

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 : 01/01/2024 to 03/31/2024

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): ALL INSTITUTION ACCOUNTS

Short-Term Investments Trust

Meeting Date: 01/16/2024 **Country:** USA **Ticker:** N/A
Record Date: 10/20/2023 **Meeting Type:** Special
Primary Security ID: ZZZZ00220758

Shares Voted: 2,282,953

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Beth Ann Brown	Mgmt	For	For	For
1.2	Elect Director Carol Deckbar	Mgmt	For	For	For
1.3	Elect Director Cynthia Hostetler	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1.4	Elect Director Eli Jones	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1.5	Elect Director Elizabeth Krentzman	Mgmt	For	For	For
1.6	Elect Director Jeffrey H. Kupor	Mgmt	For	For	For
1.7	Elect Director Anthony J. LaCava, Jr.	Mgmt	For	Withhold	Withhold
<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>					
1.8	Elect Director James Liddy	Mgmt	For	For	For
1.9	Elect Director Prema Mathai-Davis	Mgmt	For	For	For
1.10	Elect Director Joel W. Motley	Mgmt	For	For	For
1.11	Elect Director Teresa M. Ressel	Mgmt	For	For	For
1.12	Elect Director Douglas Sharp	Mgmt	For	For	For
1.13	Elect Director Robert C. Troccoli	Mgmt	For	For	For
1.14	Elect Director Daniel S. Vandivort	Mgmt	For	For	For

Costco Wholesale Corporation

Meeting Date: 01/18/2024 **Country:** USA **Ticker:** COST
Record Date: 11/10/2023 **Meeting Type:** Annual
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	Mgmt	For	For	For
1b	Elect Director Kenneth D. Denman	Mgmt	For	For	For

Costco Wholesale Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Helena B. Foulkes	Mgmt	For	For	For
1d	Elect Director Richard A. Galanti	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is the CFO of the company.</i>					
1e	Elect Director Hamilton E. James	Mgmt	For	For	For
1f	Elect Director W. Craig Jelinek	Mgmt	For	For	For
1g	Elect Director Sally Jewell	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	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	Issue Audited Report on Fiduciary Relevance of Decarbonization Goal	SH	Against	Against	Against

Intuit Inc.

Meeting Date: 01/18/2024 **Country:** USA **Ticker:** INTU
Record Date: 11/20/2023 **Meeting Type:** Annual
Primary Security ID: 461202103

Shares Voted: 32,143

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 Ryan Roslansky	Mgmt	For	For	For
1i	Elect Director Thomas Szkutak	Mgmt	For	For	For
1j	Elect Director Raul Vazquez	Mgmt	For	For	For
1k	Elect Director Eric S. Yuan	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Intuit 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 Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST due to excessive dilution</i>					
6	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>					

Micron Technology, Inc.

Meeting Date: 01/18/2024 **Country:** USA **Ticker:** MU
Record Date: 11/20/2023 **Meeting Type:** Annual
Primary Security ID: 595112103

Shares Voted: 543,898

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	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1c	Elect Director Steven J. Gomo	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 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	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

Becton, Dickinson and Company

Meeting Date: 01/23/2024

Country: USA

Ticker: BDX

Record Date: 12/04/2023

Meeting Type: Annual

Primary Security ID: 075887109

Shares Voted: 200,211

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
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 Thomas E. Polen	Mgmt	For	For	For
1.9	Elect Director Timothy M. Ring	Mgmt	For	For	For
1.10	Elect Director Bertram L. Scott	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1.11	Elect Director Joanne Waldstreicher	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 the CEO an inordinate amount of personal use of corporate aircraft perquisites.</i>					

Visa Inc.

Meeting Date: 01/23/2024

Country: USA

Ticker: V

Record Date: 11/24/2023

Meeting Type: Annual

Primary Security ID: 92826C839

Shares Voted: 292,510

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	For	For
1d	Elect Director Ramon Laguarta	Mgmt	For	For	For
1e	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
1f	Elect Director John F. Lundgren	Mgmt	For	For	For
1g	Elect Director Ryan McInerney	Mgmt	For	For	For
1h	Elect Director Denise M. Morrison	Mgmt	For	For	For
1i	Elect Director Pamela Murphy	Mgmt	For	For	For
1j	Elect Director Linda J. Rendle	Mgmt	For	For	For
1k	Elect Director Maynard G. Webb, Jr.	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 the CEO an inordinate amount of personal use of corporate aircraft perquisites.</i></p>					
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Approve Class B Exchange Offer Program Certificate Amendments	Mgmt	For	For	For
5	Adjourn Meeting	Mgmt	For	For	For
6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against

MSC Industrial Direct Co., Inc.

Meeting Date: 01/24/2024

Country: USA

Ticker: MSM

Record Date: 12/06/2023

Meeting Type: Annual

Primary Security ID: 553530106

Shares Voted: 10

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Erik Gershwind	Mgmt	For	For	For
1b	Elect Director Louise Goeser	Mgmt	For	For	For
1c	Elect Director Mitchell Jacobson	Mgmt	For	For	For
1d	Elect Director Michael Kaufmann	Mgmt	For	For	For
1e	Elect Director Steven Paladino	Mgmt	For	For	For
1f	Elect Director Philip Peller	Mgmt	For	For	For
1g	Elect Director Rahquel Purcell	Mgmt	For	For	For
1h	Elect Director Rudina Seleri	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

Air Products and Chemicals, Inc.

Meeting Date: 01/25/2024

Country: USA

Ticker: APD

Record Date: 11/30/2023

Meeting Type: Annual

Primary Security ID: 009158106

Shares Voted: 18,468

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 Cogut	Mgmt	For	For	For
1c	Elect Director Lisa A. Davis	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1d	Elect Director Seifollah (Seifi) Ghasemi	Mgmt	For	For	For
1e	Elect Director Jessica Trocchi Graziano	Mgmt	For	For	For
1f	Elect Director David H.Y. Ho	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1g	Elect Director Edward L. Monser	Mgmt	For	For	For
1h	Elect Director Matthew H. Paull	Mgmt	For	For	For
1i	Elect Director Wayne T. Smith	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: As noted in prior years, the company has a practice of setting CEO pay above the median of peers. This practice has resulted in a quantitative misalignment between pay and performance for the year in review. Specifically, the committee increased the CEO's LTI target by \$1 million, without compelling rationale, and notes that the committee intends for the CEO's pay levels to be at the 75th percentile of the peer group. Setting pay above the median of the peer group may result in increased compensation levels, without a commensurate link to performance, and is a practice that is disfavored by many investors. Further, while the most recent closing cycle LTI grant was forfeited, concerns are raised regarding the program targeting merely median performance and regarding the lack of a cap on award vesting in the event of negative TSR.</i>					
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Walgreens Boots Alliance, Inc.

Meeting Date: 01/25/2024

Country: USA

Ticker: WBA

Record Date: 11/27/2023

Meeting Type: Annual

Primary Security ID: 931427108

Shares Voted: 24

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Janice M. Babiak	Mgmt	For	For	For
1b	Elect Director Inderpal S. Bhandari	Mgmt	For	For	For
1c	Elect Director Ginger L. Graham	Mgmt	For	For	For
1d	Elect Director Bryan C. Hanson	Mgmt	For	For	For
1e	Elect Director Robert L. Huffines	Mgmt	For	For	For

Walgreens Boots Alliance, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Valerie B. Jarrett	Mgmt	For	For	For
1g	Elect Director John A. Lederer	Mgmt	For	For	For
1h	Elect Director Stefano Pessina	Mgmt	For	For	For
1i	Elect Director Thomas E. Polen	Mgmt	For	For	For
1j	Elect Director Nancy M. Schlichting	Mgmt	For	For	For
1k	Elect Director Timothy C. Wentworth	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 the CEO inordinate amounts of personal use of corporate aircraft perquisites, home/personal security benefits, and life insurance perquisites, and the total amount of perquisite compensation for the CEO is deemed excessive</i></p>					
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Report on Cigarette Waste	SH	Against	Against	Against
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	Establish a Company Compensation Policy of Paying a Living Wage	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. While the company has recently implemented minimum wage and employee development initiatives and continues to sufficiently disclose diversity and gender pay disparity data, officially establishing these policies would benefit shareholders.</i></p>					
8	Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	SH	Against	Against	Against
9	Report on Potential Risks and Costs 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>					

Airports of Thailand Public Co. Ltd.

