life insurance perquisites.</i>					
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Report on Third-Party Civil Rights Audit of Reverse Discrimination	SH	Against	Against	Against
6	Report on Risks Related to Operations in China	SH	Against	Against	Against
7	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Although the board has not unilaterally adopted any problematic advance notice provisions in the Code of Regulations, the proposal is considered to be narrowly tailored to prevent unilateral adoption only of highly restrictive provisions to which shareholders have objected at other companies.</i>					

Paychex, Inc.

Meeting Date: 10/12/2023

Country: USA

Ticker: PAYX

Record Date: 08/14/2023

Meeting Type: Annual

Meeting ID: 1787740

Primary Security ID: 704326107

Shares Voted: 29

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Martin Mucci	Mgmt	For	For	For
1b	Elect Director Thomas F. Bonadio	Mgmt	For	For	For

Paychex, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Joseph G. Doody	Mgmt	For	For	For
1d	Elect Director David J.S. Flaschen	Mgmt	For	For	For
1e	Elect Director John B. Gibson	Mgmt	For	For	For
1f	Elect Director B. Thomas Golisano	Mgmt	For	For	For
1g	Elect Director Pamela A. Joseph	Mgmt	For	For	For
1h	Elect Director Theresa M. Payton	Mgmt	For	For	For
1i	Elect Director Kevin A. Price	Mgmt	For	For	For
1j	Elect Director Joseph M. Tucci	Mgmt	For	For	For
1k	Elect Director Joseph M. Velli	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1l	Elect Director Kara Wilson	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Applied Industrial Technologies, Inc.

Meeting Date: 10/24/2023 **Country:** USA **Ticker:** AIT
Record Date: 08/25/2023 **Meeting Type:** Annual **Meeting ID:** 1790177
Primary Security ID: 03820C105

Shares Voted: 4,013

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert J. Pagano, Jr.	Mgmt	For	For	For
1.2	Elect Director Neil A. Schrimsher	Mgmt	For	For	For
1.3	Elect Director Peter C. Wallace	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Cintas Corporation

Meeting Date: 10/24/2023

Country: USA

Ticker: CTAS

Record Date: 08/28/2023

Meeting Type: Annual

Meeting ID: 1791222

Primary Security ID: 172908105

Shares Voted: 5

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gerald S. Adolph	Mgmt	For	For	For
1b	Elect Director John F. Barrett	Mgmt	For	For	For
1c	Elect Director Melanie W. Barstad	Mgmt	For	For	For
1d	Elect Director Karen L. Carnahan	Mgmt	For	For	For
1e	Elect Director Robert E. Coletti	Mgmt	For	For	For
1f	Elect Director Scott D. Farmer	Mgmt	For	For	For
1g	Elect Director Martin Mucci	Mgmt	For	For	For
1h	Elect Director Joseph Scaminace	Mgmt	For	For	For
1i	Elect Director Todd M. Schneider	Mgmt	For	For	For
1j	Elect Director Ronald W. Tysoe	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as reporting quantitative, comparable diversity data would allow shareholders to better assess the effectiveness of the company's diversity, equity and inclusion efforts and management of related risks.</i>					
6	Adopt Near and Long-Term Science-Based GHG Emissions Reduction Targets Aligned with Paris Agreement Goal	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from clearer details about how the company intends to meet its net zero goal.</i>					

New Relic, Inc.

Meeting Date: 11/01/2023

Country: USA

Ticker: NEWR

Record Date: 09/20/2023

Meeting Type: Special

Meeting ID: 1793257

Primary Security ID: 64829B100

Shares Voted: 3,184

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

New Relic, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Adjourn Meeting	Mgmt	For	For	For

Avid Technology, Inc.

Meeting Date: 11/02/2023 **Country:** USA **Ticker:** AVID
Record Date: 09/14/2023 **Meeting Type:** Special **Meeting ID:** 1791918
Primary Security ID: 05367P100

Shares Voted: 14,116

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

Automatic Data Processing, Inc.

Meeting Date: 11/08/2023 **Country:** USA **Ticker:** ADP
Record Date: 09/11/2023 **Meeting Type:** Annual **Meeting ID:** 1792699
Primary Security ID: 053015103

Shares Voted: 12

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Peter Bisson	Mgmt	For	For	For
1b	Elect Director Maria Black	Mgmt	For	For	For
1c	Elect Director David V. Goeckeler	Mgmt	For	For	For
1d	Elect Director Linnie M. Haynesworth	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1e	Elect Director John P. Jones	Mgmt	For	For	For
1f	Elect Director Francine S. Katsoudas	Mgmt	For	For	For
1g	Elect Director Nazzic S. Keene	Mgmt	For	For	For
1h	Elect Director Thomas J. Lynch	Mgmt	For	For	For
1i	Elect Director Scott F. Powers	Mgmt	For	For	For
1j	Elect Director William J. Ready	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1k	Elect Director Carlos A. Rodriguez	Mgmt	For	For	For
1l	Elect Director Sandra S. Wijnberg	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					

Automatic Data Processing, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST compensation proposal due to the company provided tax gross-up payment for the CEO's relocation perquisite.</i>					
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Oracle Corporation

Meeting Date: 11/15/2023 **Country:** USA **Ticker:** ORCL
Record Date: 09/18/2023 **Meeting Type:** Annual **Meeting ID:** 1792958
Primary Security ID: 68389X105

Shares Voted: 7,884

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Awo Ablo	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent members of the board due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results.</i>					
1.2	Elect Director Jeffrey S. Berg	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent members of the board due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results. WITHHOLD votes are 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.</i>					
1.3	Elect Director Michael J. Boskin	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent members of the board due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results.</i>					
1.4	Elect Director Safra A. Catz	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent members of the board due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results.</i>					
1.5	Elect Director Bruce R. Chizen	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded. WITHHOLD votes are warranted for incumbent members of the board due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results. WITHHOLD votes are 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.</i>					
1.6	Elect Director George H. Conrades	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent members of the board due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results.</i>					
1.7	Elect Director Lawrence J. Ellison	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent members of the board due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results.</i>					
1.8	Elect Director Rona A. Fairhead	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent members of the board due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results.</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director Jeffrey O. Henley	Mgmt	For	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent members of the board due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results.</i>				
1.10	Elect Director Renee J. James	Mgmt	For	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent members of the board due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results.</i>				
1.11	Elect Director Charles W. Moorman	Mgmt	For	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent members of the board due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results.</i>				
1.12	Elect Director Leon E. Panetta	Mgmt	For	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent members of the board due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results. WITHHOLD votes are 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.</i>				
1.13	Elect Director William G. Parrett	Mgmt	For	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent members of the board due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results. WITHHOLD votes are 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.</i>				
1.14	Elect Director Naomi O. Seligman	Mgmt	For	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent members of the board due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results.</i>				
1.15	Elect Director Vishal Sikka	Mgmt	For	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent members of the board due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: Vote AGAINST compensation proposal due to: Following the 12th consecutive low say-on-pay vote result, the proxy vaguely described shareholder engagement efforts, and though feedback is clearly disclosed, the committee did not make any substantive changes to the executive pay program to address shareholders' concerns. Additionally, while CEO pay and company performance were reasonably aligned for the year in review, there are concerns noted within the pay program. Most notably annual equity grants to certain NEOs do not utilize performance-conditioned equity, which is inconsistent with prevailing market practices. This concern is heightened given the magnitude of certain awards and specific shareholder requests for performance-conditioned equity during engagement. Additionally, Chairman Ellison received excessive security fee perquisites in FY23, and no additional disclosure is provided regarding a sharp increase in the value of this perquisite.</i>				
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: Vote AGAINST due to excessive dilution. Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors:- The equity program is estimated to be excessively dilutive (overriding factor)- The plan cost is excessive- The three-year average burn rate is excessive- The plan allows broad discretion to accelerate vesting</i>				
5	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
6	Report on Median and Adjusted Gender/Racial Pay Gaps	SH	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as a report on gender and pay racial gaps would allow shareholders to better evaluate the progress of the company's diversity and inclusion initiatives and its management of any related risks.</i>				

Oracle Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Require Independent Board Chair	SH	Against	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board. In addition, there are ongoing concerns regarding the company's compensation practices, the significant pledging by the company's chair, and the non-robust lead director role.

The Clorox Company

Meeting Date: 11/15/2023 **Country:** USA **Ticker:** CLX
Record Date: 09/22/2023 **Meeting Type:** Annual **Meeting ID:** 1795575
Primary Security ID: 189054109

Shares Voted: 5

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Amy L. Banse	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1.2	Elect Director Julia Denman	Mgmt	For	For	For
1.3	Elect Director Spencer C. Fleischer	Mgmt	For	For	For
1.4	Elect Director Esther Lee	Mgmt	For	For	For
1.5	Elect Director A.D. David Mackay	Mgmt	For	For	For
1.6	Elect Director Paul Parker	Mgmt	For	For	For
1.7	Elect Director Stephanie Plaines	Mgmt	For	For	For
1.8	Elect Director Linda Rendle	Mgmt	For	For	For
1.9	Elect Director Matthew J. Shattock	Mgmt	For	For	For
1.10	Elect Director Kathryn Tesija	Mgmt	For	For	For
1.11	Elect Director Russell J. Weiner	Mgmt	For	For	For
1.12	Elect Director Christopher J. Williams	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

ResMed Inc.

Meeting Date: 11/16/2023 **Country:** USA **Ticker:** RMD
Record Date: 09/20/2023 **Meeting Type:** Annual **Meeting ID:** 1795558
Primary Security ID: 761152107

Shares Voted: 31,188

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Carol Burt	Mgmt	For	For	For
1b	Elect Director Jan De Witte	Mgmt	For	For	For
1c	Elect Director Karen Drexler	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1d	Elect Director Michael "Mick" Farrell	Mgmt	For	For	For
1e	Elect Director Peter Farrell	Mgmt	For	For	For
1f	Elect Director Harjit Gill	Mgmt	For	For	For
1g	Elect Director John Hernandez	Mgmt	For	For	For
1h	Elect Director Richard "Rich" Sulpizio	Mgmt	For	For	For
1i	Elect Director Desney Tan	Mgmt	For	For	For
1j	Elect Director Ronald "Ron" Taylor	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST compensation proposal due to: A vote AGAINST this proposal is warranted because the company provided the CEO an inordinate amount of personal use of corporate aircraft perquisites.</i>					
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Donaldson Company, Inc.

Meeting Date: 11/17/2023

Country: USA

Ticker: DCI

Record Date: 09/18/2023

Meeting Type: Annual

Meeting ID: 1795034

Primary Security ID: 257651109

Shares Voted: 41

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Tod E. Carpenter	Mgmt	For	For	For
1.2	Elect Director Pilar Cruz	Mgmt	For	For	For
1.3	Elect Director Ajita G. Rajendra	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST due to excessive dilution.</i>					
5	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

KB Financial Group, Inc.

Meeting Date: 11/17/2023

Country: South Korea

Ticker: 105560

Record Date: 10/06/2023

Meeting Type: Special

Meeting ID: 1792571

Primary Security ID: Y46007103

Shares Voted: 629,413

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Yang Jong-hui as Inside Director	Mgmt	For	For	For

Cisco Systems, Inc.

Meeting Date: 12/06/2023

Country: USA

Ticker: CSCO

Record Date: 10/09/2023

Meeting Type: Annual

Meeting ID: 1797911

Primary Security ID: 17275R102

Shares Voted: 82

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Wesley G. Bush	Mgmt	For	For	For
1b	Elect Director Michael D. Capellas	Mgmt	For	For	For
1c	Elect Director Mark Garrett	Mgmt	For	For	For
1d	Elect Director John D. Harris, II	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1e	Elect Director Kristina M. Johnson	Mgmt	For	For	For
1f	Elect Director Sarah Rae Murphy	Mgmt	For	For	For
1g	Elect Director Charles H. Robbins	Mgmt	For	For	For
1h	Elect Director Daniel H. Schulman	Mgmt	For	For	For
1i	Elect Director Marianna Tessel	Mgmt	For	For	For
2	Amend Omnibus Stock Plan	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
6	Report on Tax Transparency Set Forth in the Global Reporting Initiative's Tax Standard	SH	Against	For	For

Voting Policy Rationale: 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.

PT Vale Indonesia Tbk

Meeting Date: 12/06/2023

Country: Indonesia

Ticker: INCO

Record Date: 11/06/2023

Meeting Type: Extraordinary Shareholders

Meeting ID: 1798950

Primary Security ID: Y7150Y101

Shares Voted: 129,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Changes in the Board of Directors	Mgmt	For	For	For

Bill Holdings, Inc.

Meeting Date: 12/07/2023

Country: USA

Ticker: BILL

Record Date: 10/12/2023

Meeting Type: Annual

Meeting ID: 1800133

Primary Security ID: 090043100

Shares Voted: 3,873

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Rene Lacerte	Mgmt	For	For	For
1.2	Elect Director Peter Kight	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for the Governance Committee member Peter (Pete) Kight 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.</i>					
1.3	Elect Director Tina Reich	Mgmt	For	For	For
1.4	Elect Director Scott Wagner	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Coloplast A/S

Meeting Date: 12/07/2023

Country: Denmark

Ticker: COLO.B

Record Date: 11/30/2023

Meeting Type: Annual

Meeting ID: 1804341

Primary Security ID: K16018192

Shares Voted: 4,608

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income	Mgmt	For	For	For
4	Approve Remuneration Report	Mgmt	For	For	For

Coloplast A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	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	Mgmt	For	For	For
6.1	Approve Indemnification of Members of the Board of Directors	Mgmt	For	For	For
6.2	Amend Articles Re: Indemnification	Mgmt	For	For	For
6.3	Amend Remuneration Policy	Mgmt	For	For	For
6.4	Authorize Share Repurchase Program	Mgmt	For	For	For
7.1	Reelect Lars Soren Rasmussen as Director	Mgmt	For	Abstain	Abstain
<i>Voting Policy Rationale: Vote AGAINST because the nominee is an incumbent member of the audit committee and non-audit fees are excessive.</i>					
7.2	Reelect Niels Peter Louis-Hansen as Director	Mgmt	For	For	For
7.3	Reelect Annette Bruls as Director	Mgmt	For	For	For
7.4	Reelect Carsten Hellmann as Director	Mgmt	For	Abstain	Abstain
<i>Voting Policy Rationale: Vote AGAINST because the nominee is an incumbent member of the audit committee and non-audit fees are excessive.</i>					
7.5	Reelect Jette Nygaard-Andersen as Director	Mgmt	For	For	For
7.6	Reelect Marianne Wiinholt as Director	Mgmt	For	Abstain	Abstain
<i>Voting Policy Rationale: Vote AGAINST because the nominee is an incumbent member of the audit committee and non-audit fees are excessive.</i>					
8	Ratify Ernst & Young as Auditors	Mgmt	For	For	For
9	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For
10	Other Business	Mgmt			

Microsoft Corporation

Meeting Date: 12/07/2023

Country: USA

Ticker: MSFT

Record Date: 09/29/2023

Meeting Type: Annual

Meeting ID: 1798481

Primary Security ID: 594918104

Shares Voted: 461,181

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.01	Elect Director Reid G. Hoffman	Mgmt	For	For	For
1.02	Elect Director Hugh F. Johnston	Mgmt	For	For	For

Microsoft Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.03	Elect Director Teri L. List	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1.04	Elect Director Catherine MacGregor	Mgmt	For	For	For
1.05	Elect Director Mark A. L. Mason	Mgmt	For	For	For
1.06	Elect Director Satya Nadella	Mgmt	For	For	For
1.07	Elect Director Sandra E. Peterson	Mgmt	For	For	For
1.08	Elect Director Penny S. Pritzker	Mgmt	For	For	For
1.09	Elect Director Carlos A. Rodriguez	Mgmt	For	For	For
1.10	Elect Director Charles W. Scharf	Mgmt	For	For	For
1.11	Elect Director John W. Stanton	Mgmt	For	For	For
1.12	Elect Director Emma N. Walmsley	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte and & Touche as Auditors	Mgmt	For	For	For
5	Report on Gender-Based Compensation and Benefits Inequities	SH	Against	Against	Against
6	Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	SH	Against	Against	Against
7	Report on Government Take Down Requests	SH	Against	Against	Against
8	Report on Risks of Weapons Development	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted as shareholders would benefit from the requested report by allowing them to better understand Microsoft's management and oversight of risks related to weapons development.</i>					
9	Report on Climate Risk in Retirement Plan Options	SH	Against	For	For
<i>Voting Policy Rationale: 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.</i>					
10	Publish a Tax Transparency Report	SH	Against	For	For
<i>Voting Policy Rationale: 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.</i>					
11	Report on Risks of Operating in Countries with Significant Human Rights Concerns	SH	Against	For	For
<i>Voting Policy Rationale: 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.</i>					
12	Adopt a Policy Requiring Third Party Groups to Report Their Political Expenditures	SH	Against	Against	Against

Microsoft Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Report on Risks Related to AI Generated Misinformation and Disinformation	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Increased disclosure and greater transparency regarding risks related to misinformation and disinformation, including from generative AI, would benefit shareholders on its potential business impacts and how the company is managing these risks.</i>					

Stride, Inc.

Meeting Date: 12/07/2023 **Country:** USA **Ticker:** LRN
Record Date: 10/16/2023 **Meeting Type:** Annual **Meeting ID:** 1800137
Primary Security ID: 86333M108

Shares Voted: 265,948

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Aida M. Alvarez	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1b	Elect Director Craig R. Barrett	Mgmt	For	For	For
1c	Elect Director Robert L. Cohen	Mgmt	For	For	For
1d	Elect Director Steven B. Fink	Mgmt	For	For	For
1e	Elect Director Robert E. Knowling, Jr.	Mgmt	For	For	For
1f	Elect Director Allison Lawrence	Mgmt	For	For	For
1g	Elect Director Liza McFadden	Mgmt	For	For	For
1h	Elect Director James J. Rhyu	Mgmt	For	For	For
1i	Elect Director Ralph Smith	Mgmt	For	For	For
1j	Elect Director Joseph A. Verbrugge	Mgmt	For	For	For
2	Ratify BDO USA, P.C. as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Report on Lobbying Payments and Policy	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's direct and indirect lobbying-related expenditures would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.</i>					

Copart, Inc.

Meeting Date: 12/08/2023 **Country:** USA **Ticker:** CPRT
Record Date: 10/13/2023 **Meeting Type:** Annual **Meeting ID:** 1800121
Primary Security ID: 217204106

Shares Voted: 18

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Willis J. Johnson	Mgmt	For	For	For
1.2	Elect Director A. Jayson Adair	Mgmt	For	For	For
1.3	Elect Director Matt Blunt	Mgmt	For	For	For
1.4	Elect Director Steven D. Cohan	Mgmt	For	For	For
1.5	Elect Director Daniel J. Englander	Mgmt	For	For	For
1.6	Elect Director James E. Meeks	Mgmt	For	For	For
1.7	Elect Director Thomas N. Tryforos	Mgmt	For	For	For
1.8	Elect Director Diane M. Morefield	Mgmt	For	For	For
1.9	Elect Director Stephen Fisher	Mgmt	For	For	For
1.10	Elect Director Cherylyn Harley LeBon	Mgmt	For	For	For
1.11	Elect Director Carl D. Sparks	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Vote AGAINST compensation proposal due to: Following last year's relatively low say-on-pay vote result, the compensation committee demonstrated only limited responsiveness. The company, including independent directors, engaged with investors, and disclosed certain feedback received. However, the disclosed shareholder feedback was relatively vague, and the committee made only limited changes to address investor concerns. Lastly, concerns are raised with respect to the excessive corporate aircraft and automobile perquisites provided to co-CEO A. Adair.</i></p>					
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Palo Alto Networks, Inc.

Meeting Date: 12/12/2023

Country: USA

Ticker: PANW

Record Date: 10/16/2023

Meeting Type: Annual

Meeting ID: 1800725

Primary Security ID: 697435105

Shares Voted: 9

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Nikesh Arora	Mgmt	For	For	For
1b	Elect Director Aparna Bawa	Mgmt	For	For	For
1c	Elect Director Carl Eschenbach	Mgmt	For	For	For
1d	Elect Director Lorraine Twohill	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Palo Alto Networks, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Vote AGAINST compensation proposal due to: There are significant concerns regarding incentive pay design and magnitude. While the STIP is based primarily on objective financial metrics, the matrix design allowed for nearly maximum payouts despite below-target achievement of one of the two primary metrics. Greater concerns are raised regarding equity award design and magnitude. Shareholders may appreciate that equity incentives are entirely performance-conditioned; however, the regular LTIP utilizes goals that are set and measured on an annual basis and the design carries significant upside potential. The value of the CEO's regular LTI awards more than doubled from the prior year's grants, and he also received a one-time \$113 million retention award. While the committee provides ample disclosure as to its rationale for the award, some shareholders may nevertheless question the size of the special award on top of the magnitude provided by the much larger regular LTIP grant. Furthermore, the company provided the CEO with excessive persona aircraft use and home/personal security benefits, and the total amount of perquisite compensation for the CEO is also deemed excessive. The company also provided tax gross-up payment for the CEO's personal use of corporate aircraft perquisite. In light of these concerns, a vote AGAINST this proposal is warranted.</i></p>					
4	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Based on an 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, and- The plan allows broad discretion to accelerate vesting.</i></p>					

Arcadis NV

Meeting Date: 12/13/2023 **Country:** Netherlands **Ticker:** ARCAD
Record Date: 11/15/2023 **Meeting Type:** Extraordinary Shareholders **Meeting ID:** 1798712
Primary Security ID: N0605M147

Shares Voted: 5,877

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt			
1a	Open Meeting	Mgmt			
1b	Receive Announcements	Mgmt			
2a	Elect L.M. Morant to Supervisory Board	Mgmt	For	For	For
2b	Elect P. de Wit to Supervisory Board	Mgmt	For	For	For
3	Allow Questions	Mgmt			
4	Close Meeting	Mgmt			

FactSet Research Systems Inc.

Meeting Date: 12/14/2023 **Country:** USA **Ticker:** FDS
Record Date: 10/20/2023 **Meeting Type:** Annual **Meeting ID:** 1800448
Primary Security ID: 303075105

Shares Voted: 34,789

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Robin A. Abrams	Mgmt	For	For	For

FactSet Research Systems Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Malcolm Frank	Mgmt	For	For	For
1c	Elect Director Laurie Siegel	Mgmt	For	For	For
1d	Elect Director Elisha Wiesel	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

First American Funds, Inc.

Meeting Date: 12/18/2023 **Country:** USA **Ticker:** N/A
Record Date: 06/23/2023 **Meeting Type:** Special **Meeting ID:** 1778681
Primary Security ID: 31849SMR6

Shares Voted: 3,122,523

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Reorganization of Funds between the Acquired Funds into a corresponding series of First American Funds Trust	Mgmt	For	For	For

AutoZone, Inc.

Meeting Date: 12/20/2023 **Country:** USA **Ticker:** AZO
Record Date: 10/23/2023 **Meeting Type:** Annual **Meeting ID:** 1801334
Primary Security ID: 053332102

Shares Voted: 8,606

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael A. George	Mgmt	For	For	For
1.2	Elect Director Linda A. Goodspeed	Mgmt	For	For	For
1.3	Elect Director Earl G. Graves, Jr.	Mgmt	For	For	For
1.4	Elect Director Enderson Guimaraes	Mgmt	For	For	For
1.5	Elect Director Brian P. Hannasch	Mgmt	For	For	For
1.6	Elect Director D. Bryan Jordan	Mgmt	For	For	For
1.7	Elect Director Gale V. King	Mgmt	For	For	For
1.8	Elect Director George R. Mrkonic, Jr.	Mgmt	For	For	For
1.9	Elect Director William C. Rhodes, III	Mgmt	For	For	For
1.10	Elect Director Jill A. Soltau	Mgmt	For	For	For

AutoZone, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year