

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

REPORTING PERIOD: 01/01/2024 to 06/30/2024

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): ALL INSTITUTION ACCOUNTS

Voting Statistics

	Total	Percent
Votable Meetings	245	
Meetings Voted	244	99.59%
Meetings with One or More Votes Against Management	159	64.90%
Votable Ballots	1479	
Ballots Voted	1441	97.43%

Note: A meeting is votable when one or more ballots are eligible to vote at the meeting, and differences in votable meetings and ballots occurs when multiple ballots are available to vote for the same meeting.

	Management Proposals		Shareholder Proposals		All Proposals	
	Total	Percent	Total	Percent	Total	Percent
Votable Proposals	3018		170		3188	
Proposals Voted	2947	97.65%	148	87.06%	3095	97.08%
FOR Votes	2518	83.43%	97	57.06%	2615	82.03%
AGAINST Votes	319	10.57%	47	27.65%	366	11.48%
ABSTAIN Votes	11	0.36%	0	0.00%	11	0.35%
WITHHOLD Votes	89	2.95%	4	2.35%	93	2.92%
Votes WITH Management	2533	83.93%	60	35.29%	2593	81.34%
Votes AGAINST Management	414	13.72%	88	51.76%	502	15.75%

Note: Instructions of Do Not Vote are not considered voted; Frequency on Pay votes of 1, 2 or 3 Years are only reflected statistically, where applicable, but present in the underlying detail; and in cases of different votes submitted across ballots for a given meeting, votes cast are distinctly counted by type per proposal where total votes submitted may be higher than unique proposals voted.

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>Blended Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1.4	Elect Director Eli Jones	Mgmt	For	Withhold	Withhold
<i>Blended 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>Blended 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

Short-Term Investments Trust

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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
1c	Elect Director Helena B. Foulkes	Mgmt	For	For	For
1d	Elect Director Richard A. Galanti	Mgmt	For	Against	Against
<i>Blended 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

Intuit Inc.

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
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>Blended Rationale: Vote AGAINST due to excessive dilution</i>					
6	Report on Climate Risk in Retirement Plan Options	SH	Against	For	For
<i>Blended 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: 529,123

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>Blended Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1c	Elect Director Steven J. Gomo	Mgmt	For	For	For

Micron Technology, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Linnie M. Haynesworth	Mgmt	For	Against	Against
	<i>Blended 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>Blended Rationale: Vote AGAINST because the nominee is overboarded.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
	<i>Blended 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: 195,287

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>Blended 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>Blended Rationale: Vote AGAINST because the nominee is overboarded.</i>				
1.11	Elect Director Joanne Waldstreicher	Mgmt	For	For	For

Becton, Dickinson and Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against

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

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: 286,348

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

Blended Rationale: Vote AGAINST because the nominee is overboarded.

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

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

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 Seseri	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: 17,598

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>Blended 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>Blended 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

Air Products and Chemicals, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Blended 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></p>					
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
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>Blended 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>Blended Rationale: A vote FOR this proposal is warranted given the importance of having an independent board chair.</i></p>					

Walgreens Boots Alliance, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Establish a Company Compensation Policy of Paying a Living Wage	SH	Against	For	For
<p><i>Blended 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>Blended 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
4	Approve Dividend Payment	Mgmt	For	For	For
5.1	Elect Somsak Phusakul as Director	Mgmt	For	Against	Against
<p><i>Blended 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 Sivakrskul and Chirute Visalachitra are non-independent director nominees.</i></p>					
5.2	Elect Salagjit Pongsirichan as Director	Mgmt	For	Against	Against
<p><i>Blended 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 Sivakrskul and Chirute Visalachitra are non-independent director nominees.</i></p>					
5.3	Elect Manat Chavanaprayoon as Director	Mgmt	For	Against	Against
<p><i>Blended 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 Sivakrskul and Chirute Visalachitra are non-independent director nominees.</i></p>					
5.4	Elect Chirute Visalachitra as Director	Mgmt	For	Against	Against
<p><i>Blended 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 Sivakrskul and Chirute Visalachitra are non-independent director nominees.</i></p>					

Airports of Thailand Public Co. Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.5	Elect Trithip Sivakrskul as Director	Mgmt	For	Against	Against
<p><i>Blended 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 Sivakrskul and Chirute Visalachitra are non-independent director nominees.</i></p>					
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
<p><i>Blended Rationale: A vote AGAINST this resolution is warranted given the lack of information.</i></p>					

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: 103,660

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
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 Bruderemuller	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
<p><i>Blended 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></p>					
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
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

Amdocs Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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>Blended 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>Blended 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

Shares Voted: 201,210

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mark A. Blinn	Mgmt	For	Against	Against
<i>Blended 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>Blended 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

Emerson Electric Co.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Adopt Simple Majority Vote	SH	Against	For	For

Blended Rationale: A vote FOR this proposal is warranted given that elimination of the supermajority vote requirement would enhance shareholder rights.

Embecta 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

Blended 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.

4	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
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Blended Rationale: Vote AGAINST due to excessive dilution.

Pioneer Natural Resources Company

Meeting Date: 02/07/2024 **Country:** USA **Ticker:** PXD
Record Date: 01/05/2024 **Meeting Type:** Special
Primary Security ID: 723787AB3

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

Blended 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>Blended Rationale: Vote AGAINST because the nominee is overboarded.</i>				
1b	Elect Director Jonathan F. Foster	Mgmt	For	Against	Against
	<i>Blended 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>Blended 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
	<i>Blended Rationale: Vote AGAINST compensation proposal due to the company provided the CEO inordinate amounts of personal use of corporate aircraft perquisites and aggregate perquisites.</i>				
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: 246,705

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

StoneX Group Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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: 390,963

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
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
<i>Blended 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>					
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

Blended 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.

Apple Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Report on Use of Artificial Intelligence	SH	Against	For	For
<p><i>Blended 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: 196,256

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
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			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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
<p><i>Blended 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></p>					
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against	Against
<p><i>Blended 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></p>					
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
14.a	Reelect Matti Alahuhta as Director	Mgmt	For	Against	Against
<p><i>Blended 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></p>					
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
<p><i>Blended 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></p>					
14.e	Reelect Iris Herlin as Director	Mgmt	For	For	For
14.f	Reelect Jussi Herlin as Director	Mgmt	For	Against	Against
<p><i>Blended 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></p>					
14.g	Elect Timo Ihamuotila as New Director	Mgmt	For	For	For

Kone Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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>Blended 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: 125,869

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Dan L. Batrack	Mgmt	For	For	For
1B	Elect Director Gary R. Birkenbeuel	Mgmt	For	For	For
1C	Elect Director Prashant Gandhi	Mgmt	For	For	For
1D	Elect Director Joanne M. Maguire	Mgmt	For	For	For
1E	Elect Director Christiana Obiaya	Mgmt	For	For	For
1F	Elect Director Kimberly E. Ritrievi	Mgmt	For	For	For
1G	Elect Director 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

PT Bank Rakyat Indonesia (Persero) Tbk

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

Blended 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

Shares Voted: 130,305

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

The AZEK Company Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	For
<p><i>Blended 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.</i></p>					

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
<p><i>Blended Rationale: Vote AGAINST because the nominee is overboarded.</i></p>					
1.4	Elect Director Milton M. Morris	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Nordson Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

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>Blended 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. Vincierra	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<i>Blended 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>					
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: 248,165

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rani Borkar	Mgmt	For	For	For
1b	Elect Director Judy Bruner	Mgmt	For	Against	Against
<i>Blended 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>					
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
<i>Blended 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>					
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Report on Lobbying Payments and Policy	SH	Against	For	For
<i>Blended 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>					
5	Report on Median and Adjusted Gender/Racial Pay Gaps	SH	Against	For	For
<i>Blended 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>					

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

Toll Brothers, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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>Blended 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

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>Blended 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>Blended 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 Mellody Hobson	Mgmt	For	Withhold	Withhold
<p><i>Blended 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 Mellody 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
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>Blended 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

Meeting Date: 03/13/2024

Country: Switzerland

Ticker: TEL

Record Date: 02/22/2024

Meeting Type: Annual

Primary Security ID: H84989104

Shares Voted: 406,304

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
<i>Blended 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>					
1f	Elect Director Syaru Shirley Lin	Mgmt	For	For	For
1g	Elect Director Heath A. Mitts	Mgmt	For	Against	Against
<i>Blended Rationale: Vote AGAINST because the nominee is the CFO of the company.</i>					
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
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

TE Connectivity Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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
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: 35,823

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

Agilent Technologies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Adopt Simple Majority Vote	SH	None	For	For

Blended 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

Samsung Electronics Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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>Blended 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

Shares Voted: 3,397,369

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

Svenska Handelsbanken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 Baksaas as Director	Mgmt	For	Against	Against
<i>Blended Rationale: Jon Fredrik Baksaas 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
19.5	Reelect Par Boman as Director	Mgmt	For	Against	Against
<i>Blended Rationale: Vote AGAINST because the nominee is overboarded. Jon Fredrik Baksaas 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>Blended 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>Blended Rationale: Vote AGAINST because the nominee is overboarded. Jon Fredrik Baksaas 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

Svenska Handelsbanken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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
<p><i>Blended 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></p>					
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
1.7	Elect Director Nayaki Nayyar	Mgmt	For	Withhold	Withhold
<p><i>Blended 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>Blended Rationale: A vote FOR this proposal is warranted as the elimination of the supermajority voting requirements would enhance shareholder rights.</i></p>					

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
	<i>Blended Rationale: The nominee is an incumbent and there is a lack of gender diversity on the board or boardslate.</i>				
7.2	Reelect Frederico Curado as Director	Mgmt	For	Against	Against
	<i>Blended 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>Blended 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>Blended Rationale: Vote AGAINST because the nominee is overboarded.</i>				
7.5	Reelect Denise Johnson as Director	Mgmt	For	Against	Against
	<i>Blended 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>Blended 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>Blended 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>Blended 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>Blended Rationale: Vote AGAINST because the nominee is overboarded.</i>				

ABB Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.10	Reelect Peter Voser as Director and Board Chair	Mgmt	For	Against	Against
<i>Blended 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>Blended 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

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>Blended Rationale: Vote AGAINST Bundled Proposals.</i>					

Arca Continental SAB de CV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Elect Chairman of Audit and Corporate Practices Committee; Approve Remuneration of Board Committee Members	Mgmt	For	Against	Against
<i>Blended 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
<i>Blended 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>					
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
<i>Blended Rationale: Vote AGAINST due to excessive dilution.</i>					

Ciena Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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: 207,643

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Charles J. Dockendorff	Mgmt	For	Against	Against
<i>Blended 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

Keysight Technologies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	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

Blended 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.

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
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

Kubota Corp.

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

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

Shiseido Co., Ltd.

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

Swedbank AB

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			

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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
<i>Blended Rationale: A vote AGAINST this item is warranted because it lacks a clear and compelling rationale and appears to micromanage the company.</i>					
	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
<i>Blended 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>					
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			
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

Blended 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.

Konecranes Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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
<i>Blended Rationale: Vote AGAINST because the nominee is overboarded.</i>					
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

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
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against	Against
<p><i>Blended 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>Blended 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>Blended Rationale: Vote AGAINST ratification of auditor or auditor-related proposal due to excessive non-audit fees.</i></p>					

Neste Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16	Ratify KPMG as Auditor	Mgmt	For	Against	Against
	<i>Blended Rationale: Vote AGAINST ratification of auditor or auditor-related proposal due to excessive non-audit fees.</i>				
17	Approve Authorized Sustainability Remuneration of Auditors	Mgmt	For	Against	Against
	<i>Blended Rationale: Vote AGAINST ratification of auditor or auditor-related proposal due to excessive non-audit fees.</i>				
18	Ratify KPMG as Authorized Sustainability Auditors	Mgmt	For	Against	Against
	<i>Blended Rationale: Vote AGAINST ratification of auditor or auditor-related proposal due to excessive non-audit fees.</i>				
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
	<i>Blended 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>				
3.2.1	Elect Pyo Hyeon-myeong as Outside Director	Mgmt	For	Against	Against
	<i>Blended 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>				

HANKOOK TIRE & TECHNOLOGY Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.2.2	Elect Kim Jong-gap as Outside Director	Mgmt	For	Against	Against
<p><i>Blended 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>Blended 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>Blended 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

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

The Walt Disney Company

Meeting Date: 04/03/2024

Country: USA

Ticker: DIS

Record Date: 02/05/2024

Meeting Type: Proxy Contest

Primary Security ID: 254687106

Shares Voted: 27

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Universal Proxy (White Proxy Card)	Mgmt			
	From the Combined List of Management & Dissident Nominees - Elect 12 Directors	Mgmt			

The Walt Disney Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Management Nominee Director Mary T. Barra	Mgmt	For	Do Not Vote	Do Not Vote
	<i>Blended Rationale: DO NOT VOTE on this card.</i>				
1B	Elect Management Nominee Director Safra A. Catz	Mgmt	For	Do Not Vote	Do Not Vote
	<i>Blended Rationale: DO NOT VOTE on this card.</i>				
1C	Elect Management Nominee Director Amy L. Chang	Mgmt	For	Do Not Vote	Do Not Vote
	<i>Blended Rationale: DO NOT VOTE on this card.</i>				
1D	Elect Management Nominee Director D. Jeremy Darroch	Mgmt	For	Do Not Vote	Do Not Vote
	<i>Blended Rationale: DO NOT VOTE on this card.</i>				
1E	Elect Management Nominee Director Carolyn N. Everson	Mgmt	For	Do Not Vote	Do Not Vote
	<i>Blended Rationale: DO NOT VOTE on this card.</i>				
1F	Elect Management Nominee Director Michael B.G. Froman	Mgmt	For	Do Not Vote	Do Not Vote
	<i>Blended Rationale: DO NOT VOTE on this card.</i>				
1G	Elect Management Nominee Director James P. Gorman	Mgmt	For	Do Not Vote	Do Not Vote
	<i>Blended Rationale: DO NOT VOTE on this card.</i>				
1H	Elect Management Nominee Director Robert A. Iger	Mgmt	For	Do Not Vote	Do Not Vote
	<i>Blended Rationale: DO NOT VOTE on this card.</i>				
1I	Elect Management Nominee Director Maria Elena Lagomasino	Mgmt	For	Do Not Vote	Do Not Vote
	<i>Blended Rationale: DO NOT VOTE on this card.</i>				
1J	Elect Management Nominee Director Calvin R. McDonald	Mgmt	For	Do Not Vote	Do Not Vote
	<i>Blended Rationale: DO NOT VOTE on this card.</i>				
1K	Elect Management Nominee Director Mark G. Parker	Mgmt	For	Do Not Vote	Do Not Vote
	<i>Blended Rationale: DO NOT VOTE on this card.</i>				
1L	Elect Management Nominee Director Derica W. Rice	Mgmt	For	Do Not Vote	Do Not Vote
	<i>Blended Rationale: DO NOT VOTE on this card.</i>				
1M	Elect Dissident Nominee Director Nelson Peltz	SH	Withhold	Do Not Vote	Do Not Vote
	<i>Blended Rationale: DO NOT VOTE on this card.</i>				
1N	Elect Dissident Nominee Director James ("Jay") A. Rasulo	SH	Withhold	Do Not Vote	Do Not Vote
	<i>Blended Rationale: DO NOT VOTE on this card.</i>				

The Walt Disney Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Elect Dissident Nominee Director Craig Hatkoff	SH	Withhold	Do Not Vote	Do Not Vote
	<i>Blended Rationale: DO NOT VOTE on this card.</i>				
1P	Elect Dissident Nominee Director Jessica Schell	SH	Withhold	Do Not Vote	Do Not Vote
	<i>Blended Rationale: DO NOT VOTE on this card.</i>				
1Q	Elect Dissident Nominee Director Leah Solivan	SH	Withhold	Do Not Vote	Do Not Vote
	<i>Blended Rationale: DO NOT VOTE on this card.</i>				
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Do Not Vote	Do Not Vote
	<i>Blended Rationale: DO NOT VOTE on this card.</i>				
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Do Not Vote	Do Not Vote
	<i>Blended Rationale: DO NOT VOTE on this card.</i>				
4	Amend Omnibus Stock Plan	Mgmt	For	Do Not Vote	Do Not Vote
	<i>Blended Rationale: DO NOT VOTE on this card.</i>				
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Do Not Vote	Do Not Vote
	<i>Blended Rationale: DO NOT VOTE on this card.</i>				
6	Report on Congruency of Political Spending with Company Values and Priorities	SH	Against	Do Not Vote	Do Not Vote
	<i>Blended Rationale: DO NOT VOTE on this card.</i>				
7	Report on Gender-Based Compensation and Benefits Inequities	SH	Against	Do Not Vote	Do Not Vote
	<i>Blended Rationale: DO NOT VOTE on this card.</i>				
8	Report on Charitable Contributions	SH	Against	Do Not Vote	Do Not Vote
	<i>Blended Rationale: DO NOT VOTE on this card.</i>				
9	Repeal Any Bylaw Provisions Adopted by the Board Without Shareholder Approval Subsequent to November 30, 2023	SH	Against	Do Not Vote	Do Not Vote
	<i>Blended Rationale: DO NOT VOTE on this card.</i>				
10	Advisory Vote on Board Size and Related Vacancies	SH	Against	Do Not Vote	Do Not Vote
	<i>Blended Rationale: DO NOT VOTE on this card.</i>				
	Dissident Universal Proxy (Blue Proxy Card) by TRIAN GROUP	Mgmt			
	From the Combined List of Management & Dissident Nominees - Elect 12 Directors	Mgmt			
1.1	Elect Dissident Nominee Director Nelson Peltz	SH	For	For	For

The Walt Disney Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Dissident Nominee Director James ("Jay") A. Rasulo	SH	For	Withhold	Withhold
	<i>Blended Rationale: WITHHOLD votes from Trian nominee Jay Rasulo, Blackwells nominees Craig Hatkoff, Jessica Schell, and Leah Solivan.</i>				
	OPPOSED COMPANY NOMINEES	Mgmt			
1.1	Elect Management Nominee Director Michael B.G. Froman	Mgmt	Withhold	For	For
	<i>Blended Rationale: A vote FOR management nominees Mark Parker, Robert Iger, Mary Barra, Safra Catz, Amy Chang, Carolyn Everson, Michael Froman, Calvin McDonald, Derica Rice, David Jeremy Darroch and James Gorman is warranted.</i>				
1.2	Elect Management Nominee Director Maria Elena Lagomasino	Mgmt	Withhold	Withhold	Withhold
	ACCEPTABLE COMPANY NOMINEES	Mgmt			
1.1	Elect Management Nominee Director Mary T. Barra	Mgmt	None	For	For
	<i>Blended Rationale: A vote FOR management nominees Mark Parker, Robert Iger, Mary Barra, Safra Catz, Amy Chang, Carolyn Everson, Michael Froman, Calvin McDonald, Derica Rice, David Jeremy Darroch and James Gorman is warranted.</i>				
1.2	Elect Management Nominee Director Safra A. Catz	Mgmt	None	For	For
	<i>Blended Rationale: A vote FOR management nominees Mark Parker, Robert Iger, Mary Barra, Safra Catz, Amy Chang, Carolyn Everson, Michael Froman, Calvin McDonald, Derica Rice, David Jeremy Darroch and James Gorman is warranted.</i>				
1.3	Elect Management Nominee Director Amy L. Chang	Mgmt	None	For	For
	<i>Blended Rationale: A vote FOR management nominees Mark Parker, Robert Iger, Mary Barra, Safra Catz, Amy Chang, Carolyn Everson, Michael Froman, Calvin McDonald, Derica Rice, David Jeremy Darroch and James Gorman is warranted.</i>				
1.4	Elect Management Nominee Director D. Jeremy Darroch	Mgmt	None	For	For
	<i>Blended Rationale: A vote FOR management nominees Mark Parker, Robert Iger, Mary Barra, Safra Catz, Amy Chang, Carolyn Everson, Michael Froman, Calvin McDonald, Derica Rice, David Jeremy Darroch and James Gorman is warranted.</i>				
1.5	Elect Management Nominee Director Carolyn N. Everson	Mgmt	None	For	For
	<i>Blended Rationale: A vote FOR management nominees Mark Parker, Robert Iger, Mary Barra, Safra Catz, Amy Chang, Carolyn Everson, Michael Froman, Calvin McDonald, Derica Rice, David Jeremy Darroch and James Gorman is warranted.</i>				
1.6	Elect Management Nominee Director James P. Gorman	Mgmt	None	For	For
	<i>Blended Rationale: A vote FOR management nominees Mark Parker, Robert Iger, Mary Barra, Safra Catz, Amy Chang, Carolyn Everson, Michael Froman, Calvin McDonald, Derica Rice, David Jeremy Darroch and James Gorman is warranted.</i>				
1.7	Elect Management Nominee Director Robert A. Iger	Mgmt	None	For	For
	<i>Blended Rationale: A vote FOR management nominees Mark Parker, Robert Iger, Mary Barra, Safra Catz, Amy Chang, Carolyn Everson, Michael Froman, Calvin McDonald, Derica Rice, David Jeremy Darroch and James Gorman is warranted.</i>				
1.8	Elect Management Nominee Director Calvin R. McDonald	Mgmt	None	For	For
	<i>Blended Rationale: A vote FOR management nominees Mark Parker, Robert Iger, Mary Barra, Safra Catz, Amy Chang, Carolyn Everson, Michael Froman, Calvin McDonald, Derica Rice, David Jeremy Darroch and James Gorman is warranted.</i>				
1.9	Elect Management Nominee Director Mark G. Parker	Mgmt	None	Withhold	Withhold
	<i>Blended 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>				

The Walt Disney Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.10	Elect Management Nominee Director Derica W. Rice	Mgmt	None	For	For
<i>Blended Rationale: A vote FOR management nominees Mark Parker, Robert Iger, Mary Barra, Safra Catz, Amy Chang, Carolyn Everson, Michael Froman, Calvin McDonald, Derica Rice, David Jeremy Darroch and James Gorman is warranted.</i>					
	BLACKWELLS NOMINEES	Mgmt			
1.1	Elect Dissident Nominee Director Craig Hatkoff	SH	Withhold	Withhold	Withhold
1.2	Elect Dissident Nominee Director Jessica Schell	SH	Withhold	Withhold	Withhold
1.3	Elect Dissident Nominee Director Leah Solivan	SH	Withhold	Withhold	Withhold
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Against	Against	Against
4	Amend Omnibus Stock Plan	Mgmt	None	Against	Against
<i>Blended Rationale: Vote AGAINST due to excessive dilution.</i>					
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	None	Against	Against
<i>Blended Rationale: A vote AGAINST this proposal is warranted. The company has a policy which limits cash severance to a reasonable basis absent shareholder approval, and no significant concerns are identified with respect to the company's severance program.</i>					
6	Report on Congruency of Political Spending with Company Values and Priorities	SH	None	For	For
<i>Blended Rationale: A vote FOR this resolution is warranted, as a report on the company's alignment of political expenditures with stated values would enable shareholders to have a more comprehensive understanding of how the company overseas and manages risks related to its political partnerships.</i>					
7	Report on Gender-Based Compensation and Benefits Inequities	SH	None	Against	Against
<i>Blended Rationale: A vote AGAINST this proposal is warranted, as the company appears to provide sufficient information for investors to be able to determine how the company is managing pay equity and health and wellness benefits related risks.</i>					
8	Report on Charitable Contributions	SH	None	Against	Against
<i>Blended Rationale: A vote AGAINST this proposal is warranted because the company provides sufficient information regarding its charitable contributions, and absent self-dealing or gross negligence, management should be afforded discretion in determining the company's charitable giving strategy.</i>					
9	Repeal Any Bylaw Provisions Adopted by the Board Without Shareholder Approval Subsequent to November 30, 2023	SH	For	For	For
10	Advisory Vote on Board Size and Related Vacancies	SH	Against	Against	Against
	Dissident Universal Proxy (Green Proxy Card) by BLACKWELLS	Mgmt			
	From the Combined List of Management & Dissident Nominees - Elect 12 Directors	Mgmt			
1a	Elect Dissident Nominee Director Craig Hatkoff	SH	For	Do Not Vote	Do Not Vote
<i>Blended Rationale: DO NOT VOTE on this card.</i>					

The Walt Disney Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Dissident Nominee Director Jessica Schell	SH	For	Do Not Vote	Do Not Vote
	<i>Blended Rationale: DO NOT VOTE on this card.</i>				
1c	Elect Dissident Nominee Director Leah Solivan	SH	For	Do Not Vote	Do Not Vote
	<i>Blended Rationale: DO NOT VOTE on this card.</i>				
	COMPANY NOMINEES	Mgmt			
1d	Elect Management Nominee Director Mary T. Barra	Mgmt	Withhold	Do Not Vote	Do Not Vote
	<i>Blended Rationale: DO NOT VOTE on this card.</i>				
1e	Elect Management Nominee Director Safra A. Catz	Mgmt	Withhold	Do Not Vote	Do Not Vote
	<i>Blended Rationale: DO NOT VOTE on this card.</i>				
1f	Elect Management Nominee Director Amy L. Chang	Mgmt	Withhold	Do Not Vote	Do Not Vote
	<i>Blended Rationale: DO NOT VOTE on this card.</i>				
1g	Elect Management Nominee Director D. Jeremy Darroch	Mgmt	Withhold	Do Not Vote	Do Not Vote
	<i>Blended Rationale: DO NOT VOTE on this card.</i>				
1h	Elect Management Nominee Director Carolyn N. Everson	Mgmt	Withhold	Do Not Vote	Do Not Vote
	<i>Blended Rationale: DO NOT VOTE on this card.</i>				
1i	Elect Management Nominee Director Michael B.G. Froman	Mgmt	Withhold	Do Not Vote	Do Not Vote
	<i>Blended Rationale: DO NOT VOTE on this card.</i>				
1j	Elect Management Nominee Director James P. Gorman	Mgmt	Withhold	Do Not Vote	Do Not Vote
	<i>Blended Rationale: DO NOT VOTE on this card.</i>				
1k	Elect Management Nominee Director Robert A. Iger	Mgmt	Withhold	Do Not Vote	Do Not Vote
	<i>Blended Rationale: DO NOT VOTE on this card.</i>				
1l	Elect Management Nominee Director Maria Elena Lagomasino	Mgmt	Withhold	Do Not Vote	Do Not Vote
	<i>Blended Rationale: DO NOT VOTE on this card.</i>				
1m	Elect Management Nominee Director Calvin R. McDonald	Mgmt	Withhold	Do Not Vote	Do Not Vote
	<i>Blended Rationale: DO NOT VOTE on this card.</i>				
1n	Elect Management Nominee Director Mark G. Parker	Mgmt	Withhold	Do Not Vote	Do Not Vote
	<i>Blended Rationale: DO NOT VOTE on this card.</i>				
1o	Elect Management Nominee Director Derica W. Rice	Mgmt	Withhold	Do Not Vote	Do Not Vote
	<i>Blended Rationale: DO NOT VOTE on this card.</i>				
	THE TRIAN GROUP NOMINEES	Mgmt			

The Walt Disney Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1p	Elect Dissident Nominee Director Nelson Peltz	SH	Withhold	Do Not Vote	Do Not Vote
	<i>Blended Rationale: DO NOT VOTE on this card.</i>				
1q	Elect Dissident Nominee Director James ("Jay") A. Rasulo	SH	Withhold	Do Not Vote	Do Not Vote
	<i>Blended Rationale: DO NOT VOTE on this card.</i>				
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Do Not Vote	Do Not Vote
	<i>Blended Rationale: DO NOT VOTE on this card.</i>				
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Do Not Vote	Do Not Vote
	<i>Blended Rationale: DO NOT VOTE on this card.</i>				
4	Amend Omnibus Stock Plan	Mgmt	For	Do Not Vote	Do Not Vote
	<i>Blended Rationale: DO NOT VOTE on this card.</i>				
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	None	Do Not Vote	Do Not Vote
	<i>Blended Rationale: DO NOT VOTE on this card.</i>				
6	Report on Congruency of Political Spending with Company Values and Priorities	SH	None	Do Not Vote	Do Not Vote
	<i>Blended Rationale: DO NOT VOTE on this card.</i>				
7	Report on Gender-Based Compensation and Benefits Inequities	SH	None	Do Not Vote	Do Not Vote
	<i>Blended Rationale: DO NOT VOTE on this card.</i>				
8	Report on Charitable Contributions	SH	None	Do Not Vote	Do Not Vote
	<i>Blended Rationale: DO NOT VOTE on this card.</i>				
9	Repeal Any Bylaw Provisions Adopted by the Board Without Shareholder Approval Subsequent to November 30, 2023	SH	None	Do Not Vote	Do Not Vote
	<i>Blended Rationale: DO NOT VOTE on this card.</i>				
10	Advisory Vote on Board Size and Related Vacancies	SH	For	Do Not Vote	Do Not Vote
	<i>Blended Rationale: DO NOT VOTE on this card.</i>				