Meeting Date: 01/30/2024

Country: Thailand

Ticker: AOT

Record Date: 12/12/2023

Meeting Type: Annual

Primary Security ID: Y0028Q145

Shares Voted: 2,800,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Matters to be Informed to the Shareholders	Mgmt			
2	Acknowledge Operating Results	Mgmt			
3	Approve Financial Statements	Mgmt	For	For	For

Airports of Thailand Public Co. Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Dividend Payment	Mgmt	For	For	For
5.1	Elect Somsak Phusakul as Director	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST the following nominees is warranted because the board is not one-third independent and Manat Chavanaprayoon, Somsak Phusakul, Salagjit Pongsirichan, Trithip Sivakriskul and Chirute Visalachitra are non-independent director nominees.</i>					
5.2	Elect Salagjit Pongsirichan as Director	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST the following nominees is warranted because the board is not one-third independent and Manat Chavanaprayoon, Somsak Phusakul, Salagjit Pongsirichan, Trithip Sivakriskul and Chirute Visalachitra are non-independent director nominees.</i>					
5.3	Elect Manat Chavanaprayoon as Director	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST the following nominees is warranted because the board is not one-third independent and Manat Chavanaprayoon, Somsak Phusakul, Salagjit Pongsirichan, Trithip Sivakriskul and Chirute Visalachitra are non-independent director nominees.</i>					
5.4	Elect Chirute Visalachitra as Director	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST the following nominees is warranted because the board is not one-third independent and Manat Chavanaprayoon, Somsak Phusakul, Salagjit Pongsirichan, Trithip Sivakriskul and Chirute Visalachitra are non-independent director nominees.</i>					
5.5	Elect Trithip Sivakriskul as Director	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded. A vote AGAINST the following nominees is warranted because the board is not one-third independent and Manat Chavanaprayoon, Somsak Phusakul, Salagjit Pongsirichan, Trithip Sivakriskul and Chirute Visalachitra are non-independent director nominees.</i>					
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
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted given the lack of information.</i>					

Atkore, Inc.

Meeting Date: 01/30/2024

Country: USA

Ticker: ATKR

Record Date: 12/01/2023

Meeting Type: Annual

Primary Security ID: 047649108

Shares Voted: 105,004

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director B. Joanne Edwards	Mgmt	For	For	For
1b	Elect Director Jeri L. Isbell	Mgmt	For	For	For
1c	Elect Director Wilbert W. James, Jr.	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 E. Waltz, Jr.	Mgmt	For	For	For
1h	Elect Director Betty R. Wynn	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	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Accenture plc

Meeting Date: 01/31/2024 **Country:** Ireland **Ticker:** ACN
Record Date: 12/04/2023 **Meeting Type:** Annual
Primary Security ID: G1151C101

Shares Voted: 3,709

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jaime Ardila	Mgmt	For	For	For
1b	Elect Director Martin Bruder Muller	Mgmt	For	For	For
1c	Elect Director Alan Jope	Mgmt	For	For	For
1d	Elect Director Nancy McKinstry	Mgmt	For	For	For
1e	Elect Director Beth E. Mooney	Mgmt	For	For	For
1f	Elect Director Gilles C. Pelisson	Mgmt	For	For	For
1g	Elect Director Paula A. Price	Mgmt	For	For	For
1h	Elect Director Venkata (Murthy) Renduchintala	Mgmt	For	For	For
1i	Elect Director Arun Sarin	Mgmt	For	For	For
1j	Elect Director Julie Sweet	Mgmt	For	For	For
1k	Elect Director Tracey T. Travis	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 the CEO an inordinate amount of personal use of corporate aircraft perquisite. Further, the total amount of perquisite compensation for the CEO is deemed excessive.</i>					
3	Amend Omnibus Stock Plan	Mgmt	For	For	For
4	Amend Nonqualified Employee Stock Purchase Plan	Mgmt	For	For	For
5	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
6	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	For	For

Accenture plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Authorize Board to Opt-Out of Statutory Pre-Emption Rights	Mgmt	For	For	For
8	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For	For

Amdocs Limited

Meeting Date: 02/02/2024 **Country:** Guernsey **Ticker:** DOX
Record Date: 12/04/2023 **Meeting Type:** Annual
Primary Security ID: G02602103

Shares Voted: 59

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Eli Gelman	Mgmt	For	For	For
1.2	Elect Director Robert A. Minicucci	Mgmt	For	For	For
1.3	Elect Director Adrian Gardner	Mgmt	For	For	For
1.4	Elect Director Richard T.C. LeFave	Mgmt	For	For	For
1.5	Elect Director Rafael de la Vega	Mgmt	For	For	For
1.6	Elect Director John A. MacDonald	Mgmt	For	For	For
1.7	Elect Director Yvette Kanouff	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1.8	Elect Director Sarah Ruth Davis	Mgmt	For	For	For
1.9	Elect Director Amos Genish	Mgmt	For	For	For
1.10	Elect Director Shuky Sheffer	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	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

Emerson Electric Co.

Meeting Date: 02/06/2024 **Country:** USA **Ticker:** EMR
Record Date: 11/28/2023 **Meeting Type:** Annual
Primary Security ID: 291011104

Emerson Electric Co.

Shares Voted: 207,730

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 Leticia Goncalves Lourenco	Mgmt	For	For	For
1c	Elect Director James M. McKelvey	Mgmt	For	For	For
1d	Elect Director James S. Turley	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	Declassify the Board of Directors	Mgmt	For	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
6	Adopt Simple Majority Vote	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that elimination of the supermajority vote requirement would enhance shareholder rights.</i>					

Embecka Corp.

Meeting Date: 02/07/2024

Country: USA

Ticker: EMBC

Record Date: 12/11/2023

Meeting Type: Annual

Primary Security ID: 29082K105

Shares Voted: 33,584

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Milton M. Morris	Mgmt	For	For	For
1b	Elect Director Claire Pomeroy	Mgmt	For	For	For
1c	Elect Director Karen N. Prange	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	Against
<i>Voter Rationale: After discussion with our portfolio managers and equity research team, we've determined that a vote AGAINST is warranted due to 1) the company using the wrong peer set (much larger companies) and 2) setting financial hurdles too low.</i>					
4	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
<i>Voter Rationale: Vote AGAINST due to excessive dilution.</i>					
<i>Voting Policy Rationale: Vote AGAINST due to excessive dilution.</i>					

Pioneer Natural Resources Company

Meeting Date: 02/07/2024

Country: USA

Ticker: PXD

Record Date: 01/05/2024

Meeting Type: Special

Primary Security ID: 723787107

Shares Voted: 10

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

Voting Policy Rationale: A vote AGAINST this proposal is warranted. While cash severance is double trigger, equity awards will accelerate vesting upon the change in control, which represents a material and recent amendment to the company's prior change-in-control arrangements. The company also recently increased certain other benefits for NEOs upon a change in control. Making amendments to CIC agreements within close proximity of a merger is generally viewed as a negative practice.

Berry Global Group, Inc.

Meeting Date: 02/14/2024

Country: USA

Ticker: BERY

Record Date: 12/27/2023

Meeting Type: Annual

Primary Security ID: 08579W103

Shares Voted: 1,830

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 Meredith R. Harper	Mgmt	For	For	For
1d	Elect Director Idalene F. Kesner	Mgmt	For	For	For
1e	Elect Director Kevin J. Kwilinski	Mgmt	For	For	For
1f	Elect Director Jill A. Rahman	Mgmt	For	For	For
1g	Elect Director Carl J. (Rick) Rickertsen	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1h	Elect Director Chaney M. Sheffield, Jr.	Mgmt	For	For	For
1i	Elect Director Robert A. Steele	Mgmt	For	For	For
1j	Elect Director Stephen E. Sterrett	Mgmt	For	For	For
1k	Elect Director Peter T. Thomas	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 the CEO inordinate amounts of personal use of corporate aircraft perquisites and aggregate perquisites.

Berry Global Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Amend Certificate of Incorporation to Include Officer Exculpation	Mgmt	For	For	For
5	Amend Exclusive Forum Provision	Mgmt	For	For	For

StoneX Group Inc.

Meeting Date: 02/27/2024 **Country:** USA **Ticker:** SNEX
Record Date: 01/09/2024 **Meeting Type:** Annual
Primary Security ID: 861896108

Shares Voted: 248,821

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Annabelle G. Bexiga	Mgmt	For	For	For
1.2	Elect Director Diane L. Cooper	Mgmt	For	For	For
1.3	Elect Director John M. Fowler	Mgmt	For	For	For
1.4	Elect Director Steven Kass	Mgmt	For	For	For
1.5	Elect Director Sean M. O'Connor	Mgmt	For	For	For
1.6	Elect Director Eric Parthemore	Mgmt	For	For	For
1.7	Elect Director John Radziwill	Mgmt	For	For	For
1.8	Elect Director Dhamu R. Thamodaran	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

Apple Inc.

Meeting Date: 02/28/2024 **Country:** USA **Ticker:** AAPL
Record Date: 01/02/2024 **Meeting Type:** Annual
Primary Security ID: 037833100

Shares Voted: 406,920

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Wanda Austin	Mgmt	For	For	For
1b	Elect Director Tim Cook	Mgmt	For	For	For
1c	Elect Director Alex Gorsky	Mgmt	For	For	For
1d	Elect Director Andrea Jung	Mgmt	For	For	For
1e	Elect Director Art Levinson	Mgmt	For	For	For
1f	Elect Director Monica Lozano	Mgmt	For	For	For

Apple Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Ron Sugar	Mgmt	For	For	For
1h	Elect Director Sue 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	Against	Against
<p><i>Voting Policy Rationale: Vote AGAINST compensation proposal due to the company provided the CEO inordinate amounts of personal use of corporate aircraft perquisites and home/personal security benefits, and, the total amount of perquisite compensation for the CEO is deemed excessive. The company uses above-median benchmarking for total compensation.</i></p>					
4	Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	SH	Against	Against	Against
5	Report on Standards and Procedures to Curate App Content	SH	Against	Against	Against
6	Report on Median Gender/Racial Pay Gap	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as median pay gap statistics would allow shareholders to better compare and measure the progress of the company's diversity and inclusion initiatives.</i></p>					
7	Report on Use of Artificial Intelligence	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. The company's lack of disclosure regarding AI limits shareholders' ability to evaluate the risks associated with the use of AI or the actions the company is potentially taking to mitigate those risks. Improved transparency and the disclosure of an ethical guideline may alleviate shareholder concerns.</i></p>					
8	Report on Congruency of Company's Privacy and Human Rights Policies with its Actions	SH	Against	Against	Against

Mueller Water Products, Inc.

Meeting Date: 02/28/2024 **Country:** USA **Ticker:** MWA
Record Date: 01/12/2024 **Meeting Type:** Annual
Primary Security ID: 624758108

Shares Voted: 206,642

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 Thomas J. Hansen	Mgmt	For	For	For
1.3	Elect Director Brian C. Healy	Mgmt	For	For	For
1.4	Elect Director Christine Ortiz	Mgmt	For	For	For
1.5	Elect Director Jeffery S. Sharritts	Mgmt	For	For	For
1.6	Elect Director Brian L. Slobodow	Mgmt	For	For	For
1.7	Elect Director Lydia W. Thomas	Mgmt	For	For	For
1.8	Elect Director Stephen C. Van Arsdell	Mgmt	For	For	For
1.9	Elect Director Karl Niclas Ytterdahl	Mgmt	For	For	For
1.10	Elect Director Marietta Edmunds Zakas	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	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Kone Oyj

Meeting Date: 02/29/2024 **Country:** Finland **Ticker:** KNEBV
Record Date: 02/19/2024 **Meeting Type:** Annual
Primary Security ID: X4551T105

Shares Voted: 471,116

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	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of EUR 1.7475 per Class A Share and EUR 1.75 per Class B 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
<i>Voting Policy Rationale: Vote AGAINST compensation proposal due to:- The company has not included weights and performance outcomes for the individual performance criteria for its STIP;- The company has made an excessive exit payment to its former CEO;- The performance period for the LTI 2020 which vested during 2023 is insufficient.</i>					
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST compensation proposal due to:- There is not a maximum cap for the STIP;- The policy allows for one-year performance periods for the LTIP.</i>					
12	Approve Remuneration of Directors in the Amount of EUR 220,000 for Chairman, EUR 125,000 for Vice Chairman and EUR 110,000 for Other Directors	Mgmt	For	For	For
13	Fix Number of Directors at Nine	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14.a	Reelect Matti Alahuhta as Director	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST candidate Matti Alahuhta (Item 14.a) is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence.</i>					
14.b	Reelect Susan Duinhoven as Director	Mgmt	For	For	For
14.c	Reelect Marika Fredriksson as Director	Mgmt	For	For	For
14.d	Reelect Antti Herlin as Director	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST candidate Antti Herlin (Item 14.d) is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence. Additionally, a vote AGAINST Antti Herlin (Item 14.d) is warranted because the company maintains a share structure with unequal voting rights, and the candidate is a primary beneficiary of the superior voting rights.</i>					
14.e	Reelect Iris Herlin as Director	Mgmt	For	For	For
14.f	Reelect Jussi Herlin as Director	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the Chair of the Nominating Committee is responsible for overseeing the nomination of capable and diverse directors who have full capacity to serve the board. This AGAINST vote is to hold the Committee Chair accountable for nominating a minority director who is overboarded. The nominee is the chair of the nominating/governance committee and the audit committee is not majority independent. A vote AGAINST candidate Jussi Herlin (14.f) is warranted due to their status as an executive on a key committee (the candidate sits on both the remuneration and audit committee).</i>					
14.g	Elect Timo Ihamuotila as New Director	Mgmt	For	For	For
14.h	Reelect Ravi Kant as Director	Mgmt	For	For	For
14.i	Reelect Krishna Mikkilineni as Director	Mgmt	For	For	For
15	Approve Remuneration of Auditors	Mgmt	For	For	For
16	Fix Number of Auditors at One	Mgmt	For	For	For
17	Ratify Ernst & Young as Auditors	Mgmt	For	For	For
18	Authorize Share Repurchase Program	Mgmt	For	For	For
19	Approve Issuance of Shares and Options without Preemptive Rights	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this issuance authorization is warranted because it explicitly includes the possibility to issue additional super voting shares.</i>					
20	Close Meeting	Mgmt			

Tetra Tech, Inc.

Meeting Date: 02/29/2024 Country: USA Ticker: TTEK
 Record Date: 01/02/2024 Meeting Type: Annual
 Primary Security ID: 88162G103

Shares Voted: 127,036

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

Tetra Tech, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 Kirsten M. Volpi	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

PT Bank Rakyat Indonesia (Persero) Tbk

Meeting Date: 03/01/2024 **Country:** Indonesia **Ticker:** BBRI
Record Date: 02/06/2024 **Meeting Type:** Annual
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	Accept Report on the Use of Proceeds	Mgmt			
6	Amend Articles of Association	Mgmt	For	For	For
7	Approve Changes in the Boards of the Company	Mgmt	For	Against	Against

Voting Policy Rationale: A vote AGAINST this resolution is warranted given the lack of information to make an informed voting decision.

The AZEK Company Inc.

Meeting Date: 03/01/2024 **Country:** USA **Ticker:** AZEK
Record Date: 01/12/2024 **Meeting Type:** Annual
Primary Security ID: 05478C105

The AZEK Company Inc.

Shares Voted: 134,745

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Sallie B. Bailey	Mgmt	For	For	For
1.2	Elect Director Pamela Edwards	Mgmt	For	For	For
1.3	Elect Director Howard Heckes	Mgmt	For	For	For
1.4	Elect Director Gary Hendrickson	Mgmt	For	For	For
1.5	Elect Director Vernon J. Nagel	Mgmt	For	For	For
1.6	Elect Director Harmit Singh	Mgmt	For	For	For
1.7	Elect Director Jesse Singh	Mgmt	For	For	For
1.8	Elect Director Fiona Tan	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	For

Voter Rationale: After multiple discussions with both Rockefeller's internal equity research team and with leaders from The AZEK Company, we believe that the compensation plan warrants support. Given the structure of the plan, its focus on equities over cash, the protections provided by vesting hurdles and the positive track record of the leadership team, we feel the plan sufficiently aligns pay to performance.

Voting Policy Rationale: Vote AGAINST compensation proposal due to annual incentives are primarily based on pre-set objective metrics, and equity awards are half performance-conditioned with performance measured over a multi-year period. However, CEO pay increased by 25 percent year-over-year, without specific rationale. This included a significant increase in the target opportunity of the CEO's equity awards, contributing to the misalignment between pay and performance for the year in review. Further, while closing cycle goals and actual results are disclosed, forward-looking goals for PSUs are not provided.

Novozymes A/S

Meeting Date: 03/04/2024

Country: Denmark

Ticker: NZYM.B

Record Date: 02/26/2024

Meeting Type: Extraordinary Shareholders

Primary Security ID: K7317J133

Shares Voted: 950

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Adoption of Novonesis AS as Secondary Name	Mgmt	For	For	For
2.a	Elect Jesper Brandgaard (Vice Chair) as Director	Mgmt	For	For	For
3.a	Elect Lise Kaae as Director	Mgmt	For	For	For
3.b	Elect Kevin Lane as Director	Mgmt	For	For	For
3.c	Elect Kim Stratton as Director	Mgmt	For	For	For
4	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For

Nordson Corporation

Meeting Date: 03/05/2024

Country: USA

Ticker: NDSN

Record Date: 01/05/2024

Meeting Type: Annual

Primary Security ID: 655663102

Shares Voted: 1,499

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Frank M. Jaehnert	Mgmt	For	For	For
1.2	Elect Director Ginger M. Jones	Mgmt	For	For	For
1.3	Elect Director Christopher L. Mapes	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1.4	Elect Director Milton M. Morris	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

QUALCOMM Incorporated

Meeting Date: 03/05/2024

Country: USA

Ticker: QCOM

Record Date: 01/08/2024

Meeting Type: Annual

Primary Security ID: 747525103

Shares Voted: 127,474

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	For	For
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

QUALCOMM Incorporated

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: A vote AGAINST this proposal is warranted because the company provided the CEO an inordinate amount of personal use of corporate aircraft perquisites.</i></p>					
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For	For
6	Amend Bylaws to Add Federal Forum Selection Provision	Mgmt	For	For	For

Applied Materials, Inc.

Meeting Date: 03/07/2024 **Country:** USA **Ticker:** AMAT
Record Date: 01/10/2024 **Meeting Type:** Annual
Primary Security ID: 038222105

Shares Voted: 256,560

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
<p><i>Voting Policy Rationale: Vote AGAINST because the Chair of the Nominating Committee is responsible for overseeing the nomination of capable and diverse directors who have full capacity to serve the board. This AGAINST vote is to hold the Committee Chair accountable for nominating a minority director who is overboarded.</i></p>					
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	Against	Against
<p><i>Voting Policy Rationale: Vote AGAINST compensation proposal due to the company providing an excessive security-related perquisite to the CEO. Further, concerns continue to be raised regarding the annual incentive program. In particular, annual incentives are at least half based on strategic metrics, and the non-disclosure of metric objectives and some performance results continue to preclude investors from fully understanding the rigor of the program. The CEO's scorecard result was not individually disclosed, and the individual performance modifier appears to raise his payout from below target to above target. Lastly, relative TSR PSUs target merely median performance with no cap on payouts should absolute TSR be negative.</i></p>					
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Applied Materials, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	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 lobbying-related expenditures, trade association memberships, and management-level oversight mechanisms would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.</i></p>					
5	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 median pay gap statistics would allow shareholders to better compare and measure the progress of the company's diversity and inclusion initiatives.</i></p>					

Toll Brothers, Inc.

Meeting Date: 03/12/2024 **Country:** USA **Ticker:** TOL
Record Date: 01/18/2024 **Meeting Type:** Annual
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 John A. McLean	Mgmt	For	For	For
1.7	Elect Director Wendell E. Pritchett	Mgmt	For	For	For
1.8	Elect Director Judith A. Reinsdorf	Mgmt	For	For	For
1.9	Elect Director Katherine M. Sandstrom	Mgmt	For	For	For
1.10	Elect Director Paul E. Shapiro	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Vote AGAINST because the Chair of the Nominating Committee is responsible for overseeing the nomination of capable and diverse directors who have full capacity to serve the board. This AGAINST vote is to hold the Committee Chair accountable for nominating a minority director who is overboarded.</i></p>					
1.11	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

Kulicke & Soffa Industries, Inc.

Meeting Date: 03/13/2024 **Country:** USA **Ticker:** KLIC
Record Date: 12/14/2023 **Meeting Type:** Annual
Primary Security ID: 501242101

Kulicke & Soffa Industries, Inc.

Shares Voted: 43

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mui Sung Yeo	Mgmt	For	Withhold	Withhold
<p><i>Voting Policy Rationale: Shareholders are advised to WITHHOLD support from the director nominees as the company unilaterally adopted an unduly-restrictive exclusive forum provision in which a single non-specialist state court is the sole forum for cases arising under state corporate law.</i></p>					
1.2	Elect Director David Jeffrey Richardson	Mgmt	For	Withhold	Withhold
<p><i>Voting Policy Rationale: Shareholders are advised to WITHHOLD support from the director nominees as the company unilaterally adopted an unduly-restrictive exclusive forum provision in which a single non-specialist state court is the sole forum for cases arising under state corporate law.</i></p>					
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 Permit the Exculpation of Officers	Mgmt	For	For	For

Starbucks Corporation

Meeting Date: 03/13/2024

Country: USA

Ticker: SBUX

Record Date: 01/05/2024

Meeting Type: Annual

Primary Security ID: 855244109

Shares Voted: 19

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ritch Allison	Mgmt	For	For	For
1b	Elect Director Andy Campion	Mgmt	For	For	For
1c	Elect Director Beth Ford	Mgmt	For	For	For
1d	Elect Director Melody Hobson	Mgmt	For	Withhold	Withhold
<p><i>Voting Policy Rationale: Significant risks to shareholders stemming from moderate to severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against, manage and mitigate material environmental, social and governance risks. In addition, the company does not have any public reports or information on its website about its sustainability strategy or communications regarding its environmental and social performance. WITHHOLD votes for board chair Melody Hobson 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>					
1e	Elect Director Jorgen Vig Knudstorp	Mgmt	For	For	For
1f	Elect Director Neal Mohan	Mgmt	For	For	For
1g	Elect Director Satya Nadella	Mgmt	For	For	For
1h	Elect Director Laxman Narasimhan	Mgmt	For	For	For
1i	Elect Director Daniel Servitje	Mgmt	For	For	For
1j	Elect Director Mike Sievert	Mgmt	For	For	For
1k	Elect Director Wei Zhang	Mgmt	For	For	For

Starbucks Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1l	Elect Dissident Nominee Director Maria Echaveste	SH			
1m	Elect Dissident Nominee Director Joshua Gotbaum	SH			
1n	Elect Dissident Nominee Director Wilma B. Liebman	SH			
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 providing the CEO inordinate amounts of relocation benefits and the total amount of perquisite compensation for the CEO is deemed excessive.</i></p>					
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Report on Plant-Based Milk Pricing	SH	Against	Against	Against
5	Conduct Audit and Report on Systemic Discrimination	SH	Against	Against	Against
6	Report on Congruency of Company's Privacy and Human Rights Policies with its Actions	SH	Against	Against	Against

TE Connectivity Ltd.

Meeting Date: 03/13/2024

Country: Switzerland

Ticker: TEL

Record Date: 02/22/2024

Meeting Type: Annual

Primary Security ID: H84989104

Shares Voted: 416,567

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	Against	Against
<p><i>Voting Policy Rationale: Vote AGAINST because the Chair of the Nominating Committee is responsible for overseeing the nomination of capable and diverse directors who have full capacity to serve the board. This AGAINST vote is to hold the Committee Chair accountable for nominating a minority director who is overboarded.</i></p>					
1f	Elect Director Syaru Shirley Lin	Mgmt	For	For	For
1g	Elect Director Heath A. Mitts	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Vote AGAINST because the nominee is the CFO of the company.</i></p>					
1h	Elect Director Abhijit Y. Talwalkar	Mgmt	For	For	For
1i	Elect Director Mark C. Trudeau	Mgmt	For	For	For
1j	Elect Director Dawn C. Willoughby	Mgmt	For	For	For
1k	Elect Director Laura H. Wright	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Elect Board Chairman Carol A. ("John") Davidson	Mgmt	For	For	For
3a	Elect Abhijit Y. Talwalkar as Member of Management Development and Compensation Committee	Mgmt	For	For	For
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
4	Designate Proxy Voting Services GmbH as Independent Proxy	Mgmt	For	For	For
5.1	Accept Annual Report for Fiscal Year Ended September 29,2023	Mgmt	For	For	For
5.2	Accept Statutory Financial Statements for Fiscal Year Ended September 29,2023	Mgmt	For	For	For
5.3	Approve Consolidated Financial Statements for Fiscal Year Ended September 29,2023	Mgmt	For	For	For
6	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
7.1	Ratify Deloitte & Touche LLP as Auditors	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	Approve Remuneration Report	Mgmt	For	For	For
10	Approve Remuneration of Executive Management in the Amount of USD 61.2 million	Mgmt	For	For	For
11	Approve Remuneration of Board of Directors in the Amount of USD 3.8 million	Mgmt	For	For	For
12	Approve Allocation of Available Earnings at September 29, 2023	Mgmt	For	For	For
13	Approve Declaration of Dividend	Mgmt	For	For	For
14	Amend Articles to Reflect Changes in Capital	Mgmt	For	For	For
15	Approve Reduction in Share Capital via Cancellation of Shares	Mgmt	For	For	For
16.1	Amend Articles Re: General Meeting and Shareholders Matters	Mgmt	For	For	For
16.2	Approve Virtual-Only Shareholder Meetings	Mgmt	For	For	For
16.3	Amend Articles Re: Board of Directors, Compensation and Mandates	Mgmt	For	For	For

TE Connectivity Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	Authorize Share Repurchase Program	Mgmt	For	For	For
18	Approve Omnibus Stock Plan	Mgmt	For	For	For

Agilent Technologies, Inc.

Meeting Date: 03/14/2024 **Country:** USA **Ticker:** A
Record Date: 01/23/2024 **Meeting Type:** Annual
Primary Security ID: 00846U101

Shares Voted: 37,718

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mala Anand	Mgmt	For	For	For
1.2	Elect Director Koh Boon Hwee	Mgmt	For	For	For
1.3	Elect Director Michael R. McMullen	Mgmt	For	For	For
1.4	Elect Director Daniel K. Podolsky	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	Adopt Simple Majority Vote	SH	None	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted given that elimination of the supermajority vote requirement enhances shareholder rights.

Samsung Electronics Co., Ltd.

Meeting Date: 03/20/2024 **Country:** South Korea **Ticker:** 005930
Record Date: 12/31/2023 **Meeting Type:** Annual
Primary Security ID: Y74718100

Shares Voted: 343,701

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 Shin Je-yoon as Outside Director	Mgmt	For	For	For
3	Elect Cho Hye-gyeong as Outside Director to Serve as an Audit Committee Member	Mgmt	For	For	For
4	Elect Yoo Myeong-hui as a Member of Audit Committee	Mgmt	For	For	For
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For
6	Amend Articles of Incorporation	Mgmt	For	For	For

Samsung Electronics Co., Ltd.

Meeting Date: 03/20/2024

Country: South Korea

Ticker: 005930

Record Date: 12/29/2023

Meeting Type: Annual

Primary Security ID: Y74718100

Shares Voted: 1,314

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 Shin Je-yoon as Outside Director	Mgmt	For	For	For
3	Elect Cho Hye-gyeong as Outside Director to Serve as an Audit Committee Member	Mgmt	For	For	For
4	Elect Yoo Myeong-hui as a Member of Audit Committee	Mgmt	For	For	For
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For
6	Amend Articles of Incorporation	Mgmt	For	For	For

Samsung SDI Co., Ltd.

Meeting Date: 03/20/2024

Country: South Korea

Ticker: 006400

Record Date: 12/31/2023

Meeting Type: Annual

Primary Security ID: Y74866107

Shares Voted: 7,834

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 Kim Jong-seong as Inside Director	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is the CFO of the company.</i>					
2.2	Elect Park Jin as Inside Director	Mgmt	For	For	For
3	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For

Svenska Handelsbanken AB

Meeting Date: 03/20/2024

Country: Sweden

Ticker: SHB.A

Record Date: 03/12/2024

Meeting Type: Annual

Primary Security ID: W9112U104

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 13.00 Per Share	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
14	Approve Issuance of Convertible Capital Instruments Corresponding to a Maximum of 198 Million Shares without Preemptive Rights	Mgmt	For	For	For
15	Amend Articles Re: Chairman of Shareholders Meetings	Mgmt	For	For	For
16	Determine Number of Directors (9)	Mgmt	For	For	For
17	Determine Number of Auditors (2)	Mgmt	For	For	For
18	Approve Remuneration of Directors in the Amount of SEK 3.9 Million for Chair, SEK 1.1 Million for Vice Chair and SEK 795,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
19.1	Reelect Jon Fredrik Baksaa as Director	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Jon Fredrik Baksaa and Par Boman serve as non-independent directors on the remuneration committee with an insufficient level of overall independence.</i>					
19.2	Reelect Helene Barnekow as Director	Mgmt	For	For	For
19.3	Reelect Stina Bergfors as Director	Mgmt	For	For	For
19.4	Reelect Hans Biorck as Director	Mgmt	For	For	For

Svenska Handelsbanken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
19.5	Reelect Par Boman as Director	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded. Jon Fredrik Baksas and Par Boman serve as non-independent directors on the remuneration committee with an insufficient level of overall independence.</i>					
19.6	Reelect Kerstin Hessius as Director	Mgmt	For	For	For
19.7	Elect Louise Lindh as New Director	Mgmt	For	For	For
19.8	Reelect Fredrik Lundberg as Director	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
19.9	Reelect Ulf Riese as Director	Mgmt	For	For	For
20	Reelect Par Boman as Board Chairman	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded. Jon Fredrik Baksas and Par Boman serve as non-independent directors on the remuneration committee with an insufficient level of overall independence.</i>					
21	Ratify PricewaterhouseCoopers and Deloitte as Auditors	Mgmt	For	For	For
22	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
23	Approve Proposal Concerning the Appointment of Auditors in Foundations Without Own Management	Mgmt	For	For	For
	Shareholder Proposals Submitted by Carl Axel Bruno	Mgmt			
24	Amend Bank's Mainframe Computers Software	SH	None	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this item is warranted because it lacks a clear and compelling rationale and appears to micromanage the company. Decisions of this nature are best left to the company board and management.</i>					
25	Close Meeting	Mgmt			

TD SYNEX Corporation

Meeting Date: 03/20/2024

Country: USA

Ticker: SNX

Record Date: 01/22/2024

Meeting Type: Annual

Primary Security ID: 87162W100

Shares Voted: 10,886

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ann Vezina	Mgmt	For	For	For
1.2	Elect Director Robert Kalsow-Ramos	Mgmt	For	For	For
1.3	Elect Director Richard Hume	Mgmt	For	For	For
1.4	Elect Director Kathleen Crusco	Mgmt	For	For	For
1.5	Elect Director Ting Herh	Mgmt	For	For	For
1.6	Elect Director Hau Lee	Mgmt	For	For	For

TD SYNEX Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Nayaki Nayyar	Mgmt	For	Withhold	Withhold
<p><i>Voting Policy Rationale: Vote AGAINST because the Chair of the Nominating Committee is responsible for overseeing the nomination of capable and diverse directors who have full capacity to serve the board. This AGAINST vote is to hold the Committee Chair accountable for nominating a minority director who is overboarded.</i></p>					
1.8	Elect Director Matthew Nord	Mgmt	For	For	For
1.9	Elect Director Dennis Polk	Mgmt	For	For	For
1.10	Elect Director Claude Pumilia	Mgmt	For	For	For
1.11	Elect Director Merline Saintil	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
5	Adopt Simple Majority Vote	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as the elimination of the supermajority voting requirements would enhance shareholder rights.</i></p>					

ABB Ltd.

Meeting Date: 03/21/2024 **Country:** Switzerland **Ticker:** ABBN
Record Date: 02/15/2024 **Meeting Type:** Annual
Primary Security ID: H0010V101

Shares Voted: 357,773

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 Sustainability Report (Non-Binding)	Mgmt	For	For	For
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
5	Approve Allocation of Income and Dividends of CHF 0.87 per Share	Mgmt	For	For	For
6.1	Approve Remuneration of Directors in the Amount of CHF 4.4 Million	Mgmt	For	For	For
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 45.9 Million	Mgmt	For	For	For
7.1	Reelect David Constable as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: The nominee is an incumbent and there is a lack of gender diversity on the board or boardslate.</i></p>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.2	Reelect Frederico Curado as Director	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: The nominee is an incumbent and there is a lack of gender diversity on the board or boardslate.</i>				
7.3	Reelect Lars Foerberg as Director	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: The nominee is an incumbent and there is a lack of gender diversity on the board or boardslate.</i>				
7.4	Elect Johan Forssell as Director	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>				
7.5	Reelect Denise Johnson as Director	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: The nominee is an incumbent and there is a lack of gender diversity on the board or boardslate.</i>				
7.6	Reelect Jennifer Xin-Zhe Li as Director	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: The nominee is an incumbent and there is a lack of gender diversity on the board or boardslate.</i>				
7.7	Reelect Geraldine Matchett as Director	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: The nominee is an incumbent and there is a lack of gender diversity on the board or boardslate.</i>				
7.8	Reelect David Meline as Director	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: The nominee is an incumbent and there is a lack of gender diversity on the board or boardslate.</i>				
7.9	Elect Mats Rahmstrom as Director	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>				
7.10	Reelect Peter Voser as Director and Board Chair	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: The nominee is an incumbent and there is a lack of gender diversity on the board or boardslate.</i>				
8.1	Reappoint David Constable as Member of the Compensation Committee	Mgmt	For	For	For
8.2	Reappoint Frederico Curado as Member of the Compensation Committee	Mgmt	For	For	For
8.3	Reappoint Jennifer Xin-Zhe Li as Member of the Compensation Committee	Mgmt	For	For	For
9	Designate Zehnder Bolliger & Partner as Independent Proxy	Mgmt	For	For	For
10	Ratify KPMG AG as Auditors	Mgmt	For	For	For
11	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>				

Arca Continental SAB de CV
Meeting Date: 03/21/2024

Country: Mexico

Ticker: AC

Record Date: 03/07/2024

Meeting Type: Annual

Primary Security ID: P0448R103

Arca Continental SAB de CV

Shares Voted: 7,313

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Ordinary Business	Mgmt			
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 3.80 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
<i>Voting Policy Rationale: Vote AGAINST Bundled Proposals.</i>					
6	Elect Chairman of Audit and Corporate Practices Committee; Approve Remuneration of Board Committee Members	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST Bundled Proposals</i>					
7	Appoint Legal Representatives	Mgmt	For	For	For
8	Approve Minutes of Meeting	Mgmt	For	For	For

Arca Continental SAB de CV

Meeting Date: 03/21/2024

Country: Mexico

Ticker: AC

Record Date: 03/07/2024

Meeting Type: Extraordinary Shareholders

Primary Security ID: P0448R103

Shares Voted: 7,313

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Business	Mgmt			
1	Amend Articles 11, 19, 23, 27, 30, 32, 35 and 39	Mgmt	For	For	For
2	Appoint Legal Representatives	Mgmt	For	For	For
3	Approve Minutes of Meeting	Mgmt	For	For	For

Ciena Corporation

Meeting Date: 03/21/2024

Country: USA

Ticker: CIEN

Record Date: 01/22/2024

Meeting Type: Annual

Primary Security ID: 171779309

Shares Voted: 16

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Hassan M. Ahmed	Mgmt	For	For	For
1b	Elect Director Bruce L. Clafin	Mgmt	For	For	For
1c	Elect Director Patrick T. Gallagher	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Vote AGAINST because the Chair of Nominating Committee is responsible for overseeing the nomination of capable and diverse directors who have full capacity to serve the board. This AGAINST vote is to hold the Committee Chair accountable for nominating a minority director who is overboarded.</i></p>					
1d	Elect Director T. Michael Nevens	Mgmt	For	For	For
1e	Elect Director Mary G. Puma	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	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Hyundai Motor Co., Ltd.

Meeting Date: 03/21/2024

Country: South Korea

Ticker: 005380

Record Date: 12/31/2023

Meeting Type: Annual

Primary Security ID: Y38472109

Shares Voted: 450

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 Sim Dal-hun as Outside Director	Mgmt	For	For	For
2.2.1	Elect Jang Jae-hun as Inside Director	Mgmt	For	For	For
2.2.2	Elect Lee Dong-seok as Inside Director	Mgmt	For	For	For
2.2.3	Elect Lee Seung-jo as Inside Director	Mgmt	For	For	For
3	Elect Lee Ji-yoon as Outside Director to Serve as an Audit Committee Member	Mgmt	For	For	For
4	Elect Sim Dal-hun as a Member of Audit Committee	Mgmt	For	For	For
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For

Keysight Technologies, Inc.

Meeting Date: 03/21/2024

Country: USA

Ticker: KEYS

Record Date: 01/22/2024

Meeting Type: Annual

Primary Security ID: 49338L103

Shares Voted: 213,101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Charles J. Dockendorff	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1.2	Elect Director Ronald S. Nersesian	Mgmt	For	For	For
1.3	Elect Director Robert A. Rango	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 Omnibus Stock Plan	Mgmt	For	For	For
5	Amend Employee Stock Purchase Plan	Mgmt	For	For	For
6	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For
7	Adopt Simple Majority Vote	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Strong support for this proposal could motivate management to keep trying to pass a management proposal to eliminate the supermajority requirements, in the event that Item 6 is not approved this year.</i>					

Kubota Corp.

Meeting Date: 03/22/2024

Country: Japan

Ticker: 6326

Record Date: 12/31/2023

Meeting Type: Annual

Primary Security ID: J36662138

Shares Voted: 250,300

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 Shintaku, Yutaro	Mgmt	For	For	For
1.9	Elect Director Arakane, Kumi	Mgmt	For	For	For

Kubota Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.10	Elect Director Kawana, Koichi	Mgmt	For	For	For
2.1	Appoint Statutory Auditor Ito, Kazushi	Mgmt	For	For	For
2.2	Appoint Statutory Auditor Yamada, Yuichi	Mgmt	For	For	For
3	Appoint Alternate Statutory Auditor Iwamoto, Hogara	Mgmt	For	For	For

Kubota Corp.

Meeting Date: 03/22/2024 **Country:** Japan **Ticker:** 6326
Record Date: 12/29/2023 **Meeting Type:** Annual
Primary Security ID: J36662138

Shares Voted: 3,321

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 Shintaku, Yutaro	Mgmt	For	For	For
1.9	Elect Director Arakane, Kumi	Mgmt	For	For	For
1.10	Elect Director Kawana, Koichi	Mgmt	For	For	For
2.1	Appoint Statutory Auditor Ito, Kazushi	Mgmt	For	For	For
2.2	Appoint Statutory Auditor Yamada, Yuichi	Mgmt	For	For	For
3.1	Appoint Alternate Statutory Auditor Iwamoto, Hogara	Mgmt	For	For	For

Doosan Bobcat, Inc.

Meeting Date: 03/25/2024 **Country:** South Korea **Ticker:** 241560
Record Date: 12/31/2023 **Meeting Type:** Annual
Primary Security ID: Y2103B100

Doosan Bobcat, Inc.

Shares Voted: 2,171

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 Cho Deok-je as Inside Director	Mgmt	For	For	For
3	Elect Lee Du-hui as Outside Director to Serve as an Audit Committee Member	Mgmt	For	For	For
4	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For

Shiseido Co., Ltd.

Meeting Date: 03/26/2024

Country: Japan

Ticker: 4911

Record Date: 12/31/2023

Meeting Type: Annual

Primary Security ID: J74358144

Shares Voted: 1,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 30	Mgmt	For	For	For
2	Amend Articles to Adopt Board Structure with Three Committees - Clarify Director Authority on Shareholder Meetings - Amend Provisions on Number of Directors - Clarify Director Authority on Board Meetings - Indemnify Directors	Mgmt	For	For	For
3.1	Elect Director Uotani, Masahiko	Mgmt	For	For	For
3.2	Elect Director Fujiwara, Kentaro	Mgmt	For	For	For
3.3	Elect Director Anno, Hiromi	Mgmt	For	For	For
3.4	Elect Director Yoshida, Takeshi	Mgmt	For	For	For
3.5	Elect Director Oishi, Kanoko	Mgmt	For	For	For
3.6	Elect Director Iwahara, Shinsaku	Mgmt	For	For	For
3.7	Elect Director Tokuno, Mariko	Mgmt	For	For	For
3.8	Elect Director Hatanaka, Yoshihiko	Mgmt	For	For	For
3.9	Elect Director Ozu, Hiroshi	Mgmt	For	For	For
3.10	Elect Director Goto, Yasuko	Mgmt	For	For	For
3.11	Elect Director Nonomiya, Ritsuko	Mgmt	For	For	For

Meeting Date: 03/26/2024

Country: Sweden

Ticker: SWED.A

Record Date: 03/18/2024

Meeting Type: Annual

Primary Security ID: W94232100

Shares Voted: 2,338,939

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			
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 15.15 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 Jens Henriksson	Mgmt	For	For	For
10.n	Approve Discharge of Roger Ljung	Mgmt	For	For	For
10.o	Approve Discharge of Ake Skoglund	Mgmt	For	For	For
10.p	Approve Discharge of Henrik Joelsson	Mgmt	For	For	For
10.q	Approve Discharge of Camilla Linder	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Determine Number of Members (10) and Deputy Members of Board (0)	Mgmt	For	For	For
12	Approve Remuneration of Directors in the Amount of SEK 3.3 Million for Chairman, SEK 1.1 Million for Vice Chairman and SEK 750,000 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
13.e	Reelect Helena Liljedahl as Director	Mgmt	For	For	For
13.f	Reelect Anna Mossberg as Director	Mgmt	For	For	For
13.g	Reelect Per Olof Nyman as Director	Mgmt	For	For	For
13.h	Reelect Biljana Pehrsson as Director	Mgmt	For	For	For
13.i	Reelect Goran Persson as Director	Mgmt	For	For	For
13.j	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	Authorize Repurchase Authorization for Trading in Own Shares	Mgmt	For	For	For
18	Authorize Share Repurchase Program	Mgmt	For	For	For
19	Approve Issuance of Convertibles without Preemptive Rights	Mgmt	For	For	For
20.a	Approve Common Deferred Share Bonus Plan (Eken 2024)	Mgmt	For	For	For
20.b	Approve Deferred Share Bonus Plan for Key Employees (IP 2024)	Mgmt	For	For	For
20.c	Approve Equity Plan Financing	Mgmt	For	For	For
21	Amend Articles Re: Business Name; Business Object; Business of the Annual General Meeting; General Meetings	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	None	Against	Against

Voting Policy Rationale: A vote AGAINST this item is warranted because it lacks a clear and compelling rationale and appears to micromanage the company.

Swedbank AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Joint Shareholder Proposals Submitted by Greenpeace Nordic and Swedish Society	Mgmt			
24	Adopt Company Strategy Aligned with the Paris Agreement Goal	SH	None	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this item is warranted based on the following considerations:- The bank has set 2030 emissions reduction targets (compared to 2019 baseline), including for the fossil fuel industry to align its credit portfolio with a 1.5°C scenario pathway. All targets have been previously sent to the Science-Based Targets initiative for external validation and the bank has extended its commitment to submit them to align with the forthcoming standard.- In its Position Statement Climate Change approved in November 2023, the bank has acknowledged IEA recommendation regarding fossil fuel expansion and committed to not directly finance the extraction of thermal coal and peat, coal- or peat-fired power generation, and the exploration of new or the expansion of existing oil and gas fields. It also provided limitations on unconventional fossil fuels and crude refineries, and vessels for transportation of crude oil. The bank also aims to not provide finance to a company involved in the stated activities, unless qualifying as Transition Company. Those transition companies should have a credible transition plan aligned with the Paris Agreement goals.</i></p>					
25	Close Meeting	Mgmt			

APA CORPORATION

Meeting Date: 03/27/2024 **Country:** USA **Ticker:** APA
Record Date: 02/15/2024 **Meeting Type:** Special
Primary Security ID: 03743Q108

Shares Voted: 136

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

Konecranes Oyj

Meeting Date: 03/27/2024 **Country:** Finland **Ticker:** KCR
Record Date: 03/15/2024 **Meeting Type:** Annual
Primary Security ID: X4550J108

Shares Voted: 1,383

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			

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 1.35 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
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Vote AGAINST compensation proposal due to the proposed remuneration policy is below par in relation to market standards, particularly with regards to the lack of disclosure regarding main features of the performance share plan, including lack of disclosure regarding the performance criteria and performance and vesting periods, in addition to the uncapped RSU grant mandate as a form of retention tool.</i></p>					
12	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
13	Fix Number of Directors at Eight	Mgmt	For	For	For
14	Reelect Pauli Anttila, Pasi Laine (Chair), Ulf Liljedahl, Gun Nilsson, Sami Piittisjarvi and Paivi Rekonen as Directors; Elect Thomas Schulz and Birgit Seeger as New Directors	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Vote AGAINST because the nominee is overboarded.</i></p>					
15	Approve Remuneration of Auditors	Mgmt	For	For	For
16	Ratify Ernst & Young as Auditor	Mgmt	For	For	For
17	Amend Articles Re: Change Corporate Language of the Company to Finnish; Change Company Name to Konecranes Plc	Mgmt	For	For	For
18	Authorize Share Repurchase Program	Mgmt	For	For	For
19	Approve Issuance of up to 7.5 Million Shares without Preemptive Rights	Mgmt	For	For	For
20	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	For
21	Approve Equity Plan Financing	Mgmt	For	For	For
22	Approve Charitable Donations of up to EUR 400,000	Mgmt	For	For	For
23	Close Meeting	Mgmt			

LG Corp.

Meeting Date: 03/27/2024

Country: South Korea

Ticker: 003550

Record Date: 12/31/2023

Meeting Type: Annual

Primary Security ID: Y52755108

Shares Voted: 111,777

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
3	Elect Koo Gwang-mo as Inside Director	Mgmt	For	For	For
4	Elect Lee Su-young 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

Neste Corp.

Meeting Date: 03/27/2024

Country: Finland

Ticker: NESTE

Record Date: 03/15/2024

Meeting Type: Annual

Primary Security ID: X5688A109

Shares Voted: 1,983

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 1.20 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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Vote AGAINST compensation proposal due to:- There is no maximum cap for the company's STIP,- Vesting and performance periods for the company's LTIP could potentially be less than three years,- The inclusion of an uncapped discretionary mandate; and- Maximum termination benefits are not disclosed.</i></p>					
12	Approve Remuneration of Directors in the Amount of EUR 135,000 for Chairman, EUR 75,000 for Vice Chairman, and EUR 60,000 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For	For
13	Fix Number of Directors at Ten	Mgmt	For	For	For
14	Reelect Matti Kahkonen (Chair), John Abbott, Nick Elmslie, Just Jansz, Heikki Malinen, Eeva Sipilä (Vice Chair) and Johanna Soderstrom; Elect Conrad Keijzer, Pasi Laine and Sari Mannonen as New Directors	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Vote AGAINST Bundled Proposals. Vote AGAINST because the nominee is an incumbent member of the audit committee and non-audit fees are excessive.</i></p>					
15	Approve Remuneration of 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>					
16	Ratify KPMG as Auditor	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>					
17	Approve Authorized Sustainability Remuneration of 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>					
18	Ratify KPMG as Authorized Sustainability 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>					
19	Authorize Share Repurchase Program	Mgmt	For	For	For
20	Approve Issuance of up to 23 Million Shares without Preemptive Rights	Mgmt	For	For	For
21	Amend Articles Re: Sustainability Reporting Assurer; Annual General Meetings	Mgmt	For	For	For
22	Amend Charter for the Shareholders Nomination Board	Mgmt	For	For	For
23	Close Meeting	Mgmt			

HANKOOK TIRE & TECHNOLOGY Co., Ltd.

Meeting Date: 03/28/2024

Country: South Korea

Ticker: 161390

Record Date: 12/31/2023

Meeting Type: Annual

Primary Security ID: Y3R57J108

Shares Voted: 2,997

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
3.1.1	Elect Lee Su-il as Inside Director	Mgmt	For	For	For
3.1.3	Elect Park Jong-ho as Inside Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Votes AGAINST Jong-ho Park (Item 3.1.3), Hyeon-myeong Pyo (Hyun-myung Pyo) (Item 3.2.1), Jong-gap Kim (Item 3.2.2), and Young-jae Kang (Item 3.2.3) are warranted, as their record of inaction to remove a director who has demonstrated a significant governance failure from the board raises concern on their ability to act in the best of interest of the shareholders.</i></p>					
3.2.1	Elect Pyo Hyeon-myeong as Outside Director	Mgmt	For	Against	Against
<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. Votes AGAINST Jong-ho Park (Item 3.1.3), Hyeon-myeong Pyo (Hyun-myung Pyo) (Item 3.2.1), Jong-gap Kim (Item 3.2.2), and Young-jae Kang (Item 3.2.3) are warranted, as their record of inaction to remove a director who has demonstrated a significant governance failure from the board raises concern on their ability to act in the best of interest of the shareholders.</i></p>					
3.2.2	Elect Kim Jong-gap as Outside Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Votes AGAINST Jong-ho Park (Item 3.1.3), Hyeon-myeong Pyo (Hyun-myung Pyo) (Item 3.2.1), Jong-gap Kim (Item 3.2.2), and Young-jae Kang (Item 3.2.3) are warranted, as their record of inaction to remove a director who has demonstrated a significant governance failure from the board raises concern on their ability to act in the best of interest of the shareholders.</i></p>					
3.2.3	Elect Kang Young-jae as Outside Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Votes AGAINST Jong-ho Park (Item 3.1.3), Hyeon-myeong Pyo (Hyun-myung Pyo) (Item 3.2.1), Jong-gap Kim (Item 3.2.2), and Young-jae Kang (Item 3.2.3) are warranted, as their record of inaction to remove a director who has demonstrated a significant governance failure from the board raises concern on their ability to act in the best of interest of the shareholders.</i></p>					
3.2.4	Elect Kim Jeong-yeon as Outside Director	Mgmt	For	For	For
3.2.5	Elect Han Seong-gwon as Outside Director	Mgmt	For	For	For
4	Elect Moon Du-cheol as Outside Director to Serve as an Audit Committee Member	Mgmt	For	For	For
5.1	Elect Kim Jeong-yeon as a Member of Audit Committee	Mgmt	For	For	For
5.2	Elect Han Seong-gwon as a Member of Audit Committee	Mgmt	For	For	For
6	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this item is warranted because:- The proposed remuneration limit is high relative to that of the market norm; and- The company is proposing an increase without providing any reasonable justification.</i></p>					

KT Corp.

Meeting Date: 03/28/2024

Country: South Korea

Ticker: 030200

Record Date: 12/31/2023

Meeting Type: Annual

Primary Security ID: Y49915104

KT Corp.

Shares Voted: 1,614,273

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	Amend Articles of Incorporation (Quarterly Dividends)	Mgmt	For	For	For
2.2	Amend Articles of Incorporation (Record Date for Dividends)	Mgmt	For	For	For
2.3	Amend Articles of Incorporation (Miscellaneous)	Mgmt	For	For	For
3	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For

KT Corp.

Meeting Date: 03/28/2024

Country: South Korea

Ticker: 030200

Record Date: 12/29/2023

Meeting Type: Annual

Primary Security ID: Y49915104

Shares Voted: 1,017,289

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for ADR Holders	Mgmt			
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For
2.1	Amend Articles of Incorporation (Quarterly Dividends)	Mgmt	For	For	For
2.2	Amend Articles of Incorporation (Record Date for Dividends)	Mgmt	For	For	For
2.3	Amend Articles of Incorporation (Miscellaneous)	Mgmt	For	For	For
3	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For

PT Vale Indonesia Tbk

Meeting Date: 03/28/2024

Country: Indonesia

Ticker: INCO

Record Date: 03/05/2024

Meeting Type: Extraordinary Shareholders

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 Boards of the Company	Mgmt	For	For	For