EDP Renovaveis SA

Meeting Date: 04/04/2024

Country: Spain

Ticker: EDPB

Record Date: 03/26/2024

Meeting Type: Annual

Primary Security ID: E3847K101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For
2	Approve Treatment of Net Loss	Mgmt	For	For	For
3	Approve Scrip Dividends	Mgmt	For	For	For
4	Approve Consolidated and Standalone Management Reports, Corporate Governance Report and Remuneration Report	Mgmt	For	For	For
5	Approve Non-Financial Information Statement	Mgmt	For	For	For
6	Appraise Management of Company and Approve Vote of Confidence to Board of Directors	Mgmt	For	For	For
7	Renew Appointment of PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
8.A	Acknowledge Resignation of Vera de Moraes Pinto Pereira Carneiro as Director	Mgmt			
8.B	Acknowledge Resignation of Ana Paula Garrido de Pina Marques as Director	Mgmt			
8.C	Acknowledge Resignation of Acacio Liberado Mota Piloto as Director	Mgmt			
8.D	Fix Number of Directors at 9	Mgmt	For	For	For
8.E	Reelect Miguel Stilwell de Andrade as Director	Mgmt	For	Against	Against
<i>Blended Rationale: The nominee is an incumbent and there is a lack of gender diversity on the board or board slate.</i>					
8.F	Reelect Rui Manuel Rodrigues Lopes Teixeira as Director	Mgmt	For	Against	Against
<i>Blended Rationale: Vote AGAINST because the nominee is the CFO of the company. The nominee is an incumbent and there is a lack of gender diversity on the board or board slate.</i>					
8.G	Reelect Manuel Menendez Menendez as Director	Mgmt	For	Against	Against
<i>Blended Rationale: The nominee is an incumbent and there is a lack of gender diversity on the board or board slate.</i>					
8.H	Reelect Antonio Sarmiento Gomes Mota as Director	Mgmt	For	Against	Against
<i>Blended Rationale: The nominee is an incumbent and there is a lack of gender diversity on the board or board slate.</i>					
8.I	Reelect Rosa Maria Garcia Garcia as Director	Mgmt	For	Against	Against
<i>Blended Rationale: The nominee is an incumbent and there is a lack of gender diversity on the board or board slate.</i>					
8.J	Reelect Jose Manuel Felix Morgado as Director	Mgmt	For	Against	Against
<i>Blended Rationale: The nominee is an incumbent and there is a lack of gender diversity on the board or board slate.</i>					
8.K	Reelect Allan J. Katz as Director	Mgmt	For	Against	Against
<i>Blended Rationale: The nominee is an incumbent and there is a lack of gender diversity on the board or board slate.</i>					

EDP Renovaveis SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.L	Reelect Cynthia Kay McCall as Director	Mgmt	For	Against	Against
<i>Blended Rationale: The nominee is an incumbent and there is a lack of gender diversity on the board or board slate.</i>					
8.M	Elect Ana Paula de Sousa Freitas Madureira Serra as Director	Mgmt	For	For	For
9	Amend Remuneration Policy	Mgmt	For	For	For
10	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

A. O. Smith Corporation

Meeting Date: 04/09/2024 **Country:** USA **Ticker:** AOS
Record Date: 02/20/2024 **Meeting Type:** Annual
Primary Security ID: 831865209

Shares Voted: 56,376

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Victoria M. Holt	Mgmt	For	Withhold	Withhold
<i>Blended 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. WITHHOLD votes for governance committee members Victoria Holt and Ilham Kadri are warranted given that the company maintains a multi-class capital structure with disparate voting rights that is not subject to a reasonable time-based sunset, and given the board's lack of responsiveness to Ronald Brown's failure to receive majority support at last year's annual meeting.</i>					
1.2	Elect Director Ilham Kadri	Mgmt	For	Withhold	Withhold
<i>Blended Rationale: WITHHOLD votes for governance committee members Victoria Holt and Ilham Kadri are warranted given that the company maintains a multi-class capital structure with disparate voting rights that is not subject to a reasonable time-based sunset, and given the board's lack of responsiveness to Ronald Brown's failure to receive majority support at last year's annual meeting.</i>					
1.3	Elect Director Michael M. Larsen	Mgmt	For	For	For
1.4	Elect Director Christopher L. Mapes	Mgmt	For	Withhold	Withhold
<i>Blended Rationale: Vote AGAINST because the nominee is overboarded.</i>					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<i>Blended Rationale: Vote AGAINST compensation proposal due to:- The company maintains legacy agreements that contain an excise tax gross-up change-in-control provision.- Equity awards allow for auto-accelerated vesting upon a change-in-control event.</i>					
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Report on Company's Hiring Practices with Respect to Formerly Incarcerated People	SH	Against	For	For
<i>Blended Rationale: A vote FOR this proposal is warranted because additional information could help shareholders better understand how the company is assessing and managing the progress of its various diversity and inclusion initiatives, as they relate to fair chance employment practices.</i>					

Thai Union Group Public Co. Ltd.

Meeting Date: 04/09/2024

Country: Thailand

Ticker: TU

Record Date: 03/04/2024

Meeting Type: Annual

Primary Security ID: Y8730K108

Shares Voted: 152,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Acknowledge Operational Results	Mgmt			
2	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income	Mgmt	For	For	For
4.1	Elect Kirati Assakul as Director	Mgmt	For	For	For
4.2	Elect Cheng Niruttinanon as Director	Mgmt	For	For	For
4.3	Elect Rittirong Boonmechote as Director	Mgmt	For	For	For
4.4	Elect Pakapun Leevutinun as Director	Mgmt	For	For	For
5	Approve Remuneration and Bonus of Directors	Mgmt	For	For	For
6	Approve KPMG Phoomchai Audit Ltd. as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
7	Other Business	Mgmt			

Vestas Wind Systems A/S

Meeting Date: 04/09/2024

Country: Denmark

Ticker: VWS

Record Date: 04/02/2024

Meeting Type: Annual

Primary Security ID: K9773J201

Shares Voted: 1,150,820

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
5	Approve Remuneration of Directors in the Amount of DKK 1.4 Million for Chairman, DKK 946,764 for Vice Chairman and DKK 473,382 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For

Vestas Wind Systems A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.a	Reelect Anders Runevad as Director	Mgmt	For	Abstain	Abstain
<p><i>Blended Rationale: Vote ABSTAIN 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 ABSTAIN vote is to hold the Committee Chair accountable for nominating a minority director who is overboarded.</i></p>					
6.b	Reelect Eva Merete Sofelde Berneke as Director	Mgmt	For	For	For
6.c	Reelect Helle Thorning-Schmidt as Director	Mgmt	For	For	For
6.d	Reelect Karl-Henrik Sundstrom as Director	Mgmt	For	For	For
6.e	Reelect Lena Marie Olving as Director	Mgmt	For	For	For
6.f	Elect William (Bill) Fehrman as New Director	Mgmt	For	For	For
6.g	Elect Henriette Hallberg Thygesen as New Director	Mgmt	For	For	For
7	Ratify Deloitte as Auditor	Mgmt	For	For	For
8.1	Amend Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	For	For
8.2	Authorize Share Repurchase Program	Mgmt	For	For	For
9	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For
10	Other Business	Mgmt			

Deutsche Telekom AG

Meeting Date: 04/10/2024

Country: Germany

Ticker: DTE

Record Date: 04/05/2024

Meeting Type: Annual

Primary Security ID: D2035M136

Shares Voted: 874,466

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.77 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2024 and for the Review of the Interim Financial Statements for Fiscal Year 2024 and First Quarter of Fiscal Year 2025	Mgmt	For	For	For

Deutsche Telekom AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.1	Elect Lars Hinrichs to the Supervisory Board	Mgmt	For	For	For
6.2	Elect Karl-Heinz Streibich to the Supervisory Board	Mgmt	For	For	For
7	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 8 Billion; Approve Creation of EUR 1.2 Billion Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For
8	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
9	Approve Remuneration Report	Mgmt	For	For	For

IQVIA Holdings Inc.

Meeting Date: 04/16/2024

Country: USA

Ticker: IQV

Record Date: 02/20/2024

Meeting Type: Annual

Primary Security ID: 46266C105

Shares Voted: 218,881

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ari Bousbib	Mgmt	For	For	For
1b	Elect Director Carol J. Burt	Mgmt	For	Against	Against
<i>Blended Rationale: Vote AGAINST because the nominee is an incumbent member of the audit committee and non-audit fees are excessive.</i>					
1c	Elect Director Colleen A. Goggins	Mgmt	For	Against	Against
<i>Blended Rationale: Vote AGAINST because the nominee is an incumbent member of the audit committee and non-audit fees are excessive.</i>					
1d	Elect Director John M. Leonard	Mgmt	For	Against	Against
<i>Blended Rationale: Vote AGAINST because the nominee is an incumbent member of the audit committee and non-audit fees are excessive.</i>					
1e	Elect Director Todd B. Sisitsky	Mgmt	For	For	For
1f	Elect Director Sheila A. Stamps	Mgmt	For	Against	Against
<i>Blended Rationale: Vote AGAINST because the nominee is an incumbent member of the audit committee and non-audit fees are excessive.</i>					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<i>Blended Rationale: Vote AGAINST compensation proposal due to the company provided the CEO inordinate amounts of personal use of corporate aircraft perquisites, auto-related perquisites, and financial planning perquisites. In addition, the company included outsized peers in its selected peer group.</i>					
3	Report on Political Contributions and Expenditures	SH	Against	For	For
<i>Blended Rationale: A vote FOR this resolution is warranted, as increased disclosure of the company's direct and indirect political contributions through all trade associations and other tax-exempt organizations could help shareholders more comprehensively evaluate the company's management of related risks and benefits.</i>					

IQVIA Holdings Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Against	Against

Blended Rationale: Vote AGAINST ratification of auditor or auditor-related proposal due to excessive non-audit fees.

AerCap Holdings NV

Meeting Date: 04/17/2024 **Country:** Netherlands **Ticker:** AER
Record Date: 03/20/2024 **Meeting Type:** Annual
Primary Security ID: N00985106

Shares Voted: 1,135,207

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

Geberit AG

Meeting Date: 04/17/2024 **Country:** Switzerland **Ticker:** GEBN
Record Date: 04/11/2024 **Meeting Type:** Annual
Primary Security ID: H2942E124

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 12.70 per Share	Mgmt	For	For	For
3	Approve Non-Financial Report	Mgmt	For	For	For
4	Approve Discharge of Board of Directors	Mgmt	For	For	For
5.1.1	Reelect Albert Baehny as Director and Board Chair	Mgmt	For	Against	Against
	<i>Blended Rationale: The nominee is an incumbent and there is a lack of gender diversity on the board or board slate. Vote AGAINST because the nominee is overboarded.</i>				
5.1.2	Reelect Thomas Bachmann as Director	Mgmt	For	Against	Against
	<i>Blended Rationale: The nominee is an incumbent and there is a lack of gender diversity on the board or board slate.</i>				
5.1.3	Reelect Felix Ehrat as Director	Mgmt	For	Against	Against
	<i>Blended Rationale: The nominee is an incumbent and there is a lack of gender diversity on the board or board slate.</i>				
5.1.4	Reelect Werner Karlen as Director	Mgmt	For	Against	Against
	<i>Blended Rationale: The nominee is an incumbent and there is a lack of gender diversity on the board or board slate.</i>				
5.1.5	Reelect Bernadette Koch as Director	Mgmt	For	Against	Against
	<i>Blended Rationale: The nominee is an incumbent and there is a lack of gender diversity on the board or board slate.</i>				
5.1.6	Reelect Eunice Zehnder-Lai as Director	Mgmt	For	Against	Against
	<i>Blended Rationale: The nominee is an incumbent and there is a lack of gender diversity on the board or board slate.</i>				
5.2.1	Reappoint Eunice Zehnder-Lai as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
	<i>Blended Rationale: The nominee is an incumbent and there is a lack of gender diversity on the board or board slate.</i>				
5.2.2	Reappoint Thomas Bachmann as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
	<i>Blended Rationale: The nominee is an incumbent and there is a lack of gender diversity on the board or board slate.</i>				
5.2.3	Reappoint Werner Karlen as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
	<i>Blended Rationale: The nominee is an incumbent and there is a lack of gender diversity on the board or board slate.</i>				
6	Designate Roger Mueller as Independent Proxy	Mgmt	For	For	For
7	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
8.1	Approve Remuneration Report	Mgmt	For	Against	Against
	<i>Blended Rationale: Vote AGAINST compensation proposal due to:- There are limited ex-post disclosures provided to explain outcomes under the STI and LTI plans, especially considering that the company refrains from disclosing targets on an ex-post basis.- Under the STI, individual objectives have been given an increased weighting but there is no disclosure of what performance was assessed or how it was assessed.- Under the LTI, maximum vesting will occur at a lower level of outperformance versus the target value.</i>				

Geberit AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.2	Approve Remuneration of Directors in the Amount of CHF 2.4 Million	Mgmt	For	For	For
8.3	Approve Remuneration of Executive Committee in the Amount of CHF 12.9 Million	Mgmt	For	For	For
9	Transact Other Business (Voting)	Mgmt	For	Against	Against

Blended 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.

Carrier Global Corporation

Meeting Date: 04/18/2024 **Country:** USA **Ticker:** CARR
Record Date: 02/27/2024 **Meeting Type:** Annual
Primary Security ID: 14448C104

Shares Voted: 846,515

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jean-Pierre Garnier	Mgmt	For	For	For
1b	Elect Director David L. Gitlin	Mgmt	For	For	For
1c	Elect Director John J. Greisch	Mgmt	For	For	For
1d	Elect Director Charles M. Holley, Jr.	Mgmt	For	Against	Against
<i>Blended Rationale: Vote AGAINST because the nominee is an incumbent member of the audit committee and non-audit fees are excessive.</i>					
1e	Elect Director Michael M. McNamara	Mgmt	For	For	For
1f	Elect Director Susan N. Story	Mgmt	For	Against	Against
<i>Blended Rationale: Vote AGAINST because the nominee is an incumbent member of the audit committee and non-audit fees are excessive.</i>					
1g	Elect Director Michael A. Todman	Mgmt	For	Against	Against
<i>Blended Rationale: Vote AGAINST because the nominee is an incumbent member of the audit committee and non-audit fees are excessive.</i>					
1h	Elect Director Maximilian (Max) Viessmann	Mgmt	For	For	For
1i	Elect Director Virginia M. Wilson	Mgmt	For	Against	Against
<i>Blended 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. Vote AGAINST because the nominee is an incumbent member of the audit committee and non-audit fees are excessive.</i>					
1j	Elect Director Beth A. Wozniak	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against

Blended Rationale: Vote AGAINST compensation proposal due to:- The company provided the CEO inordinate amounts of personal use of corporate aircraft, life insurance, and financial planning perquisites.- Concerns exist regarding the lack of disclosure of metrics/goals about long term incentives.

Carrier Global Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Against	Against
<i>Blended Rationale: Vote AGAINST ratification of auditor or auditor-related proposal due to excessive non-audit fees.</i>					
4	Report on Lobbying Payments and Policy	SH	Against	For	For
<i>Blended Rationale: A vote FOR this resolution is warranted, as greater disclosure would allow shareholders to better evaluate the company's lobbying activities.</i>					

Jeronimo Martins SGPS SA

Meeting Date: 04/18/2024 **Country:** Portugal **Ticker:** JMT
Record Date: 04/11/2024 **Meeting Type:** Annual
Primary Security ID: X40338109

Shares Voted: 3,957

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Individual and Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income	Mgmt	For	For	For
3	Appraise Management and Supervision of Company and Approve Vote of Confidence to Corporate Bodies	Mgmt	For	For	For
4	Amend Articles 14, 23, and 31	Mgmt	For	For	For

LVMH Moët Hennessy Louis Vuitton SE

Meeting Date: 04/18/2024 **Country:** France **Ticker:** MC
Record Date: 04/16/2024 **Meeting Type:** Annual/Special
Primary Security ID: F58485115

Shares Voted: 19,764

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 13 per Share	Mgmt	For	For	For

LVMH Moët Hennessy Louis Vuitton SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	Against	Against
	<i>Blended Rationale: A vote AGAINST is warranted as the Company failed to provide enough information with respect to the transaction with Agache, important shareholder, making it therefore impossible to ascertain that the continuation of this agreement is in shareholders' interests.</i>				
5	Reelect Antoine Arnault as Director	Mgmt	For	Against	Against
	<i>Blended Rationale: - Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (including all board members: 40.0 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 46.2 percent vs 50 percent recommended) (Items 5, 7 and 8).- Votes AGAINST these (re)election are warranted since the directors (or shareholder's representatives) benefit from the company's distortive voting structure (Items 5, 7 and 8).</i>				
6	Elect Henri de Castries as Director	Mgmt	For	For	For
7	Elect Alexandre Arnault as Director	Mgmt	For	Against	Against
	<i>Blended Rationale: - Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (including all board members: 40.0 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 46.2 percent vs 50 percent recommended) (Items 5, 7 and 8).- Votes AGAINST these (re)election are warranted since the directors (or shareholder's representatives) benefit from the company's distortive voting structure (Items 5, 7 and 8).</i>				
8	Elect Frederic Arnault as Director	Mgmt	For	Against	Against
	<i>Blended Rationale: - Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (including all board members: 40.0 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 46.2 percent vs 50 percent recommended) (Items 5, 7 and 8).- Votes AGAINST these (re)election are warranted since the directors (or shareholder's representatives) benefit from the company's distortive voting structure (Items 5, 7 and 8).</i>				
9	Appoint Deloitte & Associates as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
10	Approve Compensation Report of Corporate Officers	Mgmt	For	Against	Against
	<i>Blended Rationale: Vote AGAINST compensation proposal due to:- the high level of dissent recorded at several previous AGMs and the lack of response from the company.- the limited perimeter used for the pay ratio.</i>				
11	Approve Compensation of Bernard Arnault, Chairman and CEO	Mgmt	For	Against	Against
	<i>Blended Rationale: Vote AGAINST compensation proposal due to the limited disclosure on the level of achievement of the performance conditions of both the STI and the LTIP that vested this year. Furthermore, the performance criteria of the LTI granted do not seem particularly challenging.</i>				
12	Approve Compensation of Antonio Belloni, Vice-CEO	Mgmt	For	Against	Against
	<i>Blended Rationale: Vote AGAINST compensation proposal due to the limited disclosure on the level of achievement of the performance conditions of both the STI and the LTIP that vested this year. Furthermore, the performance criteria of the LTI granted do not seem particularly challenging.</i>				
13	Approve Remuneration Policy of Directors	Mgmt	For	For	For
14	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Against	Against
	<i>Blended Rationale: Vote AGAINST compensation proposal due to:o The Company does not disclose targets or payout scales for the annual bonus;o The nature of the LTIP criteria, the vesting scales and the performance period are not disclosed;o Post-mandate vesting of LTI grant is not explicitly excluded;o The derogation policy of the board is deemed too broad; ando The cap on the exceptional remuneration is not disclosed.</i>				

LVMH Moët Hennessy Louis Vuitton SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Approve Remuneration Policy of Vice-CEO	Mgmt	For	Against	Against
<p><i>Blended Rationale: Vote AGAINST compensation proposal due too The Company does not disclose targets or payout scales for the annual bonus;o The nature of the LTIP criteria, the vesting scales and the performance period are not disclosed;o Post-mandate vesting of LTI grant is not explicitly excluded;o The derogation policy of the board is deemed too broad; ando The cap on the exceptional remuneration is not disclosed.</i></p>					
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
17	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
18	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Against	Against
<p><i>Blended Rationale: A vote AGAINST this resolution is warranted because:- The performance conditions are vague.- The vesting period is not sufficiently long-term oriented.- The performance period is not disclosed.</i></p>					
19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For	For

PPG Industries, Inc.

Meeting Date: 04/18/2024

Country: USA

Ticker: PPG

Record Date: 02/16/2024

Meeting Type: Annual

Primary Security ID: 693506107

Shares Voted: 370,871

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael W. Lamach	Mgmt	For	For	For
1.2	Elect Director Martin H. Richenhagen	Mgmt	For	For	For
1.3	Elect Director Christopher N. Roberts, III	Mgmt	For	For	For
1.4	Elect Director Catherine R. Smith	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Provide Right to Call Special Meeting	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Prysmian SpA

Meeting Date: 04/18/2024

Country: Italy

Ticker: PRY

Record Date: 04/09/2024

Meeting Type: Annual

Primary Security ID: T7630L105

Shares Voted: 772

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income	Mgmt	For	For	For
3	Fix Number of Directors	Mgmt	For	For	For
4	Fix Board Terms for Directors	Mgmt	For	For	For
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt			
5.1	Slate 1 Submitted by Management	Mgmt	For	Against	Against
	<i>Blended Rationale: Vote AGAINST because the nominee is the CFO of the company.</i>				
5.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	Against	Against
	<i>Blended Rationale: This item warrants a vote AGAINST because:- Shareholders can support only one slate;- Supporting Slate 1 would ensure that all directors are elected through the slate election mechanism with no uncertainty on the board composition. However, institutional investors who have contributed to present Slate 2 may want to make sure that they support Slate 2 in order to prevent possible allegation of links with Slate 1.</i>				
6	Approve Remuneration of Directors	Mgmt	For	For	For
7	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
8	Approve Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
9	Approve Remuneration Policy	Mgmt	For	For	For
10	Approve Second Section of the Remuneration Report	Mgmt	For	For	For

PT Vale Indonesia Tbk

Meeting Date: 04/19/2024

Country: Indonesia

Ticker: INCO

Record Date: 03/27/2024

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 Capital Increase Through Preemptive Rights	Mgmt	For	For	For
2	Amend Article 4 of the Company's Articles of Association	Mgmt	For	For	For

PT Vale Indonesia Tbk

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Restatement of the Company's Shareholder Composition	Mgmt	For	For	For
4	Amend Articles of Association	Mgmt	For	Against	Against

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

Teledyne Technologies Incorporated

Meeting Date: 04/24/2024 **Country:** USA **Ticker:** TDY
Record Date: 03/01/2024 **Meeting Type:** Annual
Primary Security ID: 879360105

Shares Voted: 8,810

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Denise R. Singleton	Mgmt	For	For	For
1.2	Elect Director Simon M. Lorne	Mgmt	For	For	For
1.3	Elect Director Vincent J. Morales	Mgmt	For	For	For
1.4	Elect Director Wesley W. von Schack	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Declassify the Board of Directors	Mgmt	For	For	For
5	Amend Certificate of Incorporation to Provide for Officer Exculpation	Mgmt	For	For	For
6	Adopt Simple Majority Vote	SH	Against	For	For

Blended Rationale: A vote FOR this proposal is warranted given that elimination of the supermajority vote requirement would enhance shareholder rights.

Alfa Laval AB

Meeting Date: 04/25/2024 **Country:** Sweden **Ticker:** ALFA
Record Date: 04/17/2024 **Meeting Type:** Annual
Primary Security ID: W04008152

Shares Voted: 1,014

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			

Alfa Laval AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive CEO's Report	Mgmt			
8	Receive Financial Statements and Statutory Reports	Mgmt			
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9.b	Approve Allocation of Income and Dividends of SEK 7.50 Per Share	Mgmt	For	For	For
9.c1	Approve Discharge of CEO Tom Erixon	Mgmt	For	For	For
9.c2	Approve Discharge of Dennis Jonsson	Mgmt	For	For	For
9.c3	Approve Discharge of Finn Rausing	Mgmt	For	For	For
9.c4	Approve Discharge of Henrik Lange	Mgmt	For	For	For
9.c5	Approve Discharge of Jorn Rausing	Mgmt	For	For	For
9.c6	Approve Discharge of Lilian Fossum Biner	Mgmt	For	For	For
9.c7	Approve Discharge of Nadine Crauwels	Mgmt	For	For	For
9.c8	Approve Discharge of Ray Mauritsson	Mgmt	For	For	For
9.c9	Approve Discharge of Ulf Wiinberg	Mgmt	For	For	For
9.c10	Approve Discharge of Anna Muller	Mgmt	For	For	For
9.c11	Approve Discharge of Bror Garcia Lantz	Mgmt	For	For	For
9.c12	Approve Discharge of Henrik Nielsen	Mgmt	For	For	For
9.c13	Approve Discharge of Johan Ranhog	Mgmt	For	For	For
9.c14	Approve Discharge of Johnny Hulthen	Mgmt	For	For	For
9.c15	Approve Discharge of Stefan Sandell	Mgmt	For	For	For
9.c16	Approve Discharge of Leif Norkvist	Mgmt	For	For	For
10	Approve Remuneration Report	Mgmt	For	For	For
11.1	Determine Number of Directors (9) and Deputy Directors (0) of Board	Mgmt	For	For	For
11.2	Fix Number of Auditors (2) and Deputy Auditors (2)	Mgmt	For	For	For
12.1	Approve Remuneration of Directors in the Amount of SEK 2.05 Million to the Chair and SEK 680,000 to Other Directors	Mgmt	For	For	For
12.2	Approve Remuneration of Committee Work	Mgmt	For	For	For
12.3	Approve Remuneration of Auditors	Mgmt	For	For	For

Alfa Laval AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13.1	Reelect Dennis Jonsson as Director	Mgmt	For	Against	Against
	<i>Blended Rationale: The nominee is an incumbent and there is a lack of gender diversity on the board or board slate.</i>				
13.2	Reelect Finn Rausing as Director	Mgmt	For	Against	Against
	<i>Blended Rationale: The nominee is an incumbent and there is a lack of gender diversity on the board or board slate.</i>				
13.3	Reelect Henrik Lange as Director	Mgmt	For	Against	Against
	<i>Blended Rationale: The nominee is an incumbent and there is a lack of gender diversity on the board or board slate.</i>				
13.4	Reelect Jorn Rausing as Director	Mgmt	For	Against	Against
	<i>Blended Rationale: The nominee is an incumbent and there is a lack of gender diversity on the board or board slate.</i>				
13.5	Reelect Lilian Fossum Biner as Director	Mgmt	For	Against	Against
	<i>Blended Rationale: The nominee is an incumbent and there is a lack of gender diversity on the board or board slate.</i>				
13.6	Reelect Ray Maurtsson as Director	Mgmt	For	Against	Against
	<i>Blended Rationale: The nominee is an incumbent and there is a lack of gender diversity on the board or board slate.</i>				
13.7	Reelect Ulf Wiinberg as Director	Mgmt	For	Against	Against
	<i>Blended Rationale: The nominee is an incumbent and there is a lack of gender diversity on the board or board slate.</i>				
13.8	Reelect Anna Muller as Director	Mgmt	For	Against	Against
	<i>Blended Rationale: The nominee is an incumbent and there is a lack of gender diversity on the board or board slate.</i>				
13.9	Reelect Nadine Crauwels as Director	Mgmt	For	Against	Against
	<i>Blended Rationale: The nominee is an incumbent and there is a lack of gender diversity on the board or board slate.</i>				
13.10	Reelect Dennis Jonsson as Board Chair	Mgmt	For	Against	Against
	<i>Blended Rationale: The nominee is an incumbent and there is a lack of gender diversity on the board or board slate.</i>				
13.11	Ratify Andreas Troberg as Auditor	Mgmt	For	For	For
13.12	Ratify Hanna Fehland as Auditor	Mgmt	For	For	For
13.13	Ratify Henrik Jonzen as Deputy Auditor	Mgmt	For	For	For
13.14	Ratify Andreas Mast as Deputy Auditor	Mgmt	For	For	For
14	Close Meeting	Mgmt			

Danone SA

Meeting Date: 04/25/2024

Country: France

Ticker: BN

Record Date: 04/23/2024

Meeting Type: Annual/Special

Primary Security ID: F12033134

Shares Voted: 130

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

Danone SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 2.10 per Share	Mgmt	For	For	For
4	Reelect Gilbert Ghostine as Director	Mgmt	For	For	For
5	Reelect Lise Kingo as Director	Mgmt	For	For	For
6	Appoint Mazars & Associates as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
7	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
8	Approve Compensation of Antoine de Saint-Afrique, CEO	Mgmt	For	For	For
9	Approve Compensation of Gilles Schnepf, Chairman of the Board	Mgmt	For	For	For
10	Approve Remuneration Policy of Executive Corporate Officers	Mgmt	For	For	For
11	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
12	Approve Remuneration Policy of Directors	Mgmt	For	For	For
13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
14	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
15	Amend Article 27 of Bylaws Re: Cap on Voting Rights	Mgmt	For	For	For
	Ordinary Business	Mgmt			
16	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Eurofins Scientific SE

Meeting Date: 04/25/2024

Country: Luxembourg

Ticker: ERF

Record Date: 04/11/2024

Meeting Type: Annual/Special

Primary Security ID: L31839134

Shares Voted: 56,708

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Receive and Approve Board's Reports	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Receive and Approve Director's Special Report Re: Operations Carried Out Under the Authorized Capital Established	Mgmt	For	For	For
3	Receive and Approve Auditor's Reports	Mgmt	For	For	For
4	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
5	Approve Financial Statements	Mgmt	For	For	For
6	Approve Allocation of Income	Mgmt	For	For	For
7	Approve Discharge of Directors	Mgmt	For	For	For
8	Approve Discharge of Auditors	Mgmt	For	For	For
9	Approve Remuneration Policy	Mgmt	For	Against	Against
<p><i>Blended Rationale: Vote AGAINST compensation proposal due to:</i> - the company introduced non-performance based LTI awards for stock options (50 percent of LTI) - The TSR performance measurement allows for vesting for below median performance.</p>					
10	Approve Remuneration Report	Mgmt	For	Against	Against
<p><i>Blended Rationale: Vote AGAINST compensation proposal due to the proposed remuneration report is below par in relation to market standards, particularly with regard to disclosure of the performance achievement of non-financial metrics for the STI award, which does not allow shareholders to assess the stringency of the total STI payout. Furthermore, we note that 50 percent of the LTI award is not performance based (stock options). We do note that the company improved disclosure regarding the actual STI payout for other executives, performance targets and achievement of STI financial metrics and the actual 2023 LTI grant (RSUs and stock options). Considering the disclosure being below par and not sufficient to fully understand the alignment between pay and performance and the rigor of target setting, support is not warranted.</i></p>					
11	Reelect Gilles Martin as Executive Director	Mgmt	For	Against	Against
<p><i>Blended Rationale: A vote AGAINST Gilles Martin is warranted, because there are concerns regarding the reelection of Gilles Martin due to the company maintaining a share structure with unequal voting rights.</i></p>					
12	Reelect Yves-Loic Martin as Non-Executive Director	Mgmt	For	Against	Against
<p><i>Blended Rationale: A vote AGAINST Yves-Loic Martin is warranted due to the company maintaining a share structure with unequal voting rights.</i></p>					
13	Reelect Valerie Hanote as Executive Director	Mgmt	For	For	For
14	Reelect Pascal Rakovsky as Non-Executive Director	Mgmt	For	For	For
15	Reelect Patrizia Luchetta as Non-Executive Director	Mgmt	For	For	For
16	Reelect Evie Roos as Non-Executive Director	Mgmt	For	Against	Against
<p><i>Blended Rationale: The nominee is the chair of the nominating/governance committee and there are no directors of racial or ethnic minority groups on the board/board slate.</i></p>					
17	Elect Erica Monfardini as Non-Executive Director	Mgmt	For	For	For
18	Renewal Appointment of Deloitte Audit or Appointment of a New Approved Statutory Auditor	Mgmt	For	For	For
19	Approve Attendance Fees of Directors	Mgmt	For	For	For

Eurofins Scientific SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
20	Approve Transactions of the Share Capital Carried out by the Board of Directors in Accordance with the Buy-Back Program	Mgmt	For	For	For
21	Approve Share Repurchase Program	Mgmt	For	For	For
22	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For
	Extraordinary Meeting Agenda	Mgmt			
1	Approve Reduction in Share Capital through Cancellation of Shares	Mgmt	For	For	For
2	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights and Amend Article 8 of the Articles of Association	Mgmt	For	Against	Against
<p><i>Blended Rationale: A vote AGAINST this item is warranted because it allows the company to issue shares without preemptive rights in excess of the 10 percent of the issued share capital.</i></p>					
3	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Globe Life Inc.

Meeting Date: 04/25/2024 **Country:** USA **Ticker:** GL
Record Date: 03/01/2024 **Meeting Type:** Annual
Primary Security ID: 37959E102

Shares Voted: 210,817

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Linda L. Addison	Mgmt	For	For	For
1.2	Elect Director Marilyn A. Alexander	Mgmt	For	For	For
1.3	Elect Director Cheryl D. Alston	Mgmt	For	For	For
1.4	Elect Director Mark A. Blinn	Mgmt	For	Against	Against
<p><i>Blended Rationale: Vote AGAINST because the nominee is overboarded.</i></p>					
1.5	Elect Director James P. Brannen	Mgmt	For	For	For
1.6	Elect Director Alice S. Cho	Mgmt	For	For	For
1.7	Elect Director J. Matthew Darden	Mgmt	For	For	For
1.8	Elect Director Steven P. Johnson	Mgmt	For	For	For
1.9	Elect Director David A. Rodriguez	Mgmt	For	For	For
1.10	Elect Director Frank M. Svoboda	Mgmt	For	For	For
1.11	Elect Director Mary E. Thigpen	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Meeting Date: 04/25/2024

Country: Netherlands

Ticker: HEIA

Record Date: 03/28/2024

Meeting Type: Annual

Primary Security ID: N39427211

Shares Voted: 301,602

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1a	Receive Report of Executive Board (Non-Voting)	Mgmt			
1b	Discussion on Implementation of Revised Dutch Corporate Governance Code	Mgmt			
1c	Approve Remuneration Report	Mgmt	For	For	For
1d	Adopt Financial Statements	Mgmt	For	For	For
1e	Receive Explanation on Company's Dividend Policy	Mgmt			
1f	Approve Dividends	Mgmt	For	For	For
1g	Approve Discharge of Executive Directors	Mgmt	For	For	For
1h	Approve Discharge of Supervisory Board	Mgmt	For	For	For
2a	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
2b	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	Mgmt	For	For	For
2c	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
3	Amend Remuneration Policy for Executive Board	Mgmt	For	For	For
4a	Approve Remuneration Policy for Supervisory Board	Mgmt	For	For	For
4b	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
5	Reelect R.G.S. van den Brink to Executive Board	Mgmt	For	For	For
6a	Reelect R.J.M.S. Huet to Supervisory Board	Mgmt	For	For	For
6b	Reelect P. Mars Wright to Supervisory Board	Mgmt	For	For	For
6c	Elect P.T.F.M. Wennink to Supervisory Board	Mgmt	For	For	For
7	Ratify KPMG Accountants N.V. as Auditors	Mgmt	For	For	For

Indorama Ventures Public Company Limited

Meeting Date: 04/25/2024

Country: Thailand

Ticker: IVL

Record Date: 03/08/2024

Meeting Type: Annual

Primary Security ID: Y39742104

Shares Voted: 90,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Acknowledge Operational Results	Mgmt			
2	Approve Financial Statements	Mgmt	For	For	For
3	Approve Dividend Payment	Mgmt	For	For	For
4.1	Elect Sri Prakash Lohia as Director	Mgmt	For	For	For
4.2	Elect Amit Lohia as Director	Mgmt	For	For	For
4.3	Elect Harald Link as Director	Mgmt	For	For	For
4.4	Elect Niramarn Laisathit as Director	Mgmt	For	For	For
5	Approve Remuneration of Directors	Mgmt	For	For	For
6	Approve KPMG Phoomchai Audit Limited as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	Against	Against
<i>Blended Rationale: Vote AGAINST ratification of auditor or auditor-related proposal due to excessive non-audit fees.</i>					
7	Other Business	Mgmt	For	Against	Against
<i>Blended Rationale: A vote AGAINST this resolution is warranted given the lack of information.</i>					

Littelfuse, Inc.

Meeting Date: 04/25/2024

Country: USA

Ticker: LFUS

Record Date: 02/27/2024

Meeting Type: Annual

Primary Security ID: 537008104

Shares Voted: 53,772

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kristina A. Cerniglia	Mgmt	For	For	For
1b	Elect Director Tzau-jin Chung	Mgmt	For	For	For
1c	Elect Director Gayla J. Delly	Mgmt	For	For	For
1d	Elect Director Maria C. Green	Mgmt	For	For	For
1e	Elect Director Anthony Grillo	Mgmt	For	Against	Against
<i>Blended 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>					
1f	Elect Director David W. Heinzmann	Mgmt	For	For	For
1g	Elect Director Gregory N. Henderson	Mgmt	For	For	For
1h	Elect Director Gordon Hunter	Mgmt	For	For	For

Littelfuse, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director William P. Noglows	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

London Stock Exchange Group plc

Meeting Date: 04/25/2024 **Country:** United Kingdom **Ticker:** LSEG
Record Date: 04/23/2024 **Meeting Type:** Annual
Primary Security ID: G5689U103

Shares Voted: 187,197

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Remuneration Policy	Mgmt	For	For	For
5	Re-elect Dominic Blakemore as Director	Mgmt	For	For	For
6	Re-elect Martin Brand as Director	Mgmt	For	For	For
7	Re-elect Kathleen DeRose as Director	Mgmt	For	For	For
8	Re-elect Tsega Gebreyes as Director	Mgmt	For	For	For
9	Re-elect Scott Guthrie as Director	Mgmt	For	For	For
10	Re-elect Cressida Hogg as Director	Mgmt	For	For	For
11	Re-elect Val Rahmani as Director	Mgmt	For	For	For
12	Re-elect Don Robert as Director	Mgmt	For	Against	Against
<i>Blended 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>					
13	Re-elect David Schwimmer as Director	Mgmt	For	For	For
14	Re-elect William Vereker as Director	Mgmt	For	For	For
15	Elect Michel-Alain Proch as Director	Mgmt	For	Against	Against
<i>Blended Rationale: Vote AGAINST because the nominee is the CFO of the company.</i>					
16	Appoint Deloitte LLP as Auditors	Mgmt	For	For	For
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For

London Stock Exchange Group plc

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

Pfizer Inc.

Meeting Date: 04/25/2024 **Country:** USA **Ticker:** PFE
Record Date: 02/28/2024 **Meeting Type:** Annual
Primary Security ID: 717081103

Shares Voted: 704,122

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ronald E. Blaylock	Mgmt	For	For	For
1.2	Elect Director Albert Bourla	Mgmt	For	For	For
1.3	Elect Director Susan Desmond-Hellmann	Mgmt	For	For	For
1.4	Elect Director Joseph J. Echevarria	Mgmt	For	For	For
1.5	Elect Director Scott Gottlieb	Mgmt	For	For	For
1.6	Elect Director Helen H. Hobbs	Mgmt	For	For	For
1.7	Elect Director Susan Hockfield	Mgmt	For	For	For
1.8	Elect Director Dan R. Littman	Mgmt	For	For	For
1.9	Elect Director Shantanu Narayen	Mgmt	For	For	For
1.10	Elect Director Suzanne Nora Johnson	Mgmt	For	For	For
1.11	Elect Director James Quincey	Mgmt	For	For	For
1.12	Elect Director James C. Smith	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	Against	Against

Blended Rationale: Vote AGAINST due to excessive dilution.

Pfizer Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Blended Rationale: Vote AGAINST compensation proposal due to the company provided an inordinate amount security related perquisite to the CEO. In addition, the total amount of perquisite compensation for the CEO is deemed excessive. Some concerns also exist regarding lower year-over-year annual incentive goals and the use of annually-set targets for long-term performance awards.</i></p>					
5	Require Independent Board Chair	SH	Against	For	For
<p><i>Blended Rationale: A vote FOR this proposal is warranted given the importance of having an independent board chair.</i></p>					
6	Report on Congruency of Political Spending with Company Stated Values and Priorities	SH	Against	For	For
<p><i>Blended Rationale: A vote FOR this proposal is warranted, as a report on the congruence of the company's political expenditures with its stated values would enable shareholders to have a more comprehensive understanding of how the company oversees and manages risks related to its political spending.</i></p>					
7	Amend Director Resignation Processes *Withdrawn Resolution*	SH			
8	Report on Corporate Contributions	SH	Against	Against	Against

RELX Plc

Meeting Date: 04/25/2024

Country: United Kingdom

Ticker: REL

Record Date: 04/23/2024

Meeting Type: Annual

Primary Security ID: G7493L105

Shares Voted: 825,948

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
6	Elect Bianca Tetteroo as Director	Mgmt	For	For	For
7	Re-elect Paul Walker as Director	Mgmt	For	For	For
8	Re-elect Erik Engstrom as Director	Mgmt	For	For	For
9	Re-elect Nick Luff as Director	Mgmt	For	Against	Against
<p><i>Blended Rationale: Vote AGAINST because the nominee is the CFO of the company.</i></p>					
10	Re-elect Alistair Cox as Director	Mgmt	For	For	For
11	Re-elect June Felix as Director	Mgmt	For	For	For
12	Re-elect Charlotte Hogg as Director	Mgmt	For	For	For
13	Re-elect Robert MacLeod as Director	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Re-elect Andrew Sukawaty as Director	Mgmt	For	For	For
15	Re-elect Suzanne Wood as Director	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Sociedad Quimica y Minera de Chile SA

Meeting Date: 04/25/2024

Country: Chile

Ticker: SQM.B

Record Date: 03/20/2024

Meeting Type: Annual

Primary Security ID: P8716X108

Shares Voted: 17,525

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	Designate Auditors	Mgmt	For	Against	Against
<i>Blended Rationale: Vote AGAINST ratification of auditor or auditor-related proposal due to excessive non-audit fees.</i>					
3	Designate Risk Assessment Companies	Mgmt	For	For	For
4	Designate Account Inspectors	Mgmt	For	For	For
5	Approve Investment Policy	Mgmt	For	For	For
6	Approve Financing Policy	Mgmt	For	For	For
7	Approve Dividends of USD 0.21 Per Share	Mgmt	For	For	For
	Vote for Item 8.A or Item 8.B only; If You Vote for More than One Option, then the Ballot on this Resolution will not Count	Mgmt			
8.A	Elect Antonio Gil Nuevas as Director Representing Series B Shareholders	Mgmt	None	Against	Against
<i>Blended Rationale: Vote AGAINST because the nominee is an incumbent member of the audit committee and non-audit fees are excessive.</i>					
8.B	Elect Directors	Mgmt	None	Abstain	Abstain
<i>Blended Rationale: An ABSTAIN vote is warranted for this bundled election proposal to allow shareholders to support the independent nominee presented by class B holders under Item 8.A of this meeting agenda.</i>					

Sociedad Quimica y Minera de Chile SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Approve Remuneration of Board of Directors and Board Committees	Mgmt	For	For	For
10	Designate Newspaper to Publish Meeting Announcements, Other Business and Execution of Shareholders' Meeting Resolutions	Mgmt	For	For	For

ArcBest Corporation

Meeting Date: 04/26/2024 **Country:** USA **Ticker:** ARCB
Record Date: 02/26/2024 **Meeting Type:** Annual
Primary Security ID: 03937C105

Shares Voted: 22,097

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Salvatore A. Abbate	Mgmt	For	For	For
1b	Elect Director Eduardo F. Conrado	Mgmt	For	For	For
1c	Elect Director Fredrik J. Eliasson	Mgmt	For	For	For
1d	Elect Director Michael P. Hogan	Mgmt	For	For	For
1e	Elect Director Kathleen D. McElligott	Mgmt	For	For	For
1f	Elect Director Judy R. McReynolds	Mgmt	For	For	For
1g	Elect Director Craig E. Philip	Mgmt	For	For	For
1h	Elect Director Steven L. Spinner	Mgmt	For	For	For
1i	Elect Director Janice E. Stipp	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For

Badger Meter, Inc.

Meeting Date: 04/26/2024 **Country:** USA **Ticker:** BMI
Record Date: 02/23/2024 **Meeting Type:** Annual
Primary Security ID: 056525108

Shares Voted: 142,045

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Todd A. Adams	Mgmt	For	For	For
1.2	Elect Director Kenneth C. Bockhorst	Mgmt	For	For	For

Badger Meter, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Henry F. Brooks	Mgmt	For	For	For
1.4	Elect Director Melanie K. Cook	Mgmt	For	For	For
1.5	Elect Director Xia Liu	Mgmt	For	For	For
1.6	Elect Director James W. McGill	Mgmt	For	For	For
1.7	Elect Director Tessa M. Myers	Mgmt	For	For	For
1.8	Elect Director James F. Stern	Mgmt	For	For	For
1.9	Elect Director Glen E. Tellock	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Report on Hiring of Persons with Arrest or Incarceration Records	SH	Against	For	Against

Blended Rationale: After discussions internally with both Rockefeller's equity research team and leaders from Badger Meter, we believe a vote against this shareholder resolution is warranted. We strongly support fair chance hiring practices and believe that Badger Meter has safeguards in place to prevent hiring discrimination, such as excluding questions regarding criminal convictions in job applications and being active participants in the Metropolitan Milwaukee Association of Commerce Diversity Pledge. In 2023, an internal audit found that no employment offers were rescinded because of criminal background check findings. We will maintain an open dialogue with Badger Meter on this topic as the company continues to grow.

Merck KGaA

Meeting Date: 04/26/2024

Country: Germany

Ticker: MRK

Record Date: 04/04/2024

Meeting Type: Annual

Primary Security ID: D5357W103

Shares Voted: 71,160

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Accept Financial Statements and Statutory Reports for Fiscal Year 2023	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 2.20 per Share	Mgmt	For	For	For
4	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
5	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
6	Ratify Deloitte GmbH as Auditors for Fiscal Year 2024 and for the Review of the Interim Financial Statements for the First Half of Fiscal Year 2024	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	For	For
8.1	Elect Katja Garcia Vila to the Supervisory Board	Mgmt	For	For	For

Merck KGaA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.2	Elect Michael Kleinemeier to the Supervisory Board	Mgmt	For	For	For
8.3	Elect Carla Kriwet to the Supervisory Board	Mgmt	For	For	For
8.4	Elect Barbara Lambert to the Supervisory Board	Mgmt	For	For	For
8.5	Elect Stefan Palzer to the Supervisory Board	Mgmt	For	For	For
8.6	Elect Susanne Schaffert to the Supervisory Board	Mgmt	For	For	For
9	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
10	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For

Vale SA

Meeting Date: 04/26/2024 **Country:** Brazil **Ticker:** VALE3
Record Date: 03/25/2024 **Meeting Type:** Annual/Special
Primary Security ID: P9661Q155

Shares Voted: 4,434

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for ADR Holders	Mgmt			
	Annual Meeting Agenda	Mgmt			
1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2023	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends	Mgmt	For	For	For
3.1	Elect Paulo Clovis Ayres Filho as Fiscal Council Member and Guilherme Jose de Vasconcelos Cerqueira as Alternate Appointed by Cosan Oito S.A.	SH	None	For	For
<i>Blended Rationale: A vote FOR these proposals is recommended because:- The company has disclosed the names and biographical information of the proposed fiscal councilnominees;- There are no competing fiscal council nominees; and- There are no known concerns regarding the proposed fiscal council nominees presented by shareholders.</i>					
3.2	Elect Marcio de Souza as Fiscal Council Member and Ana Maria Loureiro Recart as Alternate Appointed by Caixa de Previdencia dos Funcionarios do Banco do Brasil - Previ	SH	None	For	For
<i>Blended Rationale: A vote FOR these proposals is recommended because:- The company has disclosed the names and biographical information of the proposed fiscal councilnominees;- There are no competing fiscal council nominees; and- There are no known concerns regarding the proposed fiscal council nominees presented by shareholders.</i>					

Vale SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.3	Elect Raphael Manhaes Martins as Fiscal Council Member and Jandaraci Ferreira de Araujo as Alternate Appointed by Geracao L. Par and Others	SH	None	For	For
<p><i>Blended Rationale: A vote FOR these proposals is recommended because:- The company has disclosed the names and biographical information of the proposed fiscal council nominees;- There are no competing fiscal council nominees; and- There are no known concerns regarding the proposed fiscal council nominees presented by shareholders.</i></p>					
3.4	Elect Heloisa Belotti Bedicks as Fiscal Council Member and Adriana Andrade Sole as Alternate Appointed by Geracao L. Par and Others	SH	None	For	For
<p><i>Blended Rationale: A vote FOR these proposals is recommended because:- The company has disclosed the names and biographical information of the proposed fiscal council nominees;- There are no competing fiscal council nominees; and- There are no known concerns regarding the proposed fiscal council nominees presented by shareholders.</i></p>					
4	Approve Remuneration of Company's Management and Fiscal Council	Mgmt	For	For	For
	Extraordinary Meeting Agenda	Mgmt			
1	Approve Agreement to Absorb Florestas Rio Doce S.A. (FRD)	Mgmt	For	For	For
2	Ratify Macso Legate Auditores Independentes as Independent Firm to Appraise Proposed Transaction	Mgmt	For	For	For
3	Approve Independent Firm's Appraisal	Mgmt	For	For	For
4	Approve Absorption of FRD	Mgmt	For	For	For

CapitaLand Integrated Commercial Trust

Meeting Date: 04/29/2024 **Country:** Singapore **Ticker:** C38U
Record Date: 04/26/2024 **Meeting Type:** Annual
Primary Security ID: Y1100L160

Shares Voted: 4,003,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Adopt Trustee's Report, the Manager's Statement, Financial Statements and Directors' and Auditors' Reports	Mgmt	For	For	For
2	Approve Deloitte & Touche LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For	For
4	Authorize Unit Repurchase Program	Mgmt	For	For	For

Air Liquide SA

Meeting Date: 04/30/2024

Country: France

Ticker: AI

Record Date: 04/26/2024

Meeting Type: Annual/Special

Primary Security ID: F01764103

Shares Voted: 510,725

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 3.20 per Share	Mgmt	For	For	For
4	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
5	Reelect Kim Ann Mink as Director	Mgmt	For	For	For
6	Reelect Monica de Virgiliis as Director	Mgmt	For	Against	Against
<p><i>Blended Rationale: A vote AGAINST the incumbent member of the committee responsible for climate risk oversight, Monica de Virgiliis, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.</i></p>					
7	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
8	Approve Compensation of Francois Jackow, CEO	Mgmt	For	For	For
9	Approve Compensation of Benoit Potier, Chairman of the Board	Mgmt	For	For	For
10	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
11	Approve Remuneration Policy of CEO	Mgmt	For	For	For
12	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
13	Approve Remuneration Policy of Directors	Mgmt	For	For	For
14	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.5 Million	Mgmt	For	For	For
15	Appoint PricewaterhouseCoopers Audit as Authorized Sustainability Auditors	Mgmt	For	For	For
16	Appoint KPMG S.A. as Authorized Sustainability Auditors	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
17	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
18	Authorize Capitalization of Reserves of Up to EUR 320 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For

Air Liquide SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For	For
21	Amend Article 11 of Bylaws Re: Age Limit of Directors	Mgmt	For	For	For
22	Amend Article 12 of Bylaws Re: Age Limit of Chairman of the Board	Mgmt	For	For	For
	Ordinary Business	Mgmt			
23	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Bakkafrost P/F

Meeting Date: 04/30/2024 **Country:** Faroe Islands **Ticker:** BAKKA
Record Date: 04/23/2024 **Meeting Type:** Annual
Primary Security ID: K0840B107

Shares Voted: 62,425

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For	For	For
2	Receive Report of Board	Mgmt	For	For	For
3	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends of DKK 8.70 Per Share	Mgmt	For	For	For
5.1	Reelect Gudrid Hojgaard as Director	Mgmt	For	Against	Against
<i>Blended Rationale: The nominee is an incumbent and there is a lack of gender diversity on the board or board slate.</i>					
5.2	Reelect Annika Frederiksberg as Director	Mgmt	For	Against	Against
<i>Blended Rationale: The nominee is an incumbent and there is a lack of gender diversity on the board or board slate.</i>					
5.3	Reelect Einar Wathne as Director	Mgmt	For	Against	Against
<i>Blended Rationale: The nominee is an incumbent and there is a lack of gender diversity on the board or board slate.</i>					
5.4	Reelect Oystein Sandvik as Director	Mgmt	For	Against	Against
<i>Blended Rationale: The nominee is an incumbent and there is a lack of gender diversity on the board or board slate.</i>					
5.5	Reelect Teitur Samuelsen as Director	Mgmt	For	Against	Against
<i>Blended Rationale: The nominee is an incumbent and there is a lack of gender diversity on the board or board slate.</i>					
5.6	Elect Alf-Helge Aarskog as New Director	Mgmt	For	For	For

Bakkafrost P/F

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Reelect Runi M. Hansen (Chair) as Director	Mgmt	For	Against	Against
<p><i>Blended Rationale: The nominee is an incumbent and there is a lack of gender diversity on the board or board slate. Vote AGAINST because the nominee is the chair of the nominating/governance committee and the audit committee is not majority independent.</i></p>					
7	Approve Remuneration of Directors in the Amount of DKK 510,000 for Chairman and DKK 255,000 for Other Directors; Approve Remuneration of Accounting Committee	Mgmt	For	For	For
8.1	Reelect Rogvi Jacobsen as Member of Election Committee	Mgmt	For	For	For
8.2	Reelect Gunnar i Lida (Chair) as Member of Election Committee	Mgmt	For	For	For
9	Approve Remuneration of Election Committee	Mgmt	For	For	For
10	Ratify P/F Januar as Auditors	Mgmt	For	For	For
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against	Against
<p><i>Blended Rationale: Vote AGAINST compensation proposal due to the proposed remuneration policy being below par in relation to market standards, particularly with regard to disclosure of vesting and performance periods for LTIP and severance terms.</i></p>					
12.1	Amend Articles Re: Article 4	Mgmt	For	For	For
12.2	Amend Articles Re: Article 4B	Mgmt	For	For	For
12.3	Amend Articles Re: Article 5	Mgmt	For	For	For

Novonosis AS Novozymes AS

Meeting Date: 04/30/2024 **Country:** Denmark **Ticker:** NSIS.B
Record Date: 04/23/2024 **Meeting Type:** Annual
Primary Security ID: K7317J133

Shares Voted: 950

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of DKK 2 Per Share	Mgmt	For	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against	Against
<p><i>Blended Rationale: Vote AGAINST compensation proposal due to:- The proposed remuneration report does not meet prevailing market standards given the company's status on the main index.- The remuneration report does not provide enough disclosure regarding the nonfinancial performance criteria, corresponding to half of the STIP.- Further, while the company's use of extraordinary remuneration mandates may be justified, additional disclosures would have been well-received, especially concerning the sign on bonus awarded to the new CFO during the fiscal year in review.</i></p>					

Novonesis AS Novozymes AS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Approve Remuneration of Directors in the Amount of DKK 1.6 Million for Chairman, DKK 1.09 Million for Vice Chairman and DKK 545,700 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration for Committee Work	Mgmt	For	For	For
6.a	Reelect Cornelis (Cees) de Jong (Chair) as Director	Mgmt	For	Abstain	Abstain
<i>Blended Rationale: Vote AGAINST because the nominee is an incumbent member of the audit committee and non-audit fees are excessive. The nominee is the chair of the nominating/governance committee and the audit committee is not majority independent. The nominee is an incumbent and there is a lack of gender diversity on the board or board slate.</i>					
7.a	Reelect Jesper Brandgaard (Vice Chair) as Director	Mgmt	For	Abstain	Abstain
<i>Blended Rationale: Vote AGAINST because the nominee is an incumbent member of the audit committee and non-audit fees are excessive. The nominee is an incumbent and there is a lack of gender diversity on the board or board slate.</i>					
8.a	Reelect Heine Dalsgaard as Director	Mgmt	For	Abstain	Abstain
<i>Blended Rationale: Vote AGAINST because the nominee is an incumbent member of the audit committee and non-audit fees are excessive. The nominee is an incumbent and there is a lack of gender diversity on the board or board slate.</i>					
8.b	Reelect Sharon James as Director	Mgmt	For	Abstain	Abstain
<i>Blended Rationale: The nominee is an incumbent and there is a lack of gender diversity on the board or board slate.</i>					
8.c	Reelect Kasim Kutay as Director	Mgmt	For	Abstain	Abstain
<i>Blended Rationale: The nominee is an incumbent and there is a lack of gender diversity on the board or board slate. An ABSTAIN vote for Kasim Kutay is warranted as he represents the shareholder primarily benefitting from the company's superior voting rights share structure.</i>					
8.d	Reelect Lise Kaae as Director	Mgmt	For	Abstain	Abstain
<i>Blended Rationale: Vote AGAINST because the nominee is an incumbent member of the audit committee and non-audit fees are excessive. The nominee is an incumbent and there is a lack of gender diversity on the board or board slate.</i>					
8.e	Reelect Kevin Lane as Director	Mgmt	For	Abstain	Abstain
<i>Blended Rationale: The nominee is an incumbent and there is a lack of gender diversity on the board or board slate.</i>					
8.f	Reelect Morten Otto Alexander Sommer as Director	Mgmt	For	Abstain	Abstain
<i>Blended Rationale: The nominee is an incumbent and there is a lack of gender diversity on the board or board slate.</i>					
8.g	Reelect Kim Stratton as Director	Mgmt	For	Abstain	Abstain
<i>Blended Rationale: The nominee is an incumbent and there is a lack of gender diversity on the board or board slate.</i>					
9.a	Ratify Ernst & Young as Auditors	Mgmt	For	For	For
10.a	Approve Creation of DKK 93.7 Million Pool of Capital in B Shares without Preemptive Rights; DKK 93.7 Million Pool of Capital with Preemptive Rights; and Pool of Capital in Warrants without Preemptive Rights	Mgmt	For	For	For
10.b	Authorize Share Repurchase Program	Mgmt	For	For	For
10.c	Authorize Board to Decide on the Distribution of Extraordinary Dividends	Mgmt	For	For	For
10.d1	Allow General Meetings to be Held in English	Mgmt	For	For	For

Novonesis AS Novozymes AS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10.d2	Approve Maximum Increase in Share Under Articles 5.1, 5.2 and 5.3 up to DKK 103 Million	Mgmt	For	For	For
10.d3	Approve Indemnification of Members of the Board of Directors and Executive Management	Mgmt	For	For	For
10.d4	Amend Articles Re: Editorial Changes	Mgmt	For	For	For
11	Amend Remuneration Policy	Mgmt	For	For	For
12	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For
13	Other Business	Mgmt			

Oversea-Chinese Banking Corporation Limited

Meeting Date: 04/30/2024

Country: Singapore

Ticker: O39

Record Date: 04/26/2024

Meeting Type: Annual

Primary Security ID: Y64248209

Shares Voted: 7,088,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Adopt Directors' Statement, Financial Statements and Directors' and Auditors' Reports	Mgmt	For	For	For
2a	Elect Andrew Lee Kok Keng as Director	Mgmt	For	For	For
2b	Elect Andrew Khoo Cheng Hoe as Director	Mgmt	For	For	For
2c	Elect Pramukti Surjaudaja as Director	Mgmt	For	For	For
3	Elect Seck Wai Kwong as Director	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5a	Approve Directors' Remuneration	Mgmt	For	For	For
5b	Approve Allotment and Issuance of Remuneration Shares to the Directors	Mgmt	For	For	For
6	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Directors to Fix Their Remuneration	Mgmt	For	For	For
7	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For	For

Oversea-Chinese Banking Corporation Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Approve Grant of Options and/or Rights and Issuance of Shares Pursuant to the OCBC Share Option Scheme 2001, OCBC Employee Share Purchase Plan, and the OCBC Deferred Share Plan 2021	Mgmt	For	Against	Against
<p><i>Blended Rationale: A vote AGAINST this resolution is warranted given the following:- The company could be considered a mature company, and the limit under the Scheme, the Plan, and the DSP 2021 is 10 percent of the company's issued capital.- The arrangement under the DSP 2021 to determine the vesting of awards based on past performance and the absence of performance targets during the vesting period would reduce the incentive rationale of the equity incentives.</i></p>					
9	Approve Issuance of Shares Pursuant to the OCBC Scrip Dividend Scheme	Mgmt	For	For	For
10	Authorize Share Repurchase Program	Mgmt	For	For	For

Wells Fargo & Company

Meeting Date: 04/30/2024 **Country:** USA **Ticker:** WFC
Record Date: 03/04/2024 **Meeting Type:** Annual
Primary Security ID: 949746101

Shares Voted: 84

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Steven D. Black	Mgmt	For	For	For
1b	Elect Director Mark A. Chancy	Mgmt	For	For	For
1c	Elect Director Celeste A. Clark	Mgmt	For	For	For
1d	Elect Director Theodore F. Craver, Jr.	Mgmt	For	For	For
1e	Elect Director Richard K. Davis	Mgmt	For	For	For
1f	Elect Director Fabian T. Garcia	Mgmt	For	For	For
1g	Elect Director Wayne M. Hewett	Mgmt	For	Against	Against
<p><i>Blended 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>					
1h	Elect Director CeCelia G. Morken	Mgmt	For	For	For
1i	Elect Director Maria R. Morris	Mgmt	For	For	For
1j	Elect Director Felicia F. Norwood	Mgmt	For	For	For
1k	Elect Director Ronald L. Sargent	Mgmt	For	For	For
1l	Elect Director Charles W. Scharf	Mgmt	For	For	For
1m	Elect Director Suzanne M. Vautrinot	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Opt Out of Section 203 of the Delaware General Corporation Law	Mgmt	For	For	For

Wells Fargo & Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Eliminate Supermajority Vote Requirement to Amend the Local Directors Provision	Mgmt	For	For	For
6	Report on Prevention of Workplace Harassment and Discrimination	SH	Against	For	For
<i>Blended Rationale: A vote FOR this resolution is warranted, as the company has faced recent attention for allegations of discrimination in the workplace, and increased transparency would help shareholders assess how the company is managing associated risks.</i>					
7	Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining Rights	SH	Against	For	For
<i>Blended Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from an assessment of the company's respect for its employees' right to freedom of association and collective bargaining.</i>					
8	Report on Respecting Indigenous Peoples' Rights	SH	Against	For	For
<i>Blended Rationale: A vote FOR this proposal is warranted. The bank and its shareholders are likely to benefit from increased transparency regarding due diligence around Indigenous Peoples' rights in project-related financing and clients' activities, for existing and future business.</i>					
9	Issue Audited Report on Climate Transition Policies	SH	Against	Against	Against
10	Report on Climate Lobbying	SH	Against	For	For
<i>Blended Rationale: A vote FOR this proposal is warranted. The company and its shareholders are likely to benefit from a review of how the company's and its trade associations' lobbying positions align with its climate goals.</i>					
11	Report on Congruency of Political Spending with Company Values and Priorities	SH	Against	For	For
<i>Blended Rationale: A vote FOR this proposal is warranted, as a report on the company's congruence of political expenditures with stated values would enable shareholders to have a more comprehensive understanding of how the company oversees and manages risks related to its political partnerships.</i>					
12	Report on Lobbying Payments and Policy	SH	Against	For	For
<i>Blended Rationale: A vote FOR this resolution is warranted, as greater disclosure would allow shareholders to better evaluate the company's lobbying activities.</i>					
13	Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	SH	Against	Against	Against

S&P Global Inc.

Meeting Date: 05/01/2024

Country: USA

Ticker: SPGI

Record Date: 03/11/2024

Meeting Type: Annual

Primary Security ID: 78409V104

Shares Voted: 3,969

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Marco Alvera	Mgmt	For	For	For
1.2	Elect Director Jacques Esculier	Mgmt	For	For	For

S&P Global Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Gay Huey Evans	Mgmt	For	For	For
1.4	Elect Director William D. Green	Mgmt	For	For	For
1.5	Elect Director Stephanie C. Hill	Mgmt	For	For	For
1.6	Elect Director Rebecca Jacoby	Mgmt	For	For	For
1.7	Elect Director Robert P. Kelly	Mgmt	For	For	For
1.8	Elect Director Ian P. Livingston	Mgmt	For	For	For
1.9	Elect Director Maria R. Morris	Mgmt	For	For	For
1.10	Elect Director Douglas L. Peterson	Mgmt	For	For	For
1.11	Elect Director Richard E. Thornburgh	Mgmt	For	For	For
1.12	Elect Director Gregory Washington	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Deferred Compensation Plan	Mgmt	For	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Simpson Manufacturing Co., Inc.

Meeting Date: 05/01/2024

Country: USA

Ticker: SSD

Record Date: 03/04/2024

Meeting Type: Annual

Primary Security ID: 829073105

Shares Voted: 89,148

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director James S. Andrasick	Mgmt	For	For	For
1b	Elect Director Chau Banks	Mgmt	For	For	For
1c	Elect Director Felica Coney	Mgmt	For	For	For
1d	Elect Director Gary M. Cusumano	Mgmt	For	For	For
1e	Elect Director Philip E. Donaldson	Mgmt	For	For	For
1f	Elect Director Celeste Volz Ford	Mgmt	For	For	For
1g	Elect Director Kenneth D. Knight	Mgmt	For	For	For
1h	Elect Director Michael Olosky	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For	For
4	Ratify Grant Thornton LLP as Auditors	Mgmt	For	For	For

Meeting Date: 05/01/2024

Country: United Kingdom

Ticker: SN

Record Date: 04/29/2024

Meeting Type: Annual

Primary Security ID: G82343164

Shares Voted: 23,708

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Policy	Mgmt	For	Against	Against
<p><i>Blended Rationale: Vote AGAINST compensation proposal due to:- The Company is increasing the PSP opportunity in addition to introducing new RSP awards, in order to offer significantly increased pay packages to US-based Executives. The proposed changes to remuneration represent a significant deviation from UK good market practice and a fundamental shift from the current framework. While the Company's rationale for some level of increases for its US-based executives is acknowledged, the extent of the proposed changes is considered excessive even in the light of the Company's rationale and its stated comparisons.</i></p>					
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Elect Jeremy Maiden as Director	Mgmt	For	For	For
6	Elect Simon Lowth as Director	Mgmt	For	For	For
7	Elect John Rogers as Director	Mgmt	For	Against	Against
<p><i>Blended Rationale: Vote AGAINST because the nominee is the CFO of the company.</i></p>					
8	Re-elect Rupert Soames as Director	Mgmt	For	Against	Against
<p><i>Blended Rationale: The nominee is an incumbent and there is a lack of gender diversity on the board or board slate.</i></p>					
9	Re-elect Jo Hallas as Director	Mgmt	For	Against	Against
<p><i>Blended Rationale: The nominee is an incumbent and there is a lack of gender diversity on the board or board slate.</i></p>					
10	Re-elect John Ma as Director	Mgmt	For	Against	Against
<p><i>Blended Rationale: The nominee is an incumbent and there is a lack of gender diversity on the board or board slate.</i></p>					
11	Re-elect Katarzyna Mazur-Hofsaess as Director	Mgmt	For	Against	Against
<p><i>Blended Rationale: The nominee is an incumbent and there is a lack of gender diversity on the board or board slate.</i></p>					
12	Re-elect Deepak Nath as Director	Mgmt	For	Against	Against
<p><i>Blended Rationale: The nominee is an incumbent and there is a lack of gender diversity on the board or board slate.</i></p>					
13	Re-elect Marc Owen as Director	Mgmt	For	Against	Against
<p><i>Blended Rationale: The nominee is an incumbent and there is a lack of gender diversity on the board or board slate.</i></p>					
14	Re-elect Angie Risley as Director	Mgmt	For	Against	Against
<p><i>Blended Rationale: The nominee is an incumbent and there is a lack of gender diversity on the board or board slate.</i></p>					
15	Re-elect Bob White as Director	Mgmt	For	Against	Against
<p><i>Blended Rationale: The nominee is an incumbent and there is a lack of gender diversity on the board or board slate.</i></p>					
16	Appoint Deloitte LLP as Auditors	Mgmt	For	For	For
17	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For

Smith & Nephew plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Approve Restricted Share Plan	Mgmt	For	Against	Against
<p><i>Blended Rationale: A vote AGAINST this resolution is considered warranted:- The Company is increasing the PSP opportunity in addition to introducing new RSP awards, in order to offer significantly increased pay packages to US-based Executives. The proposed changes to remuneration represent a significant deviation from UK good market practice and a fundamental shift from the current framework. While the Company's rationale for some level of increases for its US-based executives is acknowledged, the extent of the proposed changes is considered excessive even in the light of the Company's rationale and its stated comparisons.</i></p>					
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Unilever Plc

Meeting Date: 05/01/2024

Country: United Kingdom

Ticker: ULVR

Record Date: 03/11/2024

Meeting Type: Annual

Primary Security ID: G92087165

Shares Voted: 4,028

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for ADR Holders	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Approve Climate Transition Action Plan	Mgmt	For	For	For
5	Elect Fernando Fernandez as Director	Mgmt	For	Against	Against
<p><i>Blended Rationale: Vote AGAINST because the nominee is the CFO of the company.</i></p>					
6	Re-elect Adrian Hennes as Director	Mgmt	For	For	For
7	Re-elect Andrea Jung as Director	Mgmt	For	For	For
8	Re-elect Susan Kilsby as Director	Mgmt	For	For	For
9	Re-elect Ruby Lu as Director	Mgmt	For	For	For
10	Elect Ian Meakins as Director	Mgmt	For	Against	Against
<p><i>Blended 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>					
11	Elect Judith McKenna as Director	Mgmt	For	For	For

Unilever Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Re-elect Nelson Peltz as Director	Mgmt	For	For	For
13	Re-elect Hein Schumacher as Director	Mgmt	For	For	For
14	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
15	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
22	Adopt New Articles of Association	Mgmt	For	For	For

Crown Holdings, Inc.

Meeting Date: 05/02/2024 **Country:** USA **Ticker:** CCK
Record Date: 03/12/2024 **Meeting Type:** Annual
Primary Security ID: 228368106

Shares Voted: 818

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Timothy J. Donahue	Mgmt	For	For	For
1.2	Elect Director Richard H. Fearon	Mgmt	For	Withhold	Withhold
<i>Blended Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1.3	Elect Director Andrea J. Funk	Mgmt	For	For	For
1.4	Elect Director Stephen J. Hagge	Mgmt	For	For	For
1.5	Elect Director James H. Miller	Mgmt	For	Withhold	Withhold
<i>Blended 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>					
1.6	Elect Director B. Craig Owens	Mgmt	For	For	For
1.7	Elect Director Angela M. Snyder	Mgmt	For	For	For
1.8	Elect Director Caesar F. Sweitzer	Mgmt	For	For	For
1.9	Elect Director Marsha C. Williams	Mgmt	For	For	For
1.10	Elect Director Dwayne A. Wilson	Mgmt	For	For	For

Crown Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Establish Range For Board Size	Mgmt	For	For	For
5	Report on Political Contributions and Expenditures	SH	Against	For	For

Blended Rationale: A vote FOR this resolution is warranted, as increased disclosure of the company's political contributions could help shareholders more comprehensively evaluate the company's management of related risks and benefits.

Curtiss-Wright Corporation

Meeting Date: 05/02/2024 **Country:** USA **Ticker:** CW
Record Date: 03/08/2024 **Meeting Type:** Annual
Primary Security ID: 231561101

Shares Voted: 1,904

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Lynn M. Bamford	Mgmt	For	For	For
1.2	Elect Director Dean M. Flatt	Mgmt	For	For	For
1.3	Elect Director Bruce D. Hoechner	Mgmt	For	For	For
1.4	Elect Director Glenda J. Minor	Mgmt	For	For	For
1.5	Elect Director Anthony J. Moraco	Mgmt	For	For	For
1.6	Elect Director William F. Moran	Mgmt	For	For	For
1.7	Elect Director Robert J. Rivet	Mgmt	For	For	For
1.8	Elect Director Peter C. Wallace	Mgmt	For	For	For
1.9	Elect Director Larry D. Wyche	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Approve Omnibus Stock Plan	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against

Blended Rationale: Vote AGAINST compensation proposal due to:- Equity awards allow for auto-accelerated vesting upon a change-in-control event.- The company provided the CEO inordinate amounts of auto-related perquisites and financial planning perquisites

Enpro, Inc.

Meeting Date: 05/02/2024 **Country:** USA **Ticker:** NPO
Record Date: 03/08/2024 **Meeting Type:** Annual
Primary Security ID: 29355X107

Shares Voted: 5,347

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Eric A. Vaillancourt	Mgmt	For	For	For
1.2	Elect Director William Abbey	Mgmt	For	For	For
1.3	Elect Director Thomas M. Botts	Mgmt	For	For	For
1.4	Elect Director Felix M. Brueck	Mgmt	For	For	For
1.5	Elect Director Adele M. Gulfo	Mgmt	For	For	For
1.6	Elect Director David L. Hauser	Mgmt	For	For	For
1.7	Elect Director John Humphrey	Mgmt	For	For	For
1.8	Elect Director Ronald C. Keating	Mgmt	For	For	For
1.9	Elect Director Judith A. Reinsdorf	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Blended Rationale: Vote AGAINST compensation proposal due to the company providing a tax gross-up payment for the CEO's relocation perquisite.</i></p>					
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

First Bancorp

Meeting Date: 05/02/2024 Country: USA Ticker: FBNC
 Record Date: 03/08/2024 Meeting Type: Annual
 Primary Security ID: 318910106

Shares Voted: 50,707

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

First Bancorp

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.12	Elect Director J. Randolph Potter	Mgmt	For	For	For
1.13	Elect Director O. Temple Sloan, III	Mgmt	For	For	For
1.14	Elect Director Frederick L. Taylor, II	Mgmt	For	For	For
1.15	Elect Director Dennis A. Wicker	Mgmt	For	For	For
2	Ratify BDO USA, LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	Against	Against

Blended Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors:- The plan cost is excessive- The estimated duration of available and proposed shares exceeds six years

Hexcel Corporation

Meeting Date: 05/02/2024

Country: USA

Ticker: HXL

Record Date: 03/11/2024

Meeting Type: Annual

Primary Security ID: 428291108

Shares Voted: 5,510

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Nick L. Stange	Mgmt	For	Against	Against
<i>Blended Rationale: The nominee is an incumbent and there is a lack of gender diversity on the board or board slate.</i>					
1b	Elect Director Jeffrey C. Campbell	Mgmt	For	Against	Against
<i>Blended Rationale: The nominee is an incumbent and there is a lack of gender diversity on the board or board slate.</i>					
1c	Elect Director James J. Cannon	Mgmt	For	For	For
1d	Elect Director Cynthia M. Egnotovich	Mgmt	For	Against	Against
<i>Blended Rationale: The nominee is the chair of the nominating/governance committee and there are no directors of racial or ethnic minority groups on the board/board slate. The nominee is an incumbent and there is a lack of gender diversity on the board or board slate.</i>					
1e	Elect Director Thomas A. Gendron	Mgmt	For	Against	Against
<i>Blended Rationale: The nominee is an incumbent and there is a lack of gender diversity on the board or board slate.</i>					
1f	Elect Director Guy C. Hachey	Mgmt	For	Against	Against
<i>Blended Rationale: The nominee is an incumbent and there is a lack of gender diversity on the board or board slate.</i>					
1g	Elect Director Patricia A. Hubbard	Mgmt	For	For	For
1h	Elect Director Catherine A. Suever	Mgmt	For	Against	Against
<i>Blended Rationale: The nominee is an incumbent and there is a lack of gender diversity on the board or board slate.</i>					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Loblaw Companies Limited

Meeting Date: 05/02/2024

Country: Canada

Ticker: L

Record Date: 03/11/2024

Meeting Type: Annual

Primary Security ID: 539481101

Shares Voted: 1,032

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Scott B. Bonham	Mgmt	For	For	For
1.2	Elect Director Shelley G. Broader	Mgmt	For	For	For
1.3	Elect Director Christie J.B. Clark	Mgmt	For	Against	For
<p><i>Blended Rationale: Seeing as there are two former CFOs currently on the board, we feel confident that the Audit Committee has sufficient financial expertise represented within its members and therefore are voting in support of Director Clark's election.</i></p>					
1.4	Elect Director Daniel Debow	Mgmt	For	For	For
1.5	Elect Director William A. Downe	Mgmt	For	Against	Against
<p><i>Blended 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>					
1.6	Elect Director Janice Fukakusa	Mgmt	For	For	For
1.7	Elect Director M. Marianne Harris	Mgmt	For	For	For
1.8	Elect Director Kevin Holt	Mgmt	For	For	For
1.9	Elect Director Claudia Kotchka	Mgmt	For	For	For
1.10	Elect Director Sarah Raiss	Mgmt	For	For	For
1.11	Elect Director Galen G. Weston	Mgmt	For	For	For
1.12	Elect Director Cornell Wright	Mgmt	For	For	For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
4	SP 1: Hold Annual Meetings of the Company in Person with Virtual Meetings as Complements	SH	Against	For	For
<p><i>Blended Rationale: Vote FOR this shareholder proposal. Similar to last year, the company will be holding its 2024 annual shareholder meeting in virtual format. While many investors recognize the potential benefits of enabling participation at shareholder meetings via electronic means as a potential enhancement to shareholder rights, especially when combined with a physical meeting, they also raise concerns about moves to eliminate physical shareholder meetings, arguing that virtual-only meetings may hinder meaningful exchanges between management and shareholders, enable management to avoid uncomfortable questions, increase the likelihood of marginalizing certain shareholders, and contribute to an erosion of shareholder rights. In addition, compelling investor feedback indicates that a significant majority of shareholders want to retain the ability to attend shareholder meetings in person, even if in a given year they elect to participate only virtually. In the absence of any other extenuating circumstances preventing the company from holding an in-person meeting, a vote FOR the proponent's request is warranted at this time.</i></p>					

Reckitt Benckiser Group Plc

Meeting Date: 05/02/2024

Country: United Kingdom

Ticker: RKT

Record Date: 04/30/2024

Meeting Type: Annual

Primary Security ID: G74079107

Shares Voted: 700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Andrew Bonfield as Director	Mgmt	For	For	For
5	Re-elect Olivier Bohuon as Director	Mgmt	For	For	For
6	Re-elect Margherita Della Valle as Director	Mgmt	For	For	For
7	Re-elect Mehmood Khan as Director	Mgmt	For	For	For
8	Re-elect Elane Stock as Director	Mgmt	For	For	For
9	Re-elect Mary Harris as Director	Mgmt	For	For	For
10	Re-elect Sir Jeremy Darroch as Director	Mgmt	For	For	For
11	Re-elect Tamara Ingram as Director	Mgmt	For	For	For
12	Elect Kris Licht as Director	Mgmt	For	For	For
13	Elect Shannon Eisenhardt as Director	Mgmt	For	Against	Against
<i>Blended Rationale: Vote AGAINST because the nominee is the CFO of the company.</i>					
14	Elect Marybeth Hays as Director	Mgmt	For	For	For
15	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Subsea 7 SA

Meeting Date: 05/02/2024

Country: Luxembourg

Ticker: SUBC

Record Date: 04/18/2024

Meeting Type: Annual

Primary Security ID: L8882U106

Subsea 7 SA

Shares Voted: 2,820

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Receive Board's and Auditor's Reports	Mgmt			
2	Approve Financial Statements	Mgmt	For	For	For
3	Approve Consolidated Financial Statements	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	For	For
6	Approve Discharge of Directors	Mgmt	For	For	For
7	Renew Appointment of Ernst & Young S.A., Luxembourg as Auditor	Mgmt	For	For	For
8	Reelect David Mullen as Non-Executive Director	Mgmt	For	Against	Against
<p><i>Blended Rationale: The nominee is the Chair of the Nominating/Governance Committee and there are no directors of racial or ethnic minority groups on the board/board slate. The nominee is an incumbent and there is a lack of gender diversity on the board or board slate.</i></p>					
9	Reelect Niels Kirk as Non-Executive Director	Mgmt	For	Against	Against
<p><i>Blended Rationale: The nominee is an incumbent and there is a lack of gender diversity on the board or board slate.</i></p>					
10	Reelect Jean Cahuzac as Non-Executive Director	Mgmt	For	Against	Against
<p><i>Blended Rationale: The nominee is an incumbent and there is a lack of gender diversity on the board or board slate. A vote AGAINST non-independent nominee Jean Cahuzac is warranted because they serve on the remuneration committee which is not sufficiently independent.</i></p>					

TransUnion

Meeting Date: 05/02/2024

Country: USA

Ticker: TRU

Record Date: 03/07/2024

Meeting Type: Annual

Primary Security ID: 89400J107

Shares Voted: 956,417

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director George M. Awad	Mgmt	For	For	For
1b	Elect Director William P. (Billy) Bosworth	Mgmt	For	For	For
1c	Elect Director Christopher A. Cartwright	Mgmt	For	For	For
1d	Elect Director Suzanne P. Clark	Mgmt	For	For	For
1e	Elect Director Hamidou Dia	Mgmt	For	For	For
1f	Elect Director Russell P. Fradin	Mgmt	For	For	For

TransUnion

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Charles E. Gottdiener	Mgmt	For	For	For
1h	Elect Director Pamela A. Joseph	Mgmt	For	For	For
1i	Elect Director Thomas L. Monahan, III	Mgmt	For	For	For
1j	Elect Director Ravi Kumar Singiseti	Mgmt	For	For	For
1k	Elect Director Linda K. Zukauckas	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For

Walker & Dunlop, Inc.

Meeting Date: 05/02/2024 **Country:** USA **Ticker:** WD
Record Date: 03/08/2024 **Meeting Type:** Annual
Primary Security ID: 93148P102

Shares Voted: 12,102

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jeffery R. Hayward	Mgmt	For	For	For
1.2	Elect Director Ellen D. Levy	Mgmt	For	For	For
1.3	Elect Director Michael D. Malone	Mgmt	For	For	For
1.4	Elect Director John Rice	Mgmt	For	For	For
1.5	Elect Director Dana L. Schmaltz	Mgmt	For	For	For
1.6	Elect Director William M. Walker	Mgmt	For	For	For
1.7	Elect Director Donna C. Wells	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	Amend Omnibus Stock Plan	Mgmt	For	For	For

CMS Energy Corporation

Meeting Date: 05/03/2024 **Country:** USA **Ticker:** CMS
Record Date: 03/05/2024 **Meeting Type:** Annual
Primary Security ID: 125896100

CMS Energy Corporation

Shares Voted: 54,276

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jon E. Barfield	Mgmt	For	For	For
1b	Elect Director Deborah H. Butler	Mgmt	For	For	For
1c	Elect Director Kurt L. Darrow	Mgmt	For	For	For
1d	Elect Director Ralph Izzo	Mgmt	For	For	For
1e	Elect Director Garrick J. Rochow	Mgmt	For	For	For
1f	Elect Director John G. Russell	Mgmt	For	For	For
1g	Elect Director Suzanne F. Shank	Mgmt	For	For	For
1h	Elect Director Myrna M. Soto	Mgmt	For	Against	Against
<p><i>Blended 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>					
1i	Elect Director John G. Szniewajs	Mgmt	For	For	For
1j	Elect Director Ronald J. Tanski	Mgmt	For	For	For
1k	Elect Director Laura H. Wright	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	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For

Deutsche Post AG

Meeting Date: 05/03/2024

Country: Germany

Ticker: DHL

Record Date: 04/26/2024

Meeting Type: Annual

Primary Security ID: D19225107

Shares Voted: 1,153,283

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.85 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For

Deutsche Post AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2024 and Auditors for the Sustainability Reporting for Fiscal Year 2024	Mgmt	For	For	For
6.1	Elect Ann-Kristin Achleitner to the Supervisory Board	Mgmt	For	For	For
6.2	Elect Hans-Ulrich Engel to the Supervisory Board	Mgmt	For	For	For
6.3	Reelect Heinrich Hiesinger to the Supervisory Board	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	For	For

Huron Consulting Group Inc.

Meeting Date: 05/03/2024 **Country:** USA **Ticker:** HURN
Record Date: 03/04/2024 **Meeting Type:** Annual
Primary Security ID: 447462102

Shares Voted: 13,466

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director C. Mark Hussey	Mgmt	For	For	For
1.2	Elect Director Hugh E. Sawyer	Mgmt	For	For	For
1.3	Elect Director Debra Zumwalt	Mgmt	For	For	For
2	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For	For
3	Amend Nonqualified Employee Stock Purchase Plan	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

The Timken Company

Meeting Date: 05/03/2024 **Country:** USA **Ticker:** TKR
Record Date: 02/20/2024 **Meeting Type:** Annual
Primary Security ID: 887389104

Shares Voted: 50,611

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Maria A. Crowe	Mgmt	For	For	For
1.2	Elect Director Elizabeth A. Harrell	Mgmt	For	For	For

The Timken Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Richard G. Kyle	Mgmt	For	For	For
1.4	Elect Director Sarah C. Lauber	Mgmt	For	For	For
1.5	Elect Director Christopher L. Mapes	Mgmt	For	Withhold	Withhold
<i>Blended Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1.6	Elect Director James F. Palmer	Mgmt	For	For	For
1.7	Elect Director Ajita G. Rajendra	Mgmt	For	For	For
1.8	Elect Director Frank C. Sullivan	Mgmt	For	For	For
1.9	Elect Director John M. Timken, Jr.	Mgmt	For	For	For
1.10	Elect Director Ward J. Timken, Jr.	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
<i>Blended Rationale: Vote AGAINST due to excessive dilution</i>					
5	Adopt Short and Medium-Term Science-Based Emissions Reduction Targets	SH	Against	For	For
<i>Blended Rationale: A vote FOR this proposal is warranted, as adopting science-based greenhouse gas reduction targets would help the company better address climate-related risks and opportunities.</i>					

American Express Company

Meeting Date: 05/06/2024

Country: USA

Ticker: AXP

Record Date: 03/08/2024

Meeting Type: Annual

Primary Security ID: 025816109

Shares Voted: 149,387

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas J. Baltimore	Mgmt	For	For	For
1b	Elect Director John J. Brennan	Mgmt	For	For	For
1c	Elect Director Walter J. Clayton, III	Mgmt	For	For	For
1d	Elect Director Theodore J. Leonsis	Mgmt	For	For	For
1e	Elect Director Deborah P. Majoras	Mgmt	For	For	For
1f	Elect Director Karen L. Parkhill	Mgmt	For	For	For
1g	Elect Director Charles E. Phillips	Mgmt	For	For	For
1h	Elect Director Lynn A. Pike	Mgmt	For	For	For
1i	Elect Director Stephen J. Squeri	Mgmt	For	For	For
1j	Elect Director Daniel L. Vasella	Mgmt	For	For	For

American Express Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director Lisa W. Wardell	Mgmt	For	For	For
1l	Elect Director Christopher D. Young	Mgmt	For	Against	Against
<i>Blended 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>					
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<i>Blended Rationale: Vote AGAINST compensation proposal due to the company provided an inordinate amount of personal use of corporate aircraft perquisite to the CEO.</i>					
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Submit Severance Agreement to Shareholder Vote	SH	Against	For	For
<i>Blended Rationale: A vote FOR this proposal is warranted. While current severance entitlements are reasonable, the company does not disclose a policy prohibiting additional cash severance payments beyond a certain level or a mechanism that would require shareholder approval in order for excessive cash severance to be payable. The requested policy would ensure such shareholder protections.</i>					
6	Report on Climate Lobbying	SH	Against	For	For
<i>Blended Rationale: A vote FOR this proposal is warranted. Additional disclosure would help shareholders better evaluate how the company is addressing any misalignments between its direct and indirect lobbying activities and its public commitment to achieve net zero emissions.</i>					
7	Report on Company's Policy on Merchant Category Codes	SH	Against	Against	Against

Eli Lilly and Company

Meeting Date: 05/06/2024 **Country:** USA **Ticker:** LLY
Record Date: 02/28/2024 **Meeting Type:** Annual
Primary Security ID: 532457108

Shares Voted: 94,386

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Katherine Baicker	Mgmt	For	For	For
1b	Elect Director J. Erik Fyrwald	Mgmt	For	Against	Against
<i>Blended Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1c	Elect Director Jamere Jackson	Mgmt	For	For	For
1d	Elect Director Gabrielle Sulzberger	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Declassify the Board of Directors	Mgmt	For	For	For
5	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For

Eli Lilly and Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Report on Lobbying Payments and Policy	SH	Against	For	For
<p><i>Blended Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's direct and indirect lobbying-related expenditures would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.</i></p>					
7	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	SH	Against	For	For
<p><i>Blended Rationale: A vote FOR this resolution is warranted, as reporting quantitative and comparable diversity statistics would allow shareholders to better assess the effectiveness of the company's diversity initiatives and its management of related risks.</i></p>					
8	Report on Impact of Extended Patent Exclusivities on Product Access	SH	Against	For	For
<p><i>Blended Rationale: A vote FOR this proposal is warranted for the following reasons:- Additional disclosure would benefit shareholders by increasing transparency regarding the company's efforts to address the risks related to extended patent exclusivities; and- Disclosure of the requested information would serve to provide greater assurance to shareholders that the firm's initiatives and practices sufficiently guard against potential financial, litigation and operational risks to the company.</i></p>					
9	Adopt a Comprehensive Human Rights Policy	SH	Against	For	For
<p><i>Blended Rationale: A vote FOR this proposal is warranted, as establishing a human rights policy would help investors better assess the effectiveness of the company's efforts and how it is managing and mitigating reputational, financial, legal, and regulatory risks related to human rights.</i></p>					

Uber Technologies, Inc.

Meeting Date: 05/06/2024 **Country:** USA **Ticker:** UBER
Record Date: 03/13/2024 **Meeting Type:** Annual
Primary Security ID: 90353T100

Shares Voted: 225,201

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ronald Sugar	Mgmt	For	Against	For
<p><i>Blended Rationale: While it is our policy to hold Nominating Committee Chairs responsible for overseeing the nomination of capable, diverse directors who have full capacity to serve the board, we feel that in this instance, Director Dara Khosrowshahi's leadership and oversight of the company outweigh concerns of overboarding at this time.</i></p>					
1b	Elect Director Revathi Advaiti	Mgmt	For	For	For
1c	Elect Director Turqi Alnowaiser	Mgmt	For	For	For
1d	Elect Director Ursula Burns	Mgmt	For	For	For
1e	Elect Director Robert Eckert	Mgmt	For	For	For
1f	Elect Director Amanda Ginsberg	Mgmt	For	For	For
1g	Elect Director Dara Khosrowshahi	Mgmt	For	For	For
1h	Elect Director Wan Ling Martello	Mgmt	For	For	For
1i	Elect Director John Thain	Mgmt	For	For	For
1j	Elect Director David I. Trujillo	Mgmt	For	Against	Against
<p><i>Blended Rationale: A vote AGAINST David Trujillo is warranted for failing to attend at least 75 percent of his total board and committee meetings held during the fiscal year under review without disclosing the reason for the absences.</i></p>					
1k	Elect Director Alexander Wynaendts	Mgmt	For	For	For

Uber Technologies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<i>Blended Rationale: Vote AGAINST compensation proposal due to the company provided the CEO an inordinate amount of security-related perquisites.</i>					
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Reflect Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For	For
5	Commission a Third-Party Audit on Driver Health and Safety	SH	Against	For	For
<i>Blended Rationale: A vote FOR this proposal is warranted. Shareholders would benefit from increased disclosure through third-party auditing on driver health and safety, to better understand and assess the company's safety policies, programs, and oversight mechanisms.</i>					

Arrow Electronics, Inc.

Meeting Date: 05/07/2024

Country: USA

Ticker: ARW

Record Date: 03/11/2024

Meeting Type: Annual

Primary Security ID: 042735100

Shares Voted: 4,588

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director William F. Austen	Mgmt	For	Withhold	Withhold
<i>Blended Rationale: The nominee is the chair of the nominating/governance committee and there are no directors of racial or ethnic minority groups on the board/board slate.</i>					
1.2	Elect Director Fabian T. Garcia *Withdrawn Resolution*	Mgmt			
1.3	Elect Director Steven H. Gunby	Mgmt	For	For	For
1.4	Elect Director Gail E. Hamilton	Mgmt	For	For	For
1.5	Elect Director Michael D. Hayford	Mgmt	For	For	For
1.6	Elect Director Andrew C. Kerin	Mgmt	For	For	For
1.7	Elect Director Sean J. Kerins	Mgmt	For	For	For
1.8	Elect Director Carol P. Lowe	Mgmt	For	For	For
1.9	Elect Director Mary T. McDowell	Mgmt	For	For	For
1.10	Elect Director Gerry P. Smith	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Danaher Corporation

Meeting Date: 05/07/2024

Country: USA

Ticker: DHR

Record Date: 03/08/2024

Meeting Type: Annual

Primary Security ID: 235851102

Shares Voted: 132,794

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rainer M. Blair	Mgmt	For	For	For
1b	Elect Director Feroz Dewan	Mgmt	For	For	For
1c	Elect Director Linda Filler	Mgmt	For	Against	Against
<p><i>Blended 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>					
1d	Elect Director Teri List	Mgmt	For	Against	Against
<p><i>Blended Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters, and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity.</i></p>					
1e	Elect Director Jessica L. Mega	Mgmt	For	For	For
1f	Elect Director Mitchell P. Rales	Mgmt	For	For	For
1g	Elect Director Steven M. Rales	Mgmt	For	For	For
1h	Elect Director Pardis C. Sabeti	Mgmt	For	For	For
1i	Elect Director A. Shane Sanders	Mgmt	For	Against	Against
<p><i>Blended Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters, and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity.</i></p>					
1j	Elect Director John T. Schwieters	Mgmt	For	Against	Against
<p><i>Blended Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters, and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity.</i></p>					
1k	Elect Director Alan G. Spoon	Mgmt	For	Against	Against
<p><i>Blended Rationale: Vote AGAINST because the nominee is overboarded.</i></p>					
1l	Elect Director Raymond C. Stevens	Mgmt	For	Against	Against
<p><i>Blended Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters, and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity.</i></p>					
1m	Elect Director Elias A. Zerhouni	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For
<p><i>Blended Rationale: A vote FOR this proposal is warranted. Lowering the ownership threshold from 25 percent to 15 percent would improve shareholders' ability to use the special meeting right and no single shareholder would be able to act unilaterally to call a special meeting at the proposed threshold.</i></p>					
5	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	SH	Against	For	For
<p><i>Blended Rationale: A vote FOR this proposal is warranted, as reporting quantitative, comparable diversity data would allow shareholders to better assess the effectiveness of the company's diversity, equity, and inclusion efforts and management of related risks.</i></p>					

Darling Ingredients Inc.

Meeting Date: 05/07/2024

Country: USA

Ticker: DAR

Record Date: 03/12/2024

Meeting Type: Annual

Primary Security ID: 237266101

Shares Voted: 122,920

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Randall C. Stuewe	Mgmt	For	For	For
1b	Elect Director Charles Adair	Mgmt	For	For	For
1c	Elect Director Beth Albright	Mgmt	For	For	For
1d	Elect Director Larry A. Barden	Mgmt	For	For	For
1e	Elect Director Celeste A. Clark	Mgmt	For	For	For
1f	Elect Director Linda Goodspeed	Mgmt	For	For	For
1g	Elect Director Enderson Guimaraes	Mgmt	For	For	For
1h	Elect Director Gary W. Mize	Mgmt	For	Against	Against
<p><i>Blended 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>					
1i	Elect Director Michael E. Rescoe	Mgmt	For	For	For
1j	Elect Director Kurt Stoffel	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4A	Amend Certificate of Incorporation to Include Officer Exculpation	Mgmt	For	For	For
4B	Amend Charter	Mgmt	For	For	For

DSM-Firmenich AG

Meeting Date: 05/07/2024

Country: Switzerland

Ticker: DSFIR

Record Date: 04/23/2024

Meeting Type: Annual

Primary Security ID: H0245V108

Shares Voted: 33,389

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Sustainability Report	Mgmt	For	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 2.50 per Share	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1.a	Reelect Thomas Leysen as Director and Board Chair	Mgmt	For	Against	Against
	<i>Blended Rationale: The nominee is an incumbent and there is a lack of gender diversity on the board or board slate.</i>				
4.1.b	Reelect Patrick Firmenich as Director	Mgmt	For	Against	Against
	<i>Blended Rationale: The nominee is an incumbent and there is a lack of gender diversity on the board or board slate.</i>				
4.1.c	Reelect Sze Cotte-Tan as Director	Mgmt	For	Against	Against
	<i>Blended Rationale: The nominee is an incumbent and there is a lack of gender diversity on the board or board slate.</i>				
4.1.d	Reelect Antoine Firmenich as Director	Mgmt	For	Against	Against
	<i>Blended Rationale: The nominee is an incumbent and there is a lack of gender diversity on the board or board slate.</i>				
4.1.e	Reelect Erica Mann as Director	Mgmt	For	Against	Against
	<i>Blended Rationale: The nominee is an incumbent and there is a lack of gender diversity on the board or board slate.</i>				
4.1.f	Reelect Carla Mahieu as Director	Mgmt	For	Against	Against
	<i>Blended Rationale: The nominee is an incumbent and there is a lack of gender diversity on the board or board slate.</i>				
4.1.g	Reelect Frits van Paasschen as Director	Mgmt	For	Against	Against
	<i>Blended Rationale: The nominee is an incumbent and there is a lack of gender diversity on the board or board slate. Vote AGAINST because the nominee is overboarded.</i>				
4.1.h	Reelect Andre Pometta as Director	Mgmt	For	Against	Against
	<i>Blended Rationale: The nominee is an incumbent and there is a lack of gender diversity on the board or board slate.</i>				
4.1.i	Reelect John Ramsay as Director	Mgmt	For	Against	Against
	<i>Blended Rationale: The nominee is an incumbent and there is a lack of gender diversity on the board or board slate. Vote AGAINST because the nominee is overboarded.</i>				
4.1.j	Reelect Richard Ridinger as Director	Mgmt	For	Against	Against
	<i>Blended Rationale: The nominee is an incumbent and there is a lack of gender diversity on the board or board slate.</i>				
4.1.k	Reelect Corien Wortmann as Director	Mgmt	For	Against	Against
	<i>Blended Rationale: The nominee is an incumbent and there is a lack of gender diversity on the board or board slate.</i>				
4.2.1	Reappoint Carla Mahieu as Member of the Compensation Committee	Mgmt	For	Against	Against
	<i>Blended Rationale: The nominee is an incumbent and there is a lack of gender diversity on the board or board slate.</i>				
4.2.2	Reappoint Thomas Leysen as Member of the Compensation Committee	Mgmt	For	Against	Against
	<i>Blended Rationale: The nominee is an incumbent and there is a lack of gender diversity on the board or board slate.</i>				
4.2.3	Reappoint Frits van Paasschen as Member of the Compensation Committee	Mgmt	For	Against	Against
	<i>Blended Rationale: The nominee is an incumbent and there is a lack of gender diversity on the board or board slate. Vote AGAINST because the nominee is overboarded.</i>				
4.2.4	Reappoint Andre Pometta as Member of the Compensation Committee	Mgmt	For	For	For
5.1	Approve Remuneration of Directors in the Amount of EUR 3.7 Million	Mgmt	For	For	For

DSM-Firmenich AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.2	Approve Remuneration of Executive Committee in the Amount of EUR 39.5 Million	Mgmt	For	For	For
5.3	Approve Remuneration Report	Mgmt	For	For	For
6	Ratify KPMG as Auditors	Mgmt	For	For	For
7	Designate Christian Hochstrasser as Independent Proxy	Mgmt	For	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

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

DSM-Firmenich AG

Meeting Date: 05/07/2024

Country: Switzerland

Ticker: DSFIR

Record Date:

Meeting Type: Annual

Primary Security ID: H0245V108

Shares Voted: 2,855

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Share Re-registration Consent	Mgmt	For	For	For

Edwards Lifesciences Corporation

Meeting Date: 05/07/2024

Country: USA

Ticker: EW

Record Date: 03/08/2024

Meeting Type: Annual

Primary Security ID: 28176E108

Shares Voted: 85,453

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Leslie C. Davis	Mgmt	For	For	For
1.2	Elect Director Kieran T. Gallahue	Mgmt	For	Against	Against
1.3	Elect Director Leslie S. Heisz	Mgmt	For	Against	Against
1.4	Elect Director Paul A. LaViolette	Mgmt	For	For	For
1.5	Elect Director Steven R. Loranger	Mgmt	For	Against	Against

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

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Edwards Lifesciences Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Ramona Sequeira	Mgmt	For	Against	Against
<i>Blended Rationale: Vote AGAINST because the nominee is an incumbent member of the audit committee and non-audit fees are excessive.</i>					
1.7	Elect Director Nicholas J. Valeriani	Mgmt	For	For	For
1.8	Elect Director Bernard J. Zovighian	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	Against	Against
<i>Blended Rationale: Vote AGAINST ratification of auditor or auditor-related proposal due to excessive non-audit fees.</i>					
4	Amend Omnibus Stock Plan	Mgmt	For	For	For

General Electric Company

Meeting Date: 05/07/2024 **Country:** USA **Ticker:** GE
Record Date: 03/11/2024 **Meeting Type:** Annual
Primary Security ID: 369604301

Shares Voted: 214,918

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Stephen Angel	Mgmt	For	For	For
1b	Elect Director Sebastien Bazin	Mgmt	For	For	For
1c	Elect Director Margaret Billson	Mgmt	For	For	For
1d	Elect Director H. Lawrence Culp, Jr.	Mgmt	For	For	For
1e	Elect Director Thomas Enders	Mgmt	For	Against	Against
<i>Blended Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1f	Elect Director Edward Garden	Mgmt	For	For	For
1g	Elect Director Isabella Goren	Mgmt	For	For	For
1h	Elect Director Thomas W. Horton	Mgmt	For	For	For
1i	Elect Director Catherine Lesjak	Mgmt	For	For	For
1j	Elect Director Darren McDew	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	For
<i>Blended Rationale: After discussion with the fundamental research team, we have decided that support for this proposal is warranted due to CEO Culp's strong recent and historic performance, including a strong correlation of pay to performance.</i>					
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Require Independent Board Chair	SH	Against	For	For
<i>Blended Rationale: A vote FOR this proposal is warranted given the importance of having an independent board chair.</i>					

General Electric Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Report on Risks Arising from Voluntary Carbon-Reduction Commitments	SH	Against	Against	Against

Koninklijke Philips NV

Meeting Date: 05/07/2024 **Country:** Netherlands **Ticker:** PHIA
Record Date: 04/09/2024 **Meeting Type:** Annual
Primary Security ID: N7637U112

Shares Voted: 1,849,882

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	President's Speech	Mgmt			
2.a	Discussion on Company's Corporate Governance Structure	Mgmt			
2.b	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
2.c	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
2.d	Approve Dividends	Mgmt	For	For	For
2.e	Approve Remuneration Report	Mgmt	For	For	For
2.f	Approve Discharge of Management Board	Mgmt	For	For	For
2.g	Approve Discharge of Supervisory Board	Mgmt	For	For	For
3	Elect C.M. Hanneman to Management Board	Mgmt	For	For	For
4.a	Reelect F. Sijbesma to Supervisory Board	Mgmt	For	Against	Against
<i>Blended Rationale: The nominee is an incumbent and there is a lack of gender diversity on the board or board slate.</i>					
4.b	Reelect P. Loscher to Supervisory Board	Mgmt	For	Against	Against
<i>Blended Rationale: The nominee is an incumbent and there is a lack of gender diversity on the board or board slate.</i>					
4.c	Elect B. Ribadeau-Dumas to Supervisory Board	Mgmt	For	Against	Against
<i>Blended Rationale: The nominee is an incumbent and there is a lack of gender diversity on the board or board slate.</i>					
5.a	Approve Remuneration Policy for the Board of Management	Mgmt	For	For	For
5.b	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
6.a	Grant Board Authority to Issue Shares	Mgmt	For	For	For
6.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For

Koninklijke Philips NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
8	Approve Cancellation of Repurchased Shares	Mgmt	For	For	For
9	Other Business (Non-Voting)	Mgmt			

Pentair plc

Meeting Date: 05/07/2024 **Country:** Ireland **Ticker:** PNR
Record Date: 03/08/2024 **Meeting Type:** Annual
Primary Security ID: G7S00T104

Shares Voted: 45,725

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mona Abutaleb Stephenson	Mgmt	For	For	For
1b	Elect Director Melissa Barra	Mgmt	For	For	For
1c	Elect Director Tracey C. Doi	Mgmt	For	For	For
1d	Elect Director T. Michael Glenn	Mgmt	For	For	For
1e	Elect Director Theodore L. Harris	Mgmt	For	For	For
1f	Elect Director David A. Jones	Mgmt	For	For	For
1g	Elect Director Gregory E. Knight	Mgmt	For	For	For
1h	Elect Director Michael T. Speetzen	Mgmt	For	For	For
1i	Elect Director John L. Stauch	Mgmt	For	For	For
1j	Elect Director Billie I. Williamson	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Approve Deloitte & Touche LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
4	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	For	For
5	Renew the Board's Authority to Opt-Out of Statutory Preemption Rights Under Irish Law	Mgmt	For	For	For
6	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For	For

Advanced Micro Devices, Inc.

Meeting Date: 05/08/2024 **Country:** USA **Ticker:** AMD
Record Date: 03/13/2024 **Meeting Type:** Annual
Primary Security ID: 007903107

Advanced Micro Devices, Inc.

Shares Voted: 427,226

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Nora M. Denzel	Mgmt	For	Against	Against
<p><i>Blended 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>					
1b	Elect Director Mark Durcan	Mgmt	For	For	For
1c	Elect Director Michael P. Gregoire	Mgmt	For	For	For
1d	Elect Director Joseph A. Householder	Mgmt	For	For	For
1e	Elect Director John W. Marren	Mgmt	For	For	For
1f	Elect Director Jon A. Olson	Mgmt	For	For	For
1g	Elect Director Lisa T. Su	Mgmt	For	For	For
1h	Elect Director Abhi Y. Talwalkar	Mgmt	For	For	For
1i	Elect Director Elizabeth W. Vanderslice	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	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For

Blended Rationale: A vote FOR this proposal is warranted, as the proposed 10 percent ownership threshold for shareholders to call a special meeting would enhance shareholders ability to make use of the right. Additionally, an affirmative vote on this proposal may signal support for modifying certain restrictions the board implemented on special meeting timing and subject matter, which may otherwise hinder the effectiveness of the right.

Arcadis NV

Meeting Date: 05/08/2024

Country: Netherlands

Ticker: ARCAD

Record Date: 04/10/2024

Meeting Type: Annual

Primary Security ID: N0605M147

Shares Voted: 169

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1.a	Open Meeting	Mgmt			
1.b	Receive Announcements	Mgmt			
2	Receive Report of Supervisory Board (Non-Voting)	Mgmt			
3	Receive Report of Executive Board (Non-Voting)	Mgmt			
4.a	Adopt Financial Statements	Mgmt	For	For	For
4.b	Approve Dividends	Mgmt	For	For	For

Arcadis NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.a	Approve Discharge of Executive Board	Mgmt	For	For	For
5.b	Approve Discharge of Supervisory Board	Mgmt	For	For	For
6	Ratify KPMG Accountants N.V as Auditors	Mgmt	For	For	For
7	Discussion on Company's Corporate Governance Structure	Mgmt			
8.a	Approve Remuneration Report for Executive Board	Mgmt	For	For	For
8.b	Approve Remuneration Report for Supervisory Board	Mgmt	For	For	For
9.a	Approve Remuneration Policy for the Executive Board	Mgmt	For	For	For
9.b	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
10	Reelect V.J.H. Duperat-Vergne to Executive Board	Mgmt	For	For	For
11.a	Reelect D.L.M. Goodwin to Supervisory Board	Mgmt	For	For	For
11.b	Announce Vacancies on the Supervisory Board	Mgmt			
12.a	Grant Board Authority to Issue Shares up to 10 Percent of Issued Capital	Mgmt	For	For	For
12.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
14	Other Business (Non-Voting)	Mgmt			
15	Close Meeting	Mgmt			

Intact Financial Corporation

Meeting Date: 05/08/2024

Country: Canada

Ticker: IFC

Record Date: 03/15/2024

Meeting Type: Annual

Primary Security ID: 45823T106

Shares Voted: 1,061

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Charles Brindamour	Mgmt	For	For	For
1.2	Elect Director Emmanuel Clarke	Mgmt	For	For	For
1.3	Elect Director Janet De Silva	Mgmt	For	For	For
1.4	Elect Director Michael Katchen	Mgmt	For	For	For
1.5	Elect Director Stephani Kingsmill	Mgmt	For	For	For
1.6	Elect Director Jane E. Kinney	Mgmt	For	For	For

Intact Financial Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Robert G. Leary	Mgmt	For	For	For
1.8	Elect Director Sylvie Paquette	Mgmt	For	For	For
1.9	Elect Director Stuart J. Russell	Mgmt	For	For	For
1.10	Elect Director Indira V. Samarasekera	Mgmt	For	For	For
1.11	Elect Director Frederick Singer	Mgmt	For	Against	Against
<p><i>Blended 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>					
1.12	Elect Director Carolyn A. Wilkins	Mgmt	For	For	For
1.13	Elect Director William L. Young	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Re-approve Stock Option Plan	Mgmt	For	For	For
4	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For

Kinder Morgan, Inc.

Meeting Date: 05/08/2024 **Country:** USA **Ticker:** KMI
Record Date: 03/11/2024 **Meeting Type:** Annual
Primary Security ID: 49456B101

Shares Voted: 1,474,443

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Richard D. Kinder	Mgmt	For	For	For
1.2	Elect Director Kimberly A. Dang	Mgmt	For	For	For
1.3	Elect Director Amy W. Chronis	Mgmt	For	For	For
1.4	Elect Director Ted A. Gardner	Mgmt	For	For	For
1.5	Elect Director Anthony W. Hall, Jr.	Mgmt	For	For	For
1.6	Elect Director Steven J. Kean	Mgmt	For	For	For
1.7	Elect Director Deborah A. Macdonald	Mgmt	For	For	For
1.8	Elect Director Michael C. Morgan	Mgmt	For	For	For
1.9	Elect Director Arthur C. Reichstetter	Mgmt	For	For	For
1.10	Elect Director C. Park Shaper	Mgmt	For	For	For
1.11	Elect Director William A. Smith	Mgmt	For	For	For
1.12	Elect Director Joel V. Staff	Mgmt	For	For	For
1.13	Elect Director Robert F. Vagt	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Kinder Morgan, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Disclose GHG Emissions Reductions Targets	SH	Against	For	For

Blended Rationale: A vote FOR this proposal is warranted, as additional information on the company's efforts to reduce its Scope 1 and Scope 2 emissions would allow investors to better understand how the company is managing its transition to a low carbon economy and climate change-related risks.

Rentokil Initial Plc

Meeting Date: 05/08/2024

Country: United Kingdom

Ticker: RTO

Record Date: 05/03/2024

Meeting Type: Annual

Primary Security ID: G7494G105

Shares Voted: 14,606,541

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Re-elect David Frear as Director	Mgmt	For	For	For
6	Re-elect Stuart Ingall-Tombs as Director	Mgmt	For	Against	Against
<i>Blended Rationale: Vote AGAINST because the nominee is the CFO of the company.</i>					
7	Re-elect Sally Johnson as Director	Mgmt	For	For	For
8	Re-elect Sarosh Mistry as Director	Mgmt	For	For	For
9	Re-elect John Pettigrew as Director	Mgmt	For	For	For
10	Re-elect Andy Ransom as Director	Mgmt	For	For	For
11	Re-elect Richard Solomons as Director	Mgmt	For	Against	Against
<i>Blended 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>					
12	Re-elect Cathy Turner as Director	Mgmt	For	For	For
13	Re-elect Linda Yueh as Director	Mgmt	For	For	For
14	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
15	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For

Rentokil Initial Plc

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

Rentokil Initial Plc

Meeting Date: 05/08/2024

Country: United Kingdom

Ticker: RTO

Record Date: 04/08/2024

Meeting Type: Annual

Primary Security ID: G7494G105

Shares Voted: 375,129

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for ADR Holders	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Re-elect David Frear as Director	Mgmt	For	For	For
6	Re-elect Stuart Ingall-Tombs as Director	Mgmt	For	Against	Against
<i>Blended Rationale: Vote AGAINST because the nominee is the CFO of the company.</i>					
7	Re-elect Sally Johnson as Director	Mgmt	For	For	For
8	Re-elect Sarosh Mistry as Director	Mgmt	For	For	For
9	Re-elect John Pettigrew as Director	Mgmt	For	For	For
10	Re-elect Andy Ransom as Director	Mgmt	For	For	For
11	Re-elect Richard Solomons as Director	Mgmt	For	Against	Against
<i>Blended 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>					
12	Re-elect Cathy Turner as Director	Mgmt	For	For	For
13	Re-elect Linda Yueh as Director	Mgmt	For	For	For
14	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Rentokil Initial Plc

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

Stewart Information Services Corporation

Meeting Date: 05/08/2024 **Country:** USA **Ticker:** STC
Record Date: 03/11/2024 **Meeting Type:** Annual
Primary Security ID: 860372101

Shares Voted: 46,937

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

Calix, Inc.

Meeting Date: 05/09/2024

Country: USA

Ticker: CALX

Record Date: 03/11/2024

Meeting Type: Annual

Primary Security ID: 13100M509

Shares Voted: 51,962

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Rajatish Mukherjee	Mgmt	For	For	For
1.2	Elect Director Kevin Peters	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

CTS Corporation

Meeting Date: 05/09/2024

Country: USA

Ticker: CTS

Record Date: 03/15/2024

Meeting Type: Annual

Primary Security ID: 126501105

Shares Voted: 2,587

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Donna M. Costello	Mgmt	For	For	For
1b	Elect Director Amy M. Dodrill	Mgmt	For	For	For
1c	Elect Director William S. Johnson	Mgmt	For	For	For
1d	Elect Director Kieran M. O'Sullivan	Mgmt	For	For	For
1e	Elect Director Robert A. Profusek	Mgmt	For	For	For
1f	Elect Director Randy L. Stone	Mgmt	For	For	For
1g	Elect Director Alfonso G. Zulueta	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<i>Blended Rationale: Vote AGAINST compensation proposal due to the company maintains legacy agreements that contain a modified single-trigger change-in-control provision.</i>					
3	Ratify Grant Thornton LLP as Auditors	Mgmt	For	For	For

Discover Financial Services

Meeting Date: 05/09/2024

Country: USA

Ticker: DFS

Record Date: 03/11/2024

Meeting Type: Annual

Primary Security ID: 254709108

Discover Financial Services

Shares Voted: 663,220

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Candace H. Duncan	Mgmt	For	For	For
1.2	Elect Director Joseph F. Eazor	Mgmt	For	For	For
1.3	Elect Director Kathy L. Lonowski	Mgmt	For	For	For
1.4	Elect Director Thomas G. Maheras	Mgmt	For	For	For
1.5	Elect Director Daniela O'Leary-Gill	Mgmt	For	For	For
1.6	Elect Director John B. Owen	Mgmt	For	For	For
1.7	Elect Director David L. Rawlinson, II	Mgmt	For	For	For
1.8	Elect Director Michael G. Rhodes *Withdrawn Resolution*	Mgmt			
1.9	Elect Director J. Michael Shepherd	Mgmt	For	For	For
1.10	Elect Director Beverley A. Sibbles	Mgmt	For	For	For
1.11	Elect Director Jennifer L. Wong	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Blended Rationale: Vote AGAINST compensation proposal due to the company providing excessive personal use of corporate aircraft perquisites to the CEO. In addition, tax gross-ups were incurred on certain executives' relocation payments.</i></p>					
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Great Lakes Dredge & Dock Corporation

Meeting Date: 05/09/2024

Country: USA

Ticker: GLDD

Record Date: 03/13/2024

Meeting Type: Annual

Primary Security ID: 390607109

Shares Voted: 4,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lasse J. Petterson	Mgmt	For	For	For
1b	Elect Director Kathleen M. Shanahan	Mgmt	For	For	For
1c	Elect Director Earl L. Shipp	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
<p><i>Blended Rationale: Vote AGAINST because the concern level for Relative Degree of Alignment is High. This relative measure compares the percentile ranks of a company's CEO pay and TSR performance, relative to an ISS-developed comparison group, over the prior two-year or three year period.</i></p>					
4	Declassify the Board of Directors	Mgmt	For	For	For
5	Increase Authorized Common Stock	Mgmt	For	For	For

Great Lakes Dredge & Dock Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Amend Certificate of Incorporation to Provide for the Exculpation of Certain Officers	Mgmt	For	For	For
7	Amend Certificate of Incorporation Relating to Maritime Laws	Mgmt	For	For	For
8	Amend Certificate of Incorporation to Remove the Corporate Opportunity Waiver	Mgmt	For	For	For
9	Amend Certificate of Incorporation	Mgmt	For	For	For

Mueller Industries, Inc.

Meeting Date: 05/09/2024 **Country:** USA **Ticker:** MLI
Record Date: 03/14/2024 **Meeting Type:** Annual
Primary Security ID: 624756102

Shares Voted: 584,083

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

Stantec Inc.

Meeting Date: 05/09/2024

Country: Canada

Ticker: STN

Record Date: 03/15/2024

Meeting Type: Annual

Primary Security ID: 85472N109

Shares Voted: 34,814

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

Sterling Infrastructure, Inc.

Meeting Date: 05/09/2024

Country: USA

Ticker: STRL

Record Date: 03/11/2024

Meeting Type: Annual

Primary Security ID: 859241101

Shares Voted: 9,076

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director William T. Bosway	Mgmt	For	For	For
1b	Elect Director Roger A. Cregg	Mgmt	For	For	For
1c	Elect Director Joseph A. Cutillo	Mgmt	For	For	For
1d	Elect Director Julie A. Dill	Mgmt	For	For	For
1e	Elect Director Dana C. O'Brien	Mgmt	For	For	For
1f	Elect Director Charles R. Patton	Mgmt	For	Against	Against
<i>Blended 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>					
1g	Elect Director Thomas M. White	Mgmt	For	For	For

Sterling Infrastructure, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Dwayne A. Wilson	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Grant Thornton LLP as Auditors	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For

WEX Inc.

Meeting Date: 05/09/2024 **Country:** USA **Ticker:** WEX
Record Date: 03/28/2024 **Meeting Type:** Annual
Primary Security ID: 96208T104

Shares Voted: 73,055

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Nancy Altobello	Mgmt	For	For	For
1.2	Elect Director Daniel Callahan	Mgmt	For	For	For
1.3	Elect Director Aimee Cardwell	Mgmt	For	For	For
1.4	Elect Director Shikhar Ghosh	Mgmt	For	For	For
1.5	Elect Director James Groch	Mgmt	For	For	For
1.6	Elect Director James (Jim) Neary	Mgmt	For	For	For
1.7	Elect Director Derrick Roman	Mgmt	For	For	For
1.8	Elect Director Melissa D. Smith	Mgmt	For	For	For
1.9	Elect Director Stephen Smith	Mgmt	For	For	For
1.10	Elect Director Susan Sobbott	Mgmt	For	For	For
1.11	Elect Director Jack VanWoerkom	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

Premium Brands Holdings Corporation

Meeting Date: 05/10/2024 **Country:** Canada **Ticker:** PBH
Record Date: 03/22/2024 **Meeting Type:** Annual
Primary Security ID: 74061A108

Shares Voted: 864

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Fix Number of Directors at Nine	Mgmt	For	For	For

Premium Brands Holdings Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2A	Elect Director Sean Cheah	Mgmt	For	For	For
2B	Elect Director Johnny Ciampi	Mgmt	For	Against	Against
<i>Blended Rationale: Vote AGAINST because the nominee is the chair of the audit committee and the audit committee lacks a member with appropriate financial expertise.</i>					
2C	Elect Director Thomas Dea	Mgmt	For	For	For
2D	Elect Director Marie Delorme	Mgmt	For	For	For
2E	Elect Director Bruce Hodge	Mgmt	For	For	For
2F	Elect Director Kathleen Keller-Hobson	Mgmt	For	For	For
2G	Elect Director Hugh McKinnon	Mgmt	For	For	For
2H	Elect Director George Paleologou	Mgmt	For	For	For
2I	Elect Director Mary Wagner	Mgmt	For	For	For
3	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
4	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For

BNP Paribas SA

Meeting Date: 05/14/2024

Country: France

Ticker: BNP

Record Date: 05/10/2024

Meeting Type: Annual/Special

Primary Security ID: F1058Q238

Shares Voted: 427,031

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 4.60 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
5	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
6	Renew Appointment of Deloitte & Associes as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
7	Appoint Ernst & Young et Autres as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
8	Reelect Christian Noyer as Director	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Ratify Appointment of Marie-Christine Lombard as Director; Reelect Marie-Christine Lombard as Director	Mgmt	For	For	For
10	Elect Annemarie Straathof as Director	Mgmt	For	For	For
11	Reelect Juliette Brisac as Representative of Employee Shareholders to the Board	Mgmt	For	For	For
	Proposals Submitted by Employees of BNP Paribas SA	Mgmt			
A	Elect Isabelle Coron as Representative of Employee Shareholders to the Board	SH	Against	Against	Against
B	Elect Thierry Schwob as Representative of Employee Shareholders to the Board	SH	Against	Against	Against
C	Elect Frederic Mayrand as Representative of Employee Shareholders to the Board	SH	Against	Against	Against
12	Approve Remuneration Policy of Directors	Mgmt	For	For	For
13	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
14	Approve Remuneration Policy of CEO	Mgmt	For	For	For
15	Approve Remuneration Policy of Vice-CEOs	Mgmt	For	For	For
16	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
17	Approve Compensation of Jean Lemierre, Chairman of the Board	Mgmt	For	For	For
18	Approve Compensation of Jean-Laurent Bonnafe, CEO	Mgmt	For	For	For
19	Approve Compensation of Yann Gerardin, Vice-CEO	Mgmt	For	For	For
20	Approve Compensation of Thierry Laborde, Vice-CEO	Mgmt	For	For	For
21	Approve Remuneration of Directors in the Aggregate Amount of EUR 1,850,000	Mgmt	For	For	For
22	Approve the Overall Envelope of Compensation of Certain Senior Management, Responsible Officers and the Risk-takers	Mgmt	For	For	For
23	Fix Maximum Variable Compensation Ratio for Executives and Risk Takers	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
24	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 915 Million	Mgmt	For	For	For
25	Authorize Capital Increase of Up to EUR 225 Million for Future Exchange Offers	Mgmt	For	For	For

BNP Paribas SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
26	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
27	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 25 and 26 at EUR 225 Million	Mgmt	For	For	For
28	Authorize Capitalization of Reserves of Up to EUR 915 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
29	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 24 to 26 at EUR 915 Million	Mgmt	For	For	For
30	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
31	Approve Issuance of Super-Subordinated Contingent Convertible Bonds without Preemptive Rights for Private Placements, up to 10 Percent of Issued Capital	Mgmt	For	For	For
32	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
33	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Centene Corporation

Meeting Date: 05/14/2024 **Country:** USA **Ticker:** CNC
Record Date: 03/15/2024 **Meeting Type:** Annual
Primary Security ID: 15135B101

Shares Voted: 981,579

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jessica L. Blume	Mgmt	For	Against	Against
<i>Blended 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>					
1b	Elect Director Kenneth A. Burdick	Mgmt	For	For	For
1c	Elect Director Christopher J. Coughlin	Mgmt	For	For	For
1d	Elect Director H. James Dallas	Mgmt	For	For	For
1e	Elect Director Wayne S. DeVeydt	Mgmt	For	For	For
1f	Elect Director Frederick H. Eppinger	Mgmt	For	For	For
1g	Elect Director Monte E. Ford	Mgmt	For	For	For
1h	Elect Director Sarah M. London	Mgmt	For	For	For
1i	Elect Director Lori J. Robinson	Mgmt	For	For	For
1j	Elect Director Theodore R. Samuels	Mgmt	For	For	For

Centene Corporation

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 KPMG LLP as Auditors	Mgmt	For	For	For
4	Adopt Near and Long-Term Science-Based GHG Emissions Reduction Targets Aligned with Paris Agreement Goal	SH	Against	For	For

Blended Rationale: A vote FOR this resolution is warranted. Additional disclosure about the company's GHG emission reduction targets and climate transition plan would help shareholders better evaluate the company's strategy around the transition to a low-carbon economy and its management of related risks and opportunities.

Epiroc AB

Meeting Date: 05/14/2024

Country: Sweden

Ticker: EPI.A

Record Date: 05/03/2024

Meeting Type: Annual

Primary Security ID: W25918124

Shares Voted: 1,805,484

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting; Elect Chairman of Meeting	Mgmt	For	For	For
2	Designate Inspector(s) of Minutes of Meeting	Mgmt			
3	Prepare and Approve List of Shareholders	Mgmt			
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Receive President's Report	Mgmt			
8.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8.b1	Approve Discharge of Anthea Bath	Mgmt	For	For	For
8.b2	Approve Discharge of Lennart Evrell	Mgmt	For	For	For
8.b3	Approve Discharge of Johan Forssell	Mgmt	For	For	For
8.b4	Approve Discharge of Helena Hedblom	Mgmt	For	For	For
8.b5	Approve Discharge of Jeane Hull	Mgmt	For	For	For
8.b6	Approve Discharge of Ronnie Leten	Mgmt	For	For	For
8.b7	Approve Discharge of Ulla Litzen	Mgmt	For	For	For
8.b8	Approve Discharge of Sigurd Mareels	Mgmt	For	For	For
8.b9	Approve Discharge of Astrid Skarheim Onsum	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.b10	Approve Discharge of Kristina Kanestad	Mgmt	For	For	For
8.b11	Approve Discharge of Daniel Rundgren	Mgmt	For	For	For
8.b12	Approve Discharge of CEO Helena Hedblom	Mgmt	For	For	For
8.c	Approve Allocation of Income and Dividends of SEK 3.80 Per Share	Mgmt	For	For	For
8.d	Approve Remuneration Report	Mgmt	For	For	For
9.a	Determine Number of Members (9) and Deputy Members of Board (0)	Mgmt	For	For	For
9.b	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
10.a1	Reelect Anthea Bath as Director	Mgmt	For	For	For
10.a2	Reelect Lennart Evrell as Director	Mgmt	For	For	For
10.a3	Reelect Johan Forssell as Director	Mgmt	For	Against	Against
<i>Blended Rationale: Vote AGAINST because the nominee is overboarded. A vote AGAINST candidates Johan Forssell (Item 10.a3) and Ronnie Leten (Item 10.a6) is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence.</i>					
10.a4	Reelect Helena Hedblom as Director	Mgmt	For	For	For
10.a5	Reelect Jeane Hull as Director	Mgmt	For	For	For
10.a6	Reelect Ronnie Leten as Director	Mgmt	For	Against	Against
<i>Blended Rationale: A vote AGAINST candidates Johan Forssell (Item 10.a3) and Ronnie Leten (Item 10.a6) is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence.</i>					
10.a7	Reelect Ulla Litzen as Director	Mgmt	For	Against	Against
<i>Blended Rationale: Vote AGAINST because the nominee is the chair of the audit committee and the audit committee lacks a member with appropriate financial expertise.</i>					
10.a8	Reelect Sigurd Mareels as Director	Mgmt	For	For	For
10.a9	Reelect Astrid Skarheim Onsum as Director	Mgmt	For	For	For
10.b	Reelect Ronnie Leten as Board Chair	Mgmt	For	Against	Against
<i>Blended Rationale: A vote AGAINST this item is warranted because the election of this individual to the board of directors is not supported.</i>					
10.c	Ratify Ernst & Young as Auditors	Mgmt	For	For	For
11.a	Approve Remuneration of Directors in the Amount of SEK 2.71 Million for Chair and SEK 850,000 for Other Directors; Approve Partly Remuneration in Synthetic Shares; Approve Remuneration for Committee Work	Mgmt	For	For	For
11.b	Approve Remuneration of Auditors	Mgmt	For	For	For
12.a	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against	Against
<i>Blended Rationale: Vote AGAINST compensation proposal due to the presence of an uncapped discretionary mandate in the policy.</i>					

Epiroc AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12.b	Approve Stock Option Plan 2024 for Key Employees	Mgmt	For	For	For
13.a	Approve Equity Plan Financing Through Repurchase of Class A Shares	Mgmt	For	For	For
13.b	Approve Repurchase of Shares to Pay 50 Percent of Director's Remuneration in Synthetic Shares	Mgmt	For	For	For
13.c	Approve Equity Plan Financing Through Transfer of Class A Shares to Participants	Mgmt	For	For	For
13.d	Approve Sale of Class A Shares to Finance Director Remuneration in Synthetic Shares	Mgmt	For	For	For
13.e	Approve Sale of Class A Shares to Finance Stock Option Plan 2018, 2019, 2020 and 2021	Mgmt	For	For	For
14	Close Meeting	Mgmt			

The Allstate Corporation

Meeting Date: 05/14/2024

Country: USA

Ticker: ALL

Record Date: 03/18/2024

Meeting Type: Annual

Primary Security ID: 020002101

Shares Voted: 176,729

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Donald E. Brown	Mgmt	For	For	For
1b	Elect Director Kermit R. Crawford	Mgmt	For	For	For
1c	Elect Director Richard T. Hume	Mgmt	For	For	For
1d	Elect Director Margaret M. Keane	Mgmt	For	For	For
1e	Elect Director Siddharth N. (Bobby) Mehta	Mgmt	For	For	For
1f	Elect Director Maria Morris	Mgmt	For	For	For
1g	Elect Director Jacques P. Perold	Mgmt	For	For	For
1h	Elect Director Andrea Redmond	Mgmt	For	For	For
1i	Elect Director Gregg M. Sherrill	Mgmt	For	For	For
1j	Elect Director Judith A. Sprieser	Mgmt	For	For	For
1k	Elect Director Perry M. Traquina	Mgmt	For	For	For
1l	Elect Director Monica Turner	Mgmt	For	For	For
1m	Elect Director Thomas J. Wilson	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

The Allstate Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Require Independent Board Chair	SH	Against	For	For

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

Waste Management, Inc.

Meeting Date: 05/14/2024 **Country:** USA **Ticker:** WM
Record Date: 03/19/2024 **Meeting Type:** Annual
Primary Security ID: 94106L109

Shares Voted: 717

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas L. Bene	Mgmt	For	For	For
1b	Elect Director Bruce E. Chinn	Mgmt	For	For	For
1c	Elect Director James C. Fish, Jr.	Mgmt	For	For	For
1d	Elect Director Andres R. Gluski	Mgmt	For	For	For
1e	Elect Director Victoria M. Holt	Mgmt	For	Against	Against
<i>Blended 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>					
1f	Elect Director Kathleen M. Mazzarella	Mgmt	For	For	For
1g	Elect Director Sean E. Menke	Mgmt	For	For	For
1h	Elect Director William B. Plummer	Mgmt	For	For	For
1i	Elect Director Maryrose T. Sylvester	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	For	For

American Water Works Company, Inc.

Meeting Date: 05/15/2024 **Country:** USA **Ticker:** AWK
Record Date: 03/18/2024 **Meeting Type:** Annual
Primary Security ID: 030420103

Shares Voted: 16,530

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

American Water Works Company, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Martha Clark Goss	Mgmt	For	For	For
1c	Elect Director M. Susan Hardwick	Mgmt	For	For	For
1d	Elect Director Kimberly J. Harris	Mgmt	For	For	For
1e	Elect Director Laurie P. Havanec	Mgmt	For	For	For
1f	Elect Director Julia L. Johnson	Mgmt	For	For	For
1g	Elect Director Patricia L. Kampling	Mgmt	For	For	For
1h	Elect Director Karl F. Kurz	Mgmt	For	Against	Against
<i>Blended Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1i	Elect Director Michael L. Marberry	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

ChampionX Corporation

Meeting Date: 05/15/2024 **Country:** USA **Ticker:** CHX
Record Date: 03/18/2024 **Meeting Type:** Annual
Primary Security ID: 15872M104

Shares Voted: 15,287

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Heidi S. Alderman	Mgmt	For	For	For
1.2	Elect Director Mamatha Chamarthi	Mgmt	For	For	For
1.3	Elect Director Carlos A. Fierro	Mgmt	For	For	For
1.4	Elect Director Gary P. Luquette	Mgmt	For	For	For
1.5	Elect Director Elaine Pickle	Mgmt	For	For	For
1.6	Elect Director Stuart Porter	Mgmt	For	For	For
1.7	Elect Director Daniel W. Rabun	Mgmt	For	Against	Against
<i>Blended Rationale: Vote AGAINST because the nominee is overboarded.</i>					
1.8	Elect Director Sivasankaran ("Soma") Somasundaram	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

Donnelley Financial Solutions, Inc.

Meeting Date: 05/15/2024

Country: USA

Ticker: DFIN

Record Date: 03/18/2024

Meeting Type: Annual

Primary Security ID: 25787G100

Shares Voted: 299,842

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Luis A. Aguilar	Mgmt	For	For	For
1.2	Elect Director Richard L. Crandall	Mgmt	For	For	For
1.3	Elect Director Charles D. Drucker	Mgmt	For	For	For
1.4	Elect Director Juliet S. Ellis	Mgmt	For	For	For
1.5	Elect Director Gary G. Greenfield	Mgmt	For	For	For
1.6	Elect Director Jeffrey Jacobowitz	Mgmt	For	For	For
1.7	Elect Director Daniel N. Leib	Mgmt	For	For	For
1.8	Elect Director Lois M. Martin	Mgmt	For	For	For
1.9	Elect Director Chandar Pattabhiram	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Enphase Energy, Inc.

Meeting Date: 05/15/2024

Country: USA

Ticker: ENPH

Record Date: 03/19/2024

Meeting Type: Annual

Primary Security ID: 29355A107

Shares Voted: 12,046

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Badrinarayanan Kothandaraman	Mgmt	For	For	For
1.2	Elect Director Joseph Malchow	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
<p><i>Blended Rationale: Vote AGAINST because the concern level for Relative Degree of Alignment is High. This relative measure compares the percentile ranks of a company's CEO pay and TSR performance, relative to an ISS-developed comparison group, over the prior two-year or three year period</i></p>					
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Merit Medical Systems, Inc.

Meeting Date: 05/15/2024

Country: USA

Ticker: MMSI

Record Date: 03/18/2024

Meeting Type: Annual

Primary Security ID: 589889104

Shares Voted: 260,936

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Fred P. Lampropoulos	Mgmt	For	For	For
1b	Elect Director Stephen C. Evans	Mgmt	For	For	For
1c	Elect Director Silvia M. Perez	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	Against	For
<i>Blended Rationale: Because dilution from this plan is less than one percentage point above our threshold of 10%, and because we are supportive of management's performance, we're voting in support of this proposal.</i>					
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

PROS Holdings, Inc.

Meeting Date: 05/15/2024

Country: USA

Ticker: PRO

Record Date: 03/22/2024

Meeting Type: Annual

Primary Security ID: 74346Y103

Shares Voted: 623,966

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Raja Hammoud	Mgmt	For	For	For
1.2	Elect Director Leland Jourdan	Mgmt	For	For	For
1.3	Elect Director William Russell	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

Southwest Airlines Co.

Meeting Date: 05/15/2024

Country: USA

Ticker: LUV

Record Date: 03/19/2024

Meeting Type: Annual

Primary Security ID: 844741108

Shares Voted: 100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lisa M. Atherton	Mgmt	For	For	For

Southwest Airlines Co.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director David W. Biegler	Mgmt	For	For	For
1c	Elect Director J. Veronica Biggins	Mgmt	For	For	For
1d	Elect Director Roy Blunt	Mgmt	For	For	For
1e	Elect Director Douglas H. Brooks	Mgmt	For	For	For
1f	Elect Director Eduardo F. Conrado	Mgmt	For	For	For
1g	Elect Director William H. Cunningham	Mgmt	For	For	For
1h	Elect Director Thomas W. Gilligan	Mgmt	For	For	For
1i	Elect Director David P. Hess	Mgmt	For	For	For
1j	Elect Director Robert E. Jordan	Mgmt	For	For	For
1k	Elect Director Gary C. Kelly	Mgmt	For	For	For
1l	Elect Director Elaine Mendoza	Mgmt	For	For	For
1m	Elect Director Christopher P. Reynolds	Mgmt	For	For	For
1n	Elect Director Jill A. Soltau	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Amend Clawback Policy	SH	Against	For	For
<p><i>Blended Rationale: A vote FOR this proposal is warranted as the addition of reputational or other financial harm as a recoupment scenario would expand the board's ability to recoup incentive pay and the increased disclosure requirements would also better serve shareholders' informational needs.</i></p>					
6	Adopt Majority Vote Cast to Remove Directors With or Without Cause	SH	Against	Against	Against

Sunnova Energy International, Inc.

Meeting Date: 05/15/2024

Country: USA

Ticker: NOVA

Record Date: 03/18/2024

Meeting Type: Annual

Primary Security ID: 86745K104

Shares Voted: 212,777

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Nora Mead Brownell	Mgmt	For	Withhold	Withhold
<p><i>Blended Rationale: WITHHOLD votes are warranted for Governance Committee member Nora Brownell given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirements to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.</i></p>					
1.2	Elect Director C. Park Shaper	Mgmt	For	For	For

Sunnova Energy International, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
<p><i>Blended Rationale: Vote AGAINST because the concern level for Relative Degree of Alignment is High. This relative measure compares the percentile ranks of a company's CEO pay and TSR performance, relative to an ISS-developed comparison group, over the prior two-year or three year period. Vote AGAINST because the concern level for Absolute Alignment is high. This absolute measure compares the trends of the CEO's annual pay and the change in the value of an investment in the company over the prior five-year period.</i></p>					
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Amend Exclusive Forum Provision	Mgmt	For	For	For
5	Amend Certificate of Incorporation to Provide for the Exculpation of Certain Officers	Mgmt	For	For	For

Verisk Analytics, Inc.

Meeting Date: 05/15/2024 **Country:** USA **Ticker:** VRSK
Record Date: 03/18/2024 **Meeting Type:** Annual
Primary Security ID: 92345Y106

Shares Voted: 19,917

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Vincent K. Brooks	Mgmt	For	For	For
1b	Elect Director Jeffrey Dailey	Mgmt	For	For	For
1c	Elect Director Bruce Hansen	Mgmt	For	For	For
1d	Elect Director Gregory Hendrick	Mgmt	For	For	For
1e	Elect Director Kathleen A. Hogenson	Mgmt	For	Against	Against
<p><i>Blended Rationale: Vote AGAINST because the nominee is an incumbent member of the audit committee and non-audit fees are excessive.</i></p>					
1f	Elect Director Wendy Lane	Mgmt	For	For	For
1g	Elect Director Samuel G. Liss	Mgmt	For	Against	Against
<p><i>Blended Rationale: Vote AGAINST because the nominee is an incumbent member of the audit committee and non-audit fees are excessive.</i></p>					
1h	Elect Director Lee M. Shavel	Mgmt	For	For	For
1i	Elect Director Olumide Soroye	Mgmt	For	Against	Against
<p><i>Blended Rationale: Vote AGAINST because the nominee is an incumbent member of the audit committee and non-audit fees are excessive.</i></p>					
1j	Elect Director Kimberly S. Stevenson	Mgmt	For	For	For
1k	Elect Director Therese M. Vaughan	Mgmt	For	Against	Against
<p><i>Blended Rationale: Vote AGAINST because the nominee is an incumbent member of the audit committee and non-audit fees are excessive.</i></p>					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Verisk Analytics, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Against	Against
<i>Blended Rationale: Vote AGAINST ratification of auditor or auditor-related proposal due to excessive non-audit fees.</i>					
4	Adopt Simple Majority Vote	SH	None	For	For
<i>Blended Rationale: A vote FOR this proposal is warranted as it may provide shareholders an opportunity to provide feedback on the one supermajority requirement in the company's charter.</i>					

Adyen NV

Meeting Date: 05/16/2024 **Country:** Netherlands **Ticker:** ADYEN
Record Date: 04/18/2024 **Meeting Type:** Annual
Primary Security ID: N3501V104

Shares Voted: 17,029

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2.a	Receive Report of Management Board and Supervisory Board (Non-Voting)	Mgmt			
2.b	Approve Remuneration Report	Mgmt	For	For	For
2.c	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
2.d	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
3	Approve Discharge of Management Board	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board	Mgmt	For	For	For
5	Elect Adine Grate to Supervisory Board	Mgmt	For	For	For
6	Reelect Piero Overmars to Supervisory Board	Mgmt	For	For	For
7	Reelect Caoimhe Keogan to Supervisory Board	Mgmt	For	Against	Against
<i>Blended Rationale: The nominee is the Chair of the Nominating/Governance Committee and there are no directors of racial or ethnic minority groups on the board/board slate.</i>					
8	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For
9	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
10	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
11	Reappoint PwC as Auditors	Mgmt	For	For	For
12	Close Meeting	Mgmt			

Altair Engineering Inc.

Meeting Date: 05/16/2024

Country: USA

Ticker: ALTR

Record Date: 03/21/2024

Meeting Type: Annual

Primary Security ID: 021369103

Shares Voted: 4,041

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mary Boyce	Mgmt	For	Withhold	Withhold
<p><i>Blended Rationale: WTHHOLD votes are warranted for Governance Committee members Jim Anderson and Mary Boyce for maintaining a dual-class structure that is not subject to a reasonable time-based sunset provision.</i></p>					
1b	Elect Director Jim F. Anderson	Mgmt	For	Withhold	Withhold
<p><i>Blended Rationale: Vote AGAINST because the nominee is chair of the nominating/governance committee and there is a combined board chair/CEO. WITHHOLD votes are warranted for Governance Committee chair Jim Anderson given the board's failure to remove, or subject to a sunset requirement, the classified board structure which adversely impacts shareholder rights. WTHHOLD votes are warranted for Governance Committee members Jim Anderson and Mary Boyce for maintaining a dual-class structure that is not subject to a reasonable time-based sunset provision.</i></p>					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Blended Rationale: Vote AGAINST compensation proposal due to:- The company provided the CEO an inordinate amount of personal use of corporate aircraft perquisites.- The company did not condition vesting of long-term awards on achievement of performance goals for awards granted in the most recent fiscal year.- The company lacks risk-mitigating provisions such as a clawback policy, stock ownership guidelines or holding period requirements for executives.</i></p>					
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

AT&T Inc.

Meeting Date: 05/16/2024

Country: USA

Ticker: T

Record Date: 03/18/2024

Meeting Type: Annual

Primary Security ID: 00206R102

Shares Voted: 1,657,813

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Scott T. Ford	Mgmt	For	For	For
1.2	Elect Director Glenn H. Hutchins	Mgmt	For	Withhold	Withhold
<p><i>Blended 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>					
1.3	Elect Director William E. Kennard	Mgmt	For	For	For
1.4	Elect Director Stephen J. Luczo	Mgmt	For	For	For
1.5	Elect Director Marissa A. Mayer	Mgmt	For	For	For
1.6	Elect Director Michael B. McCallister	Mgmt	For	For	For
1.7	Elect Director Beth E. Mooney	Mgmt	For	For	For
1.8	Elect Director Matthew K. Rose	Mgmt	For	For	For
1.9	Elect Director John T. Stankey	Mgmt	For	For	For
1.10	Elect Director Cynthia B. Taylor	Mgmt	For	For	For

AT&T Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.11	Elect Director Luis A. Ubinas	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>Blended Rationale: Vote AGAINST compensation proposal due to the company provided the CEO inordinate amounts of auto-related perquisites, life insurance perquisites, and financial planning perquisites.</i>					
4	Require Independent Board Chair	SH	Against	For	For
<i>Blended Rationale: A vote FOR this proposal is warranted given the importance of having an independent board chair.</i>					
5	Amend Clawback Policy	SH	Against	Against	Against
6	Report on Respecting Workforce Civil Liberties	SH	Against	Against	Against

Capgemini SE

Meeting Date: 05/16/2024 **Country:** France **Ticker:** CAP
Record Date: 05/14/2024 **Meeting Type:** Annual/Special
Primary Security ID: F4973Q101

Shares Voted: 145,629

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 3.40 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
6	Approve Compensation of Paul Hermelin, Chairman of the Board	Mgmt	For	For	For
7	Approve Compensation of Aiman Ezzat, CEO	Mgmt	For	For	For
8	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
9	Approve Remuneration Policy of CEO	Mgmt	For	For	For
10	Approve Remuneration Policy of Directors	Mgmt	For	For	For
11	Reelect Sian Herbert-Jones as Director	Mgmt	For	Against	Against

Blended Rationale: The nominee is an incumbent member of the nominating/governance committee and there are no directors of racial or ethnic minority groups on the board/board slate.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Reelect Belen Moscoso del Prado Lopez-Doriga as Director	Mgmt	For	For	For
13	Reelect Aiman Ezzat as Director	Mgmt	For	For	For
14	Elect Christophe Merveilleux du Vignaux as Representative of Employee Shareholders to the Board	Mgmt	For	For	For
A	Elect Laurence Metzke as Representative of Employee Shareholders to the Board	SH	Against	Against	Against
15	Appoint Mazars as Auditor for the Sustainability Reporting	Mgmt	For	For	For
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
17	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
18	Authorize Capitalization of Reserves of Up to EUR 1.5 Billion for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
19	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 540 Million	Mgmt	For	For	For
20	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 135 Million	Mgmt	For	For	For
21	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 135 Million	Mgmt	For	For	For
22	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights Under Items 20 and 21	Mgmt	For	For	For
23	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	For	For
24	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
25	Authorize up to 1.2 Percent of Issued Capital for Use in Restricted Stock Plans Under Performance Conditions Reserved for Employees and Executive Officers	Mgmt	For	For	For
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For

Capgemini SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
28	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Carter's, Inc.

Meeting Date: 05/16/2024 **Country:** USA **Ticker:** CRI
Record Date: 03/20/2024 **Meeting Type:** Annual
Primary Security ID: 146229109

Shares Voted: 98,745

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

Cboe Global Markets, Inc.

Meeting Date: 05/16/2024 **Country:** USA **Ticker:** CBOE
Record Date: 03/21/2024 **Meeting Type:** Annual
Primary Security ID: 12503M108

Shares Voted: 2,037

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director William M. Farrow, III	Mgmt	For	For	For

Cboe Global Markets, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Fredric J. Tomczyk	Mgmt	For	For	For
1c	Elect Director Edward J. Fitzpatrick	Mgmt	For	For	For
1d	Elect Director Ivan K. Fong	Mgmt	For	For	For
1e	Elect Director Janet P. Froetscher	Mgmt	For	For	For
1f	Elect Director Jill R. Goodman	Mgmt	For	For	For
1g	Elect Director Erin A. Mansfield	Mgmt	For	For	For
1h	Elect Director Cecilia H. Mao	Mgmt	For	For	For
1i	Elect Director Alexander J. Matturri, Jr.	Mgmt	For	For	For
1j	Elect Director Jennifer J. McPeck	Mgmt	For	For	For
1k	Elect Director Roderick A. Palmore	Mgmt	For	For	For
1l	Elect Director James E. Parisi	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Blended Rationale: Vote AGAINST compensation proposal due to the company provided tax gross-up payment for the CEO's relocation perquisite.</i></p>					
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Provide Right to Call Special Meeting	Mgmt	For	Against	Against
<p><i>Blended Rationale: A vote AGAINST this proposal is warranted. While the ability to call special meetings would improve shareholder rights, this proposal is merely an advisory request to provide a special meeting right with a 25 percent ownership threshold with otherwise undefined terms. The 25 percent ownership threshold is considered relatively high for a company of this size. Moreover, the proposed 10 percent threshold in Item 6 is considered more appropriate and it is recommended that shareholders vote in favor of Item 6.</i></p>					
5	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	SH	Against	For	For
<p><i>Blended Rationale: A vote FOR this proposal is warranted as the ability to call special meetings would improve shareholder rights. The proposed 10 percent ownership threshold is more appropriate for a company of this size relative to the 25 percent proposed by management in Item 5, which also lacks specificity in its terms.</i></p>					

Gentherm Incorporated

Meeting Date: 05/16/2024

Country: USA

Ticker: THRM

Record Date: 03/18/2024

Meeting Type: Annual

Primary Security ID: 37253A103

Shares Voted: 173,953

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Sophie Desormiere	Mgmt	For	For	For
1.2	Elect Director Phillip M. Eyler	Mgmt	For	For	For
1.3	Elect Director David Heinzmann	Mgmt	For	For	For
1.4	Elect Director Ronald Hundzinski	Mgmt	For	For	For
1.5	Elect Director Laura Kowalchik	Mgmt	For	For	For

Gentherm Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Charles Kummeth	Mgmt	For	For	For
1.7	Elect Director Betsy Meter	Mgmt	For	For	For
1.8	Elect Director John Stacey	Mgmt	For	For	For
1.9	Elect Director Kenneth Washington	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

Herc Holdings Inc.

Meeting Date: 05/16/2024 **Country:** USA **Ticker:** HRI
Record Date: 03/18/2024 **Meeting Type:** Annual
Primary Security ID: 42704L104

Shares Voted: 41,659

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Patrick D. Campbell	Mgmt	For	Against	Against
<i>Blended 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>					
1b	Elect Director Lawrence H. Silber	Mgmt	For	For	For
1c	Elect Director James H. Browning	Mgmt	For	For	For
1d	Elect Director Shari L. Burgess	Mgmt	For	For	For
1e	Elect Director Lorin Crenshaw	Mgmt	For	For	For
1f	Elect Director Jean K. Holley	Mgmt	For	For	For
1g	Elect Director Michael A. Kelly	Mgmt	For	For	For
1h	Elect Director Rakesh Sachdev	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

Lloyds Banking Group Plc

Meeting Date: 05/16/2024 **Country:** United Kingdom **Ticker:** LLOY
Record Date: 05/14/2024 **Meeting Type:** Annual
Primary Security ID: G5533W248

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Re-elect Sir Robin Budenberg as Director	Mgmt	For	For	For
3	Re-elect Charlie Nunn as Director	Mgmt	For	For	For
4	Re-elect William Chalmers as Director	Mgmt	For	Against	Against
<i>Blended Rationale: Vote AGAINST because the nominee is the CFO of the company.</i>					
5	Re-elect Sarah Legg as Director	Mgmt	For	For	For
6	Re-elect Amanda Mackenzie as Director	Mgmt	For	For	For
7	Re-elect Harmeen Mehta as Director	Mgmt	For	For	For
8	Re-elect Cathy Turner as Director	Mgmt	For	For	For
9	Re-elect Scott Wheway as Director	Mgmt	For	For	For
10	Re-elect Catherine Woods as Director	Mgmt	For	For	For
11	Approve Remuneration Report	Mgmt	For	For	For
12	Approve Final Dividend	Mgmt	For	For	For
13	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Approve Variable Component of Remuneration for Material Risk Takers	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise Issue of Equity in Relation to the Issue of Regulatory Capital Convertible Instruments	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-emptive Rights in Relation to the Issue of Regulatory Capital Convertible Instruments	Mgmt	For	For	For
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
23	Authorise Market Purchase of Preference Shares	Mgmt	For	For	For
24	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Otis Worldwide Corporation

Meeting Date: 05/16/2024

Country: USA

Ticker: OTIS

Record Date: 03/18/2024

Meeting Type: Annual

Primary Security ID: 68902V107

Shares Voted: 18,669

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas A. Bartlett	Mgmt	For	For	For
1b	Elect Director Jeffrey H. Black	Mgmt	For	For	For
1c	Elect Director Jill C. Brannon	Mgmt	For	For	For
1d	Elect Director Nelda J. Connors	Mgmt	For	For	For
1e	Elect Director Kathy Hopinkah Hannan	Mgmt	For	For	For
1f	Elect Director Shailesh G. Jejurikar	Mgmt	For	For	For
1g	Elect Director Christopher J. Kearney	Mgmt	For	For	For
1h	Elect Director Judith F. Marks	Mgmt	For	For	For
1i	Elect Director Margaret M. V. Preston	Mgmt	For	For	For
1j	Elect Director Shelley Stewart, Jr.	Mgmt	For	For	For
1k	Elect Director John H. Walker	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 Policy on Improved Majority Voting for Election of Directors	SH	Against	Against	Against

Xylem Inc.

Meeting Date: 05/16/2024

Country: USA

Ticker: XYL

Record Date: 03/18/2024

Meeting Type: Annual

Primary Security ID: 98419M100

Shares Voted: 28,615

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jeanne Beliveau-Dunn	Mgmt	For	For	For
1b	Elect Director Earl R. Ellis	Mgmt	For	For	For
1c	Elect Director Robert F. Friel	Mgmt	For	For	For
1d	Elect Director Lisa Glatch	Mgmt	For	For	For
1e	Elect Director Victoria D. Harker	Mgmt	For	For	For
1f	Elect Director Mark D. Morelli	Mgmt	For	For	For
1g	Elect Director Jerome A. Peribere	Mgmt	For	For	For

Xylem Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Matthew F. Pine	Mgmt	For	For	For
1i	Elect Director Lila Tretikov	Mgmt	For	For	For
1j	Elect Director Uday Yadav	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Intercontinental Exchange, Inc.

Meeting Date: 05/17/2024 **Country:** USA **Ticker:** ICE
Record Date: 03/21/2024 **Meeting Type:** Annual
Primary Security ID: 45866F104

Shares Voted: 506,426

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

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

Chemed Corporation

Meeting Date: 05/20/2024 **Country:** USA **Ticker:** CHE
Record Date: 03/25/2024 **Meeting Type:** Annual
Primary Security ID: 16359R103

Chemed Corporation

Shares Voted: 23,312

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kevin J. McNamara	Mgmt	For	For	For
1.2	Elect Director Ron DeLyons	Mgmt	For	For	For
1.3	Elect Director Patrick P. Grace	Mgmt	For	For	For
1.4	Elect Director Christopher J. Heaney	Mgmt	For	For	For
1.5	Elect Director Thomas C. Hutton	Mgmt	For	For	For
1.6	Elect Director Andrea R. Lindell	Mgmt	For	For	For
1.7	Elect Director Eileen P. McCarthy	Mgmt	For	For	For
1.8	Elect Director John M. Mount, Jr.	Mgmt	For	For	For
1.9	Elect Director Thomas P. Rice	Mgmt	For	For	For
1.10	Elect Director George J. Walsh, III	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Blended Rationale: Vote AGAINST compensation proposal due to:- The company provided the CEO inordinate amounts of personal use of corporate aircraft perquisites and aggregate miscellaneous perquisites.- The company maintains legacy agreements that contain a single-trigger change-in-control provision.</i></p>					
4	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against

AAON, Inc.

Meeting Date: 05/21/2024

Country: USA

Ticker: AAON

Record Date: 03/22/2024

Meeting Type: Annual

Primary Security ID: 000360206

Shares Voted: 266,877

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Norman H. Asbjornson	Mgmt	For	For	For
1b	Elect Director Gary D. Fields	Mgmt	For	For	For
1c	Elect Director Angela E. Kouplen	Mgmt	For	For	For
2	Ratify Grant Thornton LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Increase Authorized Common Stock	Mgmt	For	For	For
5	Approve Omnibus Stock Plan	Mgmt	For	For	For

Array Technologies, Inc.

Meeting Date: 05/21/2024

Country: USA

Ticker: ARRY

Record Date: 03/27/2024

Meeting Type: Annual

Primary Security ID: 04271T100

Shares Voted: 75,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Troy Alstead	Mgmt	For	Withhold	Withhold
<p><i>Blended Rationale: WITHHOLD votes are warranted for Audit Committee member Troy Alstead due to the persistence of material weaknesses in the company's internal controls in consecutive years. WITHHOLD votes are warranted for Governance Committee members Troy Alstead and Orlando Ashford given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.</i></p>					
1.2	Elect Director Orlando D. Ashford	Mgmt	For	Withhold	Withhold
<p><i>Blended Rationale: WITHHOLD votes are warranted for Governance Committee members Troy Alstead and Orlando Ashford given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.</i></p>					
1.3	Elect Director Bilal Khan	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

BioMarin Pharmaceutical Inc.

Meeting Date: 05/21/2024

Country: USA

Ticker: BMRN

Record Date: 03/25/2024

Meeting Type: Annual

Primary Security ID: 09061G101

Shares Voted: 4,694

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Elizabeth McKee Anderson	Mgmt	For	For	For
1.2	Elect Director Barbara W. Bodem	Mgmt	For	For	For
1.3	Elect Director Athena Countouriotis	Mgmt	For	For	For
1.4	Elect Director Willard Dere	Mgmt	For	For	For
1.5	Elect Director Mark J. Enyedy	Mgmt	For	For	For
1.6	Elect Director Alexander Hardy	Mgmt	For	For	For
1.7	Elect Director Elaine J. Heron	Mgmt	For	For	For
1.8	Elect Director Maykin Ho	Mgmt	For	For	For
1.9	Elect Director Robert J. Hombach	Mgmt	For	For	For
1.10	Elect Director Richard A. Meier	Mgmt	For	For	For
1.11	Elect Director David E.I. Pyott	Mgmt	For	Withhold	Withhold

Blended Rationale: Vote AGAINST because the nominee is overboarded.

BioMarin Pharmaceutical Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Chart Industries, Inc.

Meeting Date: 05/21/2024 **Country:** USA **Ticker:** GTLS
Record Date: 03/28/2024 **Meeting Type:** Annual
Primary Security ID: 16115Q308

Shares Voted: 353

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jillian C. Evanko	Mgmt	For	For	For
1.2	Elect Director Andrew R. Cichocki	Mgmt	For	For	For
1.3	Elect Director Paula M. Harris	Mgmt	For	For	For
1.4	Elect Director Linda A. Harty	Mgmt	For	For	For
1.5	Elect Director Paul E. Mahoney	Mgmt	For	For	For
1.6	Elect Director Singleton B. McAllister	Mgmt	For	For	For
1.7	Elect Director Michael L. Molinini	Mgmt	For	For	For
1.8	Elect Director David M. Sagehorn	Mgmt	For	For	For
1.9	Elect Director Spencer S. Stiles	Mgmt	For	For	For
1.10	Elect Director Roger A. Strauch	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	Against	Against

Blended Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors:- The plan cost is excessive;- The estimated duration of available and proposed shares exceeds six years;- The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary); and- The plan allows broad discretion to accelerate vesting.

Envista Holdings Corporation

Meeting Date: 05/21/2024 **Country:** USA **Ticker:** NVST
Record Date: 03/25/2024 **Meeting Type:** Annual
Primary Security ID: 29415F104

Envista Holdings Corporation

Shares Voted: 16,064

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Amir Aghdaei *Withdrawn Resolution*	Mgmt			
1.2	Elect Director Wendy Carruthers	Mgmt	For	For	For
1.3	Elect Director Kieran T. Gallahue	Mgmt	For	Withhold	Withhold
<p><i>Blended 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>					
1.4	Elect Director Scott Huennekens	Mgmt	For	For	For
1.5	Elect Director Barbara B. Hulit	Mgmt	For	For	For
1.6	Elect Director Vivek Jain	Mgmt	For	For	For
1.7	Elect Director Daniel A. Raskas	Mgmt	For	Withhold	Withhold
<p><i>Blended Rationale: WITHHOLD votes are warranted for Daniel Raskas for serving as a non-independent member of a key board committee.</i></p>					
1.8	Elect Director Christine Tsingos	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	For	For
5.9	Elect Director Paul Keel	Mgmt	For	For	For

Insight Enterprises, Inc.

Meeting Date: 05/21/2024

Country: USA

Ticker: NSIT

Record Date: 03/27/2024

Meeting Type: Annual

Primary Security ID: 45765U103

Shares Voted: 6,225

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

Insight Enterprises, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.10	Elect Director Girish Rishi	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Iridium Communications Inc.

Meeting Date: 05/21/2024 **Country:** USA **Ticker:** IRDM
Record Date: 03/22/2024 **Meeting Type:** Annual
Primary Security ID: 46269C102

Shares Voted: 59,592

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert H. Niehaus	Mgmt	For	For	For
1.2	Elect Director Thomas C. Canfield	Mgmt	For	For	For
1.3	Elect Director Matthew J. Desch	Mgmt	For	For	For
1.4	Elect Director Thomas J. Fitzpatrick	Mgmt	For	Withhold	Withhold
<i>Blended Rationale: Vote AGAINST because the nominee is the CFO of the company.</i>					
1.5	Elect Director L. Anthony Frazier	Mgmt	For	For	For
1.6	Elect Director Alvin B. Krongard	Mgmt	For	For	For
1.7	Elect Director Suzanne E. McBride	Mgmt	For	For	For
1.8	Elect Director Eric T. Olson	Mgmt	For	For	For
1.9	Elect Director Kay N. Sears	Mgmt	For	For	For
1.10	Elect Director Jacqueline E. Yeaney	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

JPMorgan Chase & Co.

Meeting Date: 05/21/2024 **Country:** USA **Ticker:** JPM
Record Date: 03/22/2024 **Meeting Type:** Annual
Primary Security ID: 46625H100

Shares Voted: 4,024

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Linda B. Bammann	Mgmt	For	For	For
1b	Elect Director Stephen B. Burke	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Todd A. Combs	Mgmt	For	For	For
1d	Elect Director Alicia Boler Davis	Mgmt	For	For	For
1e	Elect Director James Dimon	Mgmt	For	For	For
1f	Elect Director Alex Gorsky	Mgmt	For	For	For
1g	Elect Director Mellody Hobson	Mgmt	For	For	For
1h	Elect Director Phebe N. Novakovic	Mgmt	For	For	For
1i	Elect Director Virginia M. Rometty	Mgmt	For	For	For
1j	Elect Director Mark A. Weinberger	Mgmt	For	Against	Against
<i>Blended Rationale: Vote AGAINST because the nominee is overboarded.</i>					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<i>Blended Rationale: Vote AGAINST compensation proposal due to the company provided the CEO inordinate amounts of personal use of corporate aircraft, auto-related, and aggregate perquisites. In addition, the total amount of perquisite compensation for the CEO is deemed excessive.</i>					
3	Amend Omnibus Stock Plan	Mgmt	For	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Require Independent Board Chair	SH	Against	For	For
<i>Blended Rationale: A vote FOR this proposal is warranted given the importance of having an independent board chair.</i>					
6	Report on Impacts of JPMC's Climate Transition Policies	SH	Against	Against	Against
7	Report on Respecting Indigenous Peoples' Rights	SH	Against	For	For
<i>Blended Rationale: A vote FOR this proposal is warranted. The bank and its shareholders are likely to benefit from increased transparency regarding due diligence around Indigenous Peoples' rights in project-related financing and clients' activities, for existing and future business.</i>					
8	Review Proxy Voting Record and Policies Related to Climate Change and Diversity	SH	Against	For	For
<i>Blended Rationale: A vote FOR this proposal is warranted. The requested report would benefit shareholders by allowing them to assess the company's policies and proxy voting practices on diversity and climate change-related issues, as well as providing a better understanding of the company's policy positions on such topics. Additional information regarding the potential risks of misalignment between the company's proxy voting policies and practices as well as the company's strategies for addressing those issues would further complement the company's commitments.</i>					
9	Commission Third Party Report on Due Diligence Process of Doing Business in Conflict Affected Areas	SH	Against	Against	Against
10	Submit Severance Agreement to Shareholder Vote	SH	Against	For	For
<i>Blended Rationale: A vote FOR this proposal is warranted. Although the company does not currently maintain severance or golden parachute arrangements, the company also does not disclose a policy that future cash severance payments beyond market norms would require shareholder approval. The requested policy would therefore represent an enhancement to shareholders' interests.</i>					
11	Report on Civil Rights and Non-Discrimination Audit	SH	Against	Against	Against

Omnicell, Inc.

Meeting Date: 05/21/2024

Country: USA

Ticker: OMCL

Record Date: 03/28/2024

Meeting Type: Annual

Primary Security ID: 68213N109

Shares Voted: 149,874

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Randall A. Lipps	Mgmt	For	For	For
1.2	Elect Director Mark W. Parrish	Mgmt	For	For	For
1.3	Elect Director Kaushik "Bobby" Ghoshal	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
<i>Blended Rationale: Vote AGAINST due to excessive dilution.</i>					
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Shell Plc

Meeting Date: 05/21/2024

Country: United Kingdom

Ticker: SHEL

Record Date: 04/12/2024

Meeting Type: Annual

Primary Security ID: G80827101

Shares Voted: 1,543,456

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for ADR Holders	Mgmt			
	Management Proposals	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Re-elect Dick Boer as Director	Mgmt	For	For	Against
4	Re-elect Neil Carson as Director	Mgmt	For	For	For
5	Re-elect Ann Godbehere as Director	Mgmt	For	For	Against
6	Re-elect Sinead Gorman as Director	Mgmt	For	Against	Against
<i>Blended Rationale: Vote AGAINST because the nominee is the CFO of the company.</i>					
7	Re-elect Jane Lute as Director	Mgmt	For	For	For
8	Re-elect Catherine Hughes as Director	Mgmt	For	For	Against

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Re-elect Sir Andrew Mackenzie as Director	Mgmt	For	Against	Against
<p><i>Blended Rationale: Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. Votes AGAINST board chair Sir Andrew Mackenzie are 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>					
10	Re-elect Sir Charles Roxburgh as Director	Mgmt	For	For	Against
11	Re-elect Wael Sawan as Director	Mgmt	For	For	For
12	Re-elect Abraham Schot as Director	Mgmt	For	Against	Against
<p><i>Blended Rationale: Vote AGAINST because the nominee is overboarded.</i></p>					
13	Re-elect Leena Srivastava as Director	Mgmt	For	For	For
14	Re-elect Cyrus Taraporevala as Director	Mgmt	For	For	Against
15	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	Against
16	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	Against
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise Off-Market Purchase of Ordinary Shares	Mgmt	For	For	For
21	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
22	Approve the Shell Energy Transition Strategy	Mgmt	For	For	For
	Shareholder Proposal	Mgmt			
23	Advise Shell to Align its Medium-Term Emissions Reduction Targets Covering the Greenhouse Gas (GHG) Emissions of the Use of its Energy Products (Scope 3) with the Goal of the Paris Climate Agreement	SH	Against	For	For
<p><i>Blended Rationale: While the company has made progress towards its medium-term Scope 3 ambitions, a vote FOR this proposal is warranted as the alignment of the existing medium-term reduction target covering the greenhouse gas (GHG) emissions of the use of its energy products (Scope 3) with the goal of the Paris Climate Agreement would aid shareholders in understanding the company's assessment of how it could reduce its carbon footprint to limit global warming well below 2 degrees Celsius above pre-industrial levels and to limit the temperature increase to 1.5 degrees Celsius.</i></p>					

U.S. Physical Therapy, Inc.

Meeting Date: 05/21/2024

Country: USA

Ticker: USPH

Record Date: 03/25/2024

Meeting Type: Annual

Primary Security ID: 90337L108

U.S. Physical Therapy, Inc.

Shares Voted: 17,461

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Christopher J. Reading	Mgmt	For	For	For
1.2	Elect Director Bernard A. Harris, Jr.	Mgmt	For	For	For
1.3	Elect Director Kathleen A. Gilmartin	Mgmt	For	For	For
1.4	Elect Director Regg E. Swanson	Mgmt	For	For	For
1.5	Elect Director Clayton K. Trier	Mgmt	For	For	For
1.6	Elect Director Anne B. Motsenbocker	Mgmt	For	For	For
1.7	Elect Director Nancy J. Ham	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Grant Thornton LLP as Auditors	Mgmt	For	For	For

Veralto Corp.

Meeting Date: 05/21/2024

Country: USA

Ticker: VLTO

Record Date: 03/25/2024

Meeting Type: Annual

Primary Security ID: 92338C103

Shares Voted: 48,574

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Francoise Colpron	Mgmt	For	For	For
1b	Elect Director Shyam P. Kambeyanda	Mgmt	For	For	For
1c	Elect Director William H. King	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

Verra Mobility Corporation

Meeting Date: 05/21/2024

Country: USA

Ticker: VRRM

Record Date: 03/28/2024

Meeting Type: Annual

Primary Security ID: 92511U102

Shares Voted: 255,134

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

Verra Mobility Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
<p><i>Blended Rationale: WITHHOLD votes are warranted for Governance Committee member Michael Huerta given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the charter and the classified board structure, each of which adversely impacts shareholder rights.</i></p>					
1.2	Elect Director Raj Ratnakar	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

Amazon.com, Inc.

Meeting Date: 05/22/2024 **Country:** USA **Ticker:** AMZN
Record Date: 03/28/2024 **Meeting Type:** Annual
Primary Security ID: 023135106

Shares Voted: 594,779

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jeffrey P. Bezos	Mgmt	For	Against	For
<p><i>Blended Rationale: Due to the benefits of his leadership and oversight for the company, our equity team has discussed internally and determined that support for director Bezos is warranted.</i></p>					
1b	Elect Director Andrew R. Jassy	Mgmt	For	For	For
1c	Elect Director Keith B. Alexander	Mgmt	For	For	For
1d	Elect Director Edith W. Cooper	Mgmt	For	For	For
1e	Elect Director Jamie S. Gorelick	Mgmt	For	For	For
1f	Elect Director Daniel P. Huttenlocher	Mgmt	For	For	For
1g	Elect Director Andrew Y. Ng	Mgmt	For	For	For
1h	Elect Director Indra K. Nooyi	Mgmt	For	For	For
1i	Elect Director Jonathan J. Rubinstein	Mgmt	For	For	For
1j	Elect Director Brad D. Smith	Mgmt	For	For	For
1k	Elect Director Patricia Q. Stonesifer	Mgmt	For	For	For
1l	Elect Director Wendell P. Weeks	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Blended Rationale: Vote AGAINST compensation proposal due to a pay-for-performance misalignment was identified for the year in review and certain concerns remain surrounding the company's pay program structure, as no portion of NEO compensation is directly tied to the achievement of pre-set performance criteria, certain mitigating factors have been identified. Specifically, it is recognized that FY23 pay for all NEOs was relatively low, consisting only of a base salary and certain perquisites. In addition, no equity awards were provided to NEOs in FY23, following relatively large grants made to certain NEOs during the prior fiscal year. However, following consecutive years of relatively low support for this proposal, the compensation committee demonstrated limited responsiveness to certain shareholders' concerns. The compensation committee engaged with shareholders, disclosed specific feedback, and provided enhanced disclosure surrounding the current pay program design and philosophy. While this greater transparency into the committee's rationale for its pay practices is recognized, the company did not make material changes to the pay program to address certain shareholder concerns. Although the company has demonstrated a degree of responsiveness by addressing certain shareholders questions, the lack of actions taken in respect to certain areas of concern falls short of adequate responsiveness. Moreover, concerns remain with respect to the inordinate amount of security-related perquisite provided to certain executives.</i></p>					
4	Establish a Public Policy Committee	SH	Against	For	For
<p><i>Blended Rationale: A vote FOR this proposal is warranted. By establishing a dedicated Public Policy Committee, the company will have a centralized device to continue, ensure, and promote its social and environmental policies and initiatives. The adoption of this resolution will also solidify the company's position among its peers as an industry leader in this area of environmental sustainability.</i></p>					
5	Establish a Board Committee on Corporate Financial Sustainability	SH	Against	Against	Against
6	Report on Customer Due Diligence	SH	Against	For	For
<p><i>Blended Rationale: A vote FOR this proposal is warranted. Shareholders would benefit from increased transparency and disclosure on how the company is managing human rights-related risks.</i></p>					
7	Report on Lobbying Payments and Policy	SH	Against	For	For
<p><i>Blended Rationale: A vote FOR this resolution is warranted, as shareholders would benefit from increased disclosure to evaluate the company's lobbying efforts.</i></p>					
8	Report on Median and Adjusted Gender/Racial Pay Gaps	SH	Against	For	For
<p><i>Blended Rationale: A vote FOR this proposal is warranted. Publishing the requested pay gap statistics could increase accountability for diversity efforts and would provide shareholders with useful information about how effectively management is assessing and mitigating risks that may arise from inequitable worker treatment.</i></p>					
9	Report on Viewpoint Discrimination	SH	Against	Against	Against
10	Report on Impact of Climate Change Strategy Consistent With Just Transition Guidelines	SH	Against	For	For
<p><i>Blended Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from more disclosure on whether and how the company considers human capital management and community relations issues related to the transition to a low-carbon economy as part of its climate strategy.</i></p>					
11	Report on Efforts to Reduce Plastic Use	SH	Against	For	For
<p><i>Blended Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from additional information on how the company is managing risks related to the creation of plastic waste.</i></p>					
12	Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining	SH	Against	For	For
<p><i>Blended Rationale: A vote FOR this proposal is warranted. Shareholders would benefit from increased transparency and disclosure on how the company is managing human rights-related risks, particularly regarding freedom of association and collective bargaining rights.</i></p>					

Amazon.com, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Disclose All Material Scope 3 GHG Emissions	SH	Against	For	For
<p><i>Blended Rationale: A vote FOR this proposal is warranted. Disclosure of all material Scope 3 emissions would allow shareholders to better evaluate the company's progress toward its net zero ambition, provide assurance that the company is managing climate-related risks appropriately, and help the company prepare for potential regulatory requirements.</i></p>					
14	Commission Third Party Study and Report on Risks Associated with Use of Rekognition	SH	Against	For	For
<p><i>Blended Rationale: A vote FOR this proposal is warranted. Shareholders would benefit from increased transparency and disclosure on how the company is managing human rights-related risks.</i></p>					
15	Adopt Policy to Require Board Members to Disclose their Political and Charitable Donations	SH	Against	Against	Against
16	Establish a Board Committee on Artificial Intelligence	SH	Against	For	For
<p><i>Blended Rationale: A vote FOR this proposal is warranted because:- The establishment of a board committee on artificial intelligence would serve to further strengthen the company's ability to manage associated human rights risks and other related issues; and- Formalizing the company's current risk oversight mechanisms through the establishment of a committee would not be prohibitively costly or unduly burdensome.</i></p>					
17	Commission a Third Party Audit on Working Conditions	SH	Against	For	For
<p><i>Blended Rationale: A vote FOR this proposal is warranted. Concerns are raised regarding recent work-place related violations and resulting negative media attention. Given the potential reputational risk, an independent third-party audit appears reasonable at this time. Additionally, results from an independent audit may address the inconsistencies between the statistics cited by the proponent and the injury rates reported by the company, which would allow shareholders to more fully evaluate the company's efforts to address workplace safety.</i></p>					

ANSYS, Inc.

Meeting Date: 05/22/2024 **Country:** USA **Ticker:** ANSS
Record Date: 04/09/2024 **Meeting Type:** Special
Primary Security ID: 03662Q105

Shares Voted: 53,258

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	For	For	For
2	Advisory Vote on Golden Parachutes	Mgmt	For	For	For
3	Adjourn Meeting	Mgmt	For	For	For

Insulet Corporation

Meeting Date: 05/22/2024 **Country:** USA **Ticker:** PODD
Record Date: 03/26/2024 **Meeting Type:** Annual
Primary Security ID: 45784P101

Insulet Corporation

Shares Voted: 46,908

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Wayne A.I. Frederick	Mgmt	For	For	For
1.2	Elect Director Flavia H. Pease	Mgmt	For	For	For
1.3	Elect Director Timothy J. Scannell	Mgmt	For	Withhold	Withhold
<i>Blended 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>					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Grant Thornton LLP as Auditors	Mgmt	For	For	For

Integer Holdings Corporation

Meeting Date: 05/22/2024

Country: USA

Ticker: ITGR

Record Date: 03/25/2024

Meeting Type: Annual

Primary Security ID: 45826H109

Shares Voted: 97,422

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Sheila Antrum	Mgmt	For	For	For
1.2	Elect Director Pamela G. Bailey	Mgmt	For	For	For
1.3	Elect Director Cheryl C. Capps	Mgmt	For	For	For
1.4	Elect Director Joseph W. Dziedzic	Mgmt	For	For	For
1.5	Elect Director James F. Hinrichs	Mgmt	For	For	For
1.6	Elect Director Jean Hobby	Mgmt	For	For	For
1.7	Elect Director Alvin (Tyrone) Jeffers	Mgmt	For	For	For
1.8	Elect Director M. Craig Maxwell	Mgmt	For	For	For
1.9	Elect Director Filippo Passerini	Mgmt	For	For	For
1.10	Elect Director Donald J. Spence	Mgmt	For	For	For
1.11	Elect Director William B. Summers, Jr.	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Reinsurance Group of America, Incorporated

Meeting Date: 05/22/2024

Country: USA

Ticker: RGA

Record Date: 03/28/2024

Meeting Type: Annual

Primary Security ID: 759351604

Shares Voted: 633,842

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Pina Albo	Mgmt	For	For	For
1b	Elect Director Michele Bang	Mgmt	For	For	For
1c	Elect Director Tony Cheng	Mgmt	For	For	For
1d	Elect Director John J. Gauthier	Mgmt	For	For	For
1e	Elect Director Patricia L. Guinn	Mgmt	For	For	For
1f	Elect Director Hazel M. McNeilage	Mgmt	For	For	For
1g	Elect Director George Nichols, III	Mgmt	For	For	For
1h	Elect Director Stephen O'Hearn	Mgmt	For	For	For
1i	Elect Director Alison Rand	Mgmt	For	For	For
1j	Elect Director Shundrawn Thomas	Mgmt	For	For	For
1k	Elect Director Khanh T. Tran	Mgmt	For	For	For
1l	Elect Director Steven C. Van Wyk	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Approve Nonqualified Employee Stock Purchase Plan	Mgmt	For	For	For
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Willis Towers Watson Public Limited Company

Meeting Date: 05/22/2024

Country: Ireland

Ticker: WTW

Record Date: 03/25/2024

Meeting Type: Annual

Primary Security ID: G96629103

Shares Voted: 95,211

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Dame Inga Beale	Mgmt	For	For	For
1b	Elect Director Fumbi Chima	Mgmt	For	For	For
1c	Elect Director Stephen Chipman	Mgmt	For	For	For
1d	Elect Director Michael Hammond	Mgmt	For	For	For
1e	Elect Director Carl Hess	Mgmt	For	For	For
1f	Elect Director Jacqueline Hunt	Mgmt	For	For	For

Willis Towers Watson Public Limited Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Paul Reilly	Mgmt	For	For	For
1h	Elect Director Michelle Swanback	Mgmt	For	For	For
1i	Elect Director Paul Thomas	Mgmt	For	For	For
1j	Elect Director Fredric Tomczyk	Mgmt	For	For	For
2	Ratify the Appointment of Deloitte & Touche LLP as Auditor and Deloitte Ireland LLP to audit the Irish Statutory Accounts, and Authorize the Board to Fix Their Remuneration	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	For	For
5	Renew the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights	Mgmt	For	For	For

APA CORPORATION

Meeting Date: 05/23/2024

Country: USA

Ticker: APA

Record Date: 03/25/2024

Meeting Type: Annual

Primary Security ID: 03743Q108

Shares Voted: 136

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

Blended Rationale: Vote AGAINST compensation proposal due to targets for annual incentives were again set below actual performance in the prior year without a commensurate adjustment to annual incentive opportunities. Further annual incentives were earned above target in FY23 despite worsened year-over-year performance on several metrics. Long-term incentives are majority performance-based, but TSR continued to effectively target median performance and other forward-looking targets were not disclosed, including a target that has been earned at maximum for the most recent two closing cycles.

Bentley Systems, Incorporated

Meeting Date: 05/23/2024

Country: USA

Ticker: BSY

Record Date: 04/04/2024

Meeting Type: Annual

Primary Security ID: 08265T208

Shares Voted: 68,889

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Barry J. Bentley	Mgmt	For	Withhold	Withhold
	<i>Blended Rationale: The nominee is an incumbent and there is a lack of gender diversity on the board or board slate. WITHHOLD votes are warranted for director nominees Gregory (Greg) Bentley, Barry Bentley, Keith Bentley, and Raymond Bentley (i) as their ownership of the supervoting shares provides them with voting power control of the company, and (ii) as non-independent directors, for failing to establish a board on which a majority of the directors are independent.</i>				
1.2	Elect Director Gregory S. Bentley	Mgmt	For	Withhold	Withhold
	<i>Blended Rationale: The nominee is an incumbent and there is a lack of gender diversity on the board or board slate. WITHHOLD votes are warranted for director nominees Gregory (Greg) Bentley, Barry Bentley, Keith Bentley, and Raymond Bentley (i) as their ownership of the supervoting shares provides them with voting power control of the company, and (ii) as non-independent directors, for failing to establish a board on which a majority of the directors are independent.</i>				
1.3	Elect Director Keith A. Bentley	Mgmt	For	Withhold	Withhold
	<i>Blended Rationale: The nominee is an incumbent and there is a lack of gender diversity on the board or board slate. WITHHOLD votes are warranted for director nominees Gregory (Greg) Bentley, Barry Bentley, Keith Bentley, and Raymond Bentley (i) as their ownership of the supervoting shares provides them with voting power control of the company, and (ii) as non-independent directors, for failing to establish a board on which a majority of the directors are independent.</i>				
1.4	Elect Director Raymond B. Bentley	Mgmt	For	Withhold	Withhold
	<i>Blended Rationale: The nominee is an incumbent and there is a lack of gender diversity on the board or board slate. WITHHOLD votes are warranted for director nominees Gregory (Greg) Bentley, Barry Bentley, Keith Bentley, and Raymond Bentley (i) as their ownership of the supervoting shares provides them with voting power control of the company, and (ii) as non-independent directors, for failing to establish a board on which a majority of the directors are independent.</i>				
1.5	Elect Director Kirk B. Griswold	Mgmt	For	Withhold	Withhold
	<i>Blended Rationale: The nominee is the chair of the nominating/governance committee and there are no directors of racial or ethnic minority groups on the board/board slate. The nominee is an incumbent and there is a lack of gender diversity on the board or board slate. WITHHOLD votes are warranted for governance committee members Janet Haugen, Kirk Griswold, and Brian Hughes given the failure to subject the dual-class capital structure to a reasonable sunset requirement.</i>				
1.6	Elect Director Janet B. Haugen	Mgmt	For	Withhold	Withhold
	<i>Blended Rationale: The nominee is the chair of the nominating/governance committee and there are no directors of racial or ethnic minority groups on the board/board slate. The nominee is an incumbent and there is a lack of gender diversity on the board or board slate. WITHHOLD votes are warranted for governance committee chair Janet Haugen given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents which adversely impacts shareholder rights. WITHHOLD votes are warranted for governance committee members Janet Haugen, Kirk Griswold, and Brian Hughes given the failure to subject the dual-class capital structure to a reasonable sunset requirement.</i>				
1.7	Elect Director Brian F. Hughes	Mgmt	For	Withhold	Withhold
	<i>Blended Rationale: The nominee is an incumbent and there is a lack of gender diversity on the board or board slate. WITHHOLD votes are warranted for governance committee members Janet Haugen, Kirk Griswold, and Brian Hughes given the failure to subject the dual-class capital structure to a reasonable sunset requirement.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

ONE Gas, Inc.

Meeting Date: 05/23/2024

Country: USA

Ticker: OGS

Record Date: 03/25/2024

Meeting Type: Annual

Primary Security ID: 68235P108

Shares Voted: 35,889

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director John W. Gibson	Mgmt	For	For	For
1.2	Elect Director Tracy E. Hart	Mgmt	For	For	For
1.3	Elect Director Deborah A. P. Hersman	Mgmt	For	For	For
1.4	Elect Director Michael G. Hutchinson	Mgmt	For	For	For
1.5	Elect Director Robert S. McAnnally	Mgmt	For	For	For
1.6	Elect Director Pattye L. Moore	Mgmt	For	For	For
1.7	Elect Director Eduardo A. Rodriguez	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

Progyny, Inc.

Meeting Date: 05/23/2024

Country: USA

Ticker: PGNY

Record Date: 04/03/2024

Meeting Type: Annual

Primary Security ID: 74340E103

Shares Voted: 374,162

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Peter Anevski	Mgmt	For	Withhold	For
	<i>Blended Rationale: While we agree that the failure to remove or sunset the supermajority vote requirement is problematic, we view the leadership and expertise provided by director Anevski to outweigh the risks of this issue.</i>				
1.2	Elect Director Roger Holstein	Mgmt	For	Withhold	Withhold
	<i>Blended Rationale: WITHHOLD votes are warranted for incumbent director nominees David Schlanger, Peter (Pete) Anevski, Roger Holstein, and Jeffrey (Jeff) Park given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board structure, each of which adversely impacts shareholder rights.</i>				
1.3	Elect Director Jeff Park	Mgmt	For	Withhold	Withhold
	<i>Blended Rationale: WITHHOLD votes are warranted for incumbent director nominees David Schlanger, Peter (Pete) Anevski, Roger Holstein, and Jeffrey (Jeff) Park given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board structure, each of which adversely impacts shareholder rights.</i>				
1.4	Elect Director David Schlanger	Mgmt	For	Withhold	For
	<i>Blended Rationale: While we agree that the failure to remove or sunset the supermajority vote requirement is problematic, we view the leadership and expertise provided by director Schlanger to outweigh the risks of this issue.</i>				
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Progyny, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Schneider Electric SE

Meeting Date: 05/23/2024

Country: France

Ticker: SU

Record Date: 05/21/2024

Meeting Type: Annual/Special

Primary Security ID: F86921107

Shares Voted: 412,710

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 3.50 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Appoint Mazars as Auditor for the Sustainability Reporting	Mgmt	For	For	For
6	Appoint PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting	Mgmt	For	For	For
7	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
8	Approve Compensation of Jean-Pascal Tricoire, Chairman and CEO fom January 1, 2023 until May 3, 2023	Mgmt	For	For	For
9	Approve Compensation of Peter Herweck, CEO since May 4, 2023	Mgmt	For	For	For
10	Approve Compensation of Jean-Pascal Tricoire, Chairman of the Board since May 4, 2023	Mgmt	For	For	For
11	Approve Remuneration Policy of CEO	Mgmt	For	For	For
12	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
13	Approve Remuneration Policy of Directors	Mgmt	For	For	For
14	Reelect Fred Kindle as Director	Mgmt	For	For	For
15	Reelect Cecile Cabanis as Director	Mgmt	For	For	For
16	Reelect Jill Lee as Director	Mgmt	For	For	For
17	Elect Philippe Knoche as Director	Mgmt	For	For	For

Schneider Electric SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital Extraordinary Business	Mgmt	For	For	For
19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
21	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Sealed Air Corporation

Meeting Date: 05/23/2024 **Country:** USA **Ticker:** SEE
Record Date: 03/25/2024 **Meeting Type:** Annual
Primary Security ID: 81211K100

Shares Voted: 1,844

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Zubaid Ahmad	Mgmt	For	For	For
1b	Elect Director Kevin C. Berryman	Mgmt	For	For	For
1c	Elect Director Francoise Colpron	Mgmt	For	For	For
1d	Elect Director Clay M. Johnson	Mgmt	For	For	For
1e	Elect Director Henry R. Keizer	Mgmt	For	For	For
1f	Elect Director Harry A. Lawton, III	Mgmt	For	For	For
1g	Elect Director Suzanne B. Rowland	Mgmt	For	For	For
2	Amend Omnibus Stock Plan	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

SunOpta Inc.

Meeting Date: 05/23/2024 **Country:** Canada **Ticker:** STKL
Record Date: 03/28/2024 **Meeting Type:** Annual
Primary Security ID: 8676EP108

SunOpta Inc.

Shares Voted: 1,054,211

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Albert Bolles	Mgmt	For	For	For
1b	Elect Director Rebecca Fisher	Mgmt	For	For	For
1c	Elect Director Dean Hollis	Mgmt	For	For	For
1d	Elect Director Katrina Houde	Mgmt	For	For	For
1e	Elect Director Brian Kocher	Mgmt	For	For	For
1f	Elect Director Diego Reynoso	Mgmt	For	For	For
1g	Elect Director Leslie Starr	Mgmt	For	For	For
1h	Elect Director Mahes S. Wickramasinghe	Mgmt	For	For	For
2	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Yum China Holdings, Inc.

Meeting Date: 05/23/2024

Country: USA

Ticker: YUMC

Record Date: 03/25/2024

Meeting Type: Annual

Primary Security ID: 98850P109

Shares Voted: 1,425

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Fred Hu	Mgmt	For	Against	Against
<p><i>Blended 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>					
1b	Elect Director Joey Wat	Mgmt	For	For	For
1c	Elect Director Robert B. Aiken	Mgmt	For	For	For
1d	Elect Director Peter A. Bassi	Mgmt	For	For	For
1e	Elect Director Edouard Ettegui	Mgmt	For	For	For
1f	Elect Director David Hoffmann	Mgmt	For	For	For
1g	Elect Director Ruby Lu	Mgmt	For	For	For
1h	Elect Director Zili Shao	Mgmt	For	For	For
1i	Elect Director William Wang	Mgmt	For	For	For
1j	Elect Director Min (Jenny) Zhang	Mgmt	For	For	For
1k	Elect Director Christina Xiaojing Zhu	Mgmt	For	For	For

Yum China Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Ratify KPMG Huazhen LLP and KPMG as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Approve Issuance of Shares for a Private Placement	Mgmt	For	For	For
5	Authorize Share Repurchase Program	Mgmt	For	For	For

AIA Group Limited

Meeting Date: 05/24/2024 **Country:** Hong Kong **Ticker:** 1299
Record Date: 05/20/2024 **Meeting Type:** Annual
Primary Security ID: Y002A1105

Shares Voted: 3,866,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Elect Lee Yuan Siong as Director	Mgmt	For	For	For
4	Elect Chung-Kong Chow as Director	Mgmt	For	For	For
5	Elect John Barrie Harrison as Director	Mgmt	For	For	For
6	Elect Cesar Velasquez Purisima as Director	Mgmt	For	For	For
7	Elect Mari Elka Pangestu as Director	Mgmt	For	For	For
8	Elect Ong Chong Tee as Director	Mgmt	For	For	For
9	Elect Nor Shamsiah Mohd Yunus as Director	Mgmt	For	For	For
10	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
11A	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For
11B	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For

TotalEnergies SE

Meeting Date: 05/24/2024 **Country:** France **Ticker:** TTE
Record Date: 04/25/2024 **Meeting Type:** Annual/Special
Primary Security ID: F92124100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for ADR Holders	Mgmt			
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 3.01 per Share	Mgmt	For	For	For
4	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
5	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
6	Reelect Patrick Pouyanne as Director	Mgmt	For	Against	For
<i>Blended Rationale: After discussions with our investment team, we've determined that Patrick Pouyanne's strong stewardship of the company through various business cycles and his history of strong board leadership warrant a vote in support of his reelection.</i>					
7	Reelect Jacques Aschenbroich as Director	Mgmt	For	Against	Against
<i>Blended Rationale: The nominee is the chair of the nominating/governance committee and there are no directors of racial or ethnic minority groups on the board/board slate.</i>					
8	Reelect Glenn Hubbard as Director	Mgmt	For	For	For
9	Elect Marie-Ange Debon as Director	Mgmt	For	For	For
10	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
11	Approve Remuneration Policy of Directors	Mgmt	For	For	For
12	Approve Compensation of Patrick Pouyanne, Chairman and CEO	Mgmt	For	For	For
13	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For
14	Approve Report on Progress of Company's Sustainability and Climate Transition Plan (Advisory)	Mgmt	For	Against	For
<i>Blended Rationale: After discussions with our investment team and a reflection on the engagements held at this firm and its industry peers, we feel this Report on Progress merits support due to it being the most progressive amongst peers. This is the case when reviewed by virtue of organic growth capital expenditure towards lower carbon solutions or via the firm's acquisitions, investments, and JVs in that arena.</i>					
15	Appoint Cabinet Ernst and Young Audit as Auditor for the Sustainability Reporting	Mgmt	For	For	For
16	Appoint Cabinet PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting	Mgmt	For	For	For
	Extraordinary Business	Mgmt			

TotalEnergies SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights and/or Capitalization of Reserves for Bonus Issue or Increase in Par Value, up to Aggregate Nominal Amount of EUR 2.5 Billion	Mgmt	For	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 575 Million	Mgmt	For	For	For
19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 575 Million	Mgmt	For	For	For
20	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 18 and 19	Mgmt	For	For	For
21	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
23	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For

Shenzhou International Group Holdings Limited

Meeting Date: 05/28/2024

Country: Cayman Islands

Ticker: 2313

Record Date: 05/22/2024

Meeting Type: Annual

Primary Security ID: G8087W101

Shares Voted: 6,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Elect Ma Renhe as Director	Mgmt	For	For	For
4	Elect Hu Jijun as Director	Mgmt	For	For	For
5	Elect Liu Xinggao as Director	Mgmt	For	For	For
6	Elect Liu Chunhong as Director	Mgmt	For	For	For
7	Elect Wang Feirong as Director	Mgmt	For	For	For
8	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For

Shenzhou International Group Holdings Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Approve Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
10	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against
<i>Blended Rationale: A vote AGAINST the general share issuance mandate in Item 10 is warranted given that the company has not specified the discount limit for issuance for cash and non-cash consideration.</i>					
11	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For
12	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against
<i>Blended Rationale: A vote AGAINST the share reissuance request in Item 12 is warranted given the reissuance of repurchase share would cause the aggregate share issuance limit to exceed 10 percent of the relevant class of shares for issuance for cash and non-cash consideration and the company has not specified the discount limit for issuance for cash and non-cash consideration.</i>					
13	Amend Existing Articles of Association, Approve Amended and Restated Articles of Association and Adopt New Amended and Restated Articles of Association	Mgmt	For	For	For

Chevron Corporation

Meeting Date: 05/29/2024

Country: USA

Ticker: CVX

Record Date: 04/01/2024

Meeting Type: Annual

Primary Security ID: 166764100

Shares Voted: 43,562

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Wanda M. Austin	Mgmt	For	For	For
1b	Elect Director John B. Frank	Mgmt	For	For	For
1c	Elect Director Alice P. Gast	Mgmt	For	For	For
1d	Elect Director Enrique Hernandez, Jr.	Mgmt	For	Against	Against
<i>Blended Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Enrique (Rick) Hernandez Jr., is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.</i>					
1e	Elect Director Marillyn A. Hewson	Mgmt	For	For	For
1f	Elect Director Jon M. Huntsman, Jr.	Mgmt	For	For	For
1g	Elect Director Charles W. Moorman	Mgmt	For	For	For
1h	Elect Director Dambisa F. Moyo	Mgmt	For	For	For
1i	Elect Director Debra Reed-Klages	Mgmt	For	For	For
1j	Elect Director D. James Umpleby, III	Mgmt	For	For	For
1k	Elect Director Cynthia J. Warner	Mgmt	For	For	For
1l	Elect Director Michael K. (Mike) Wirth	Mgmt	For	For	For

Chevron Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<i>Blended Rationale: Vote AGAINST compensation proposal due to the company providing an inordinate amount of personal use of corporate aircraft and financial planning perquisites to the CEO.</i>					
4	Report on Analyzing the Risks Arising from Voluntary Carbon-Reduction Commitments	SH	Against	Against	Against
5	Report on Reduced Plastics Demand Impact on Financial Assumptions	SH	Against	For	For
<i>Blended Rationale: A vote FOR this proposal is warranted, as additional disclosure on metrics, targets, and impacts related to ability of the company to transition from virgin polymer production would allow shareholders to better assess the company's management of associated financial, environmental, and reputational risks related to the reduction of plastic waste and its impact on the company's financial position.</i>					
6	Commission Third Party Assessment on Company's Human Rights Policies	SH	Against	For	For
<i>Blended Rationale: A vote FOR this proposal is warranted, as the requested report would allow shareholders to better assess the company's management of its human rights impacts.</i>					
7	Publish a Tax Transparency Report	SH	Against	For	For
<i>Blended Rationale: A vote FOR this proposal is warranted as the proposed GRI Tax Standard would enhance the company's transparency in communicating its tax practices to investors globally.</i>					

Meta Platforms, Inc.

Meeting Date: 05/29/2024 **Country:** USA **Ticker:** META
Record Date: 04/01/2024 **Meeting Type:** Annual
Primary Security ID: 30303M102

Shares Voted: 114,553

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Peggy Alford	Mgmt	For	Withhold	Withhold
<i>Blended Rationale: WITHHOLD votes for incumbent compensation committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu are warranted, in the absence of a say-on-pay proposal on the ballot, due to numerous concerns regarding the executive pay program. WITHHOLD votes are further warranted for incumbent governance committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu, the owner of the supervoting shares, given that the multi-class structure is not subject to a reasonable time-based sunset provision. A WITHHOLD vote is further warranted for Peggy Alford in her capacity as chair of the compensation, nominating, & governance committee due to consecutive years of high director pay without reasonable rationale disclosed.</i>					
1.2	Elect Director Marc L. Andreessen	Mgmt	For	Withhold	Withhold
<i>Blended Rationale: WITHHOLD votes for incumbent compensation committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu are warranted, in the absence of a say-on-pay proposal on the ballot, due to numerous concerns regarding the executive pay program. WITHHOLD votes are further warranted for incumbent governance committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu, the owner of the supervoting shares, given that the multi-class structure is not subject to a reasonable time-based sunset provision.</i>					
1.3	Elect Director John Arnold	Mgmt	For	For	For

Meta Platforms, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Andrew W. Houston	Mgmt	For	Withhold	Withhold
	<i>Blended Rationale: WITHHOLD votes for incumbent compensation committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu are warranted, in the absence of a say-on-pay proposal on the ballot, due to numerous concerns regarding the executive pay program. WITHHOLD votes are further warranted for incumbent governance committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu, the owner of the supervoting shares, given that the multi-class structure is not subject to a reasonable time-based sunset provision.</i>				
1.5	Elect Director Nancy Killefer	Mgmt	For	Withhold	For
	<i>Blended Rationale: Given the non-audit fees are only marginally above our threshold, we're giving a pass to the incumbent audit committee members in this instance.</i>				
1.6	Elect Director Robert M. Kimmitt	Mgmt	For	For	For
1.7	Elect Director Hock E. Tan	Mgmt	For	For	For
1.8	Elect Director Tracey T. Travis	Mgmt	For	Withhold	For
	<i>Blended Rationale: Given the non-audit fees are only marginally above our threshold, we're giving a pass to the incumbent audit committee members in this instance.</i>				
1.9	Elect Director Tony Xu	Mgmt	For	Withhold	Withhold
	<i>Blended Rationale: WITHHOLD votes for incumbent compensation committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu are warranted, in the absence of a say-on-pay proposal on the ballot, due to numerous concerns regarding the executive pay program. WITHHOLD votes are further warranted for incumbent governance committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu, the owner of the supervoting shares, given that the multi-class structure is not subject to a reasonable time-based sunset provision.</i>				
1.10	Elect Director Mark Zuckerberg	Mgmt	For	Withhold	For
	<i>Blended Rationale: After discussion with the investment team, we have decided to support Mark Zuckerberg's election in this transformative period of AI integration. While the ESG controversies are worthy of concern and continued engagement, we feel the benefit of Zuckerberg's leadership and the maintaining the stability of the same outweighs current concerns.</i>				
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Against	Against
	<i>Blended Rationale: Vote AGAINST ratification of auditor or auditor-related proposal due to excessive non-audit fees.</i>				
3	Amend Certificate of Incorporation to Limit the Liability of Officers	Mgmt	For	Against	Against
	<i>Blended Rationale: A vote AGAINST this proposal is warranted, as the company is controlled and decisions regarding the company's response to shareholder litigation would be made by a board that lacks accountability.</i>				
4	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
	<i>Blended Rationale: Vote AGAINST due to excessive dilution. Based on a qualitative evaluation of the proposed amendment, a vote AGAINST the proposal is warranted. The proposed amendment to allow for dividend and dividend equivalent payments is considered contrary to shareholders' interests because the plan lacks a prohibition for the payment of dividends prior to the vesting of the underlying award.</i>				
5	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Against	For	For
	<i>Blended Rationale: A vote FOR this proposal is warranted as it would convey to the board nonaffiliated shareholders' preference for a capital structure in which the levels of economic ownership and voting power are aligned.</i>				
6	Report on Generative AI Misinformation and Disinformation Risks	SH	Against	For	For
	<i>Blended Rationale: A vote FOR this proposal is warranted. Additional disclosure on how the company intends to manage misinformation and disinformation risks related to generative AI would help shareholders better evaluate the company's approach.</i>				
7	Disclosure of Voting Results Based on Class of Shares	SH	Against	For	For
	<i>Blended Rationale: A vote FOR this proposal is warranted, as it appears reasonable that the company would begin differentiating the voting results on a per-class basis to help facilitate improved board accountability at the company.</i>				

Meta Platforms, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Report on Human Rights Risks in Non-US Markets	SH	Against	For	For
	<i>Blended Rationale: A vote FOR this proposal is warranted as increased transparency and disclosure would allow shareholders to better evaluate the effectiveness of the company's efforts in managing human rights risks related to content moderation in its five largest non-U.S. markets.</i>				
9	Amend Corporate Governance Guidelines	SH	Against	For	For
	<i>Blended Rationale: A vote FOR this proposal is warranted, as it would enhance the lead independent director duties.</i>				
10	Report on Human Rights Impact Assessment of Targeted Advertising	SH	Against	For	For
	<i>Blended Rationale: A vote FOR this proposal is warranted, as an independent Human Rights Impact Assessment would help shareholders better assess Meta's management of risks related to its targeted advertising policies and practices.</i>				
11	Report on Child Safety and Harm Reduction	SH	Against	For	For
	<i>Blended Rationale: A vote FOR this proposal is warranted, as additional disclosure on how the company measures and tracks metrics related to child safety on the company's platforms would give shareholders more information on how well the company is managing related risks.</i>				
12	Commission Third-Party Report on Minimum Age for Social Media Products and Conduct an Advisory Shareholder Vote	SH	Against	Against	Against
13	Report on Political Advertising and Election Cycle Enhanced Actions	SH	Against	For	For
	<i>Blended Rationale: A vote FOR this proposal is warranted, as additional disclosure on the impacts of political advertising on the company's platforms would allow shareholders to better assess the company's management of its political advertising policies and practices aimed at reducing the spread of misinformation, and as well as its management of associated risks.</i>				
14	Report on Framework to Assess Company Lobbying Alignment with Climate Goals	SH	Against	For	For
	<i>Blended Rationale: A vote FOR this proposal is warranted at this time. The request is not considered overly onerous or prescriptive, and shareholders would benefit from greater transparency of the company's direct and indirect climate lobbying, and how the company would plan to mitigate any risks that might be identified.</i>				

Perficient, Inc.

Meeting Date: 05/29/2024

Country: USA

Ticker: PRFT

Record Date: 04/05/2024

Meeting Type: Annual

Primary Security ID: 71375U101

Shares Voted: 112,062

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Romil Bahl	Mgmt	For	For	For
1b	Elect Director Jeffrey S. Davis	Mgmt	For	For	For
1c	Elect Director Thomas J. Hogan	Mgmt	For	For	For
1d	Elect Director Jill A. Jones	Mgmt	For	For	For
1e	Elect Director David S. Lundeen	Mgmt	For	For	For
1f	Elect Director Brian L. Matthews	Mgmt	For	For	For

Perficient, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Nancy C. Pechloff	Mgmt	For	For	For
1h	Elect Director Gary M. Wimberly	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

SS&C Technologies Holdings, Inc.

Meeting Date: 05/29/2024 **Country:** USA **Ticker:** SSNC
Record Date: 04/02/2024 **Meeting Type:** Annual
Primary Security ID: 78467J100

Shares Voted: 10,587

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jonathan E. Michael	Mgmt	For	For	For
1b	Elect Director Debra Walton-Ruskin	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	Amend Omnibus Stock Plan	Mgmt	For	Against	Against

Blended Rationale: Vote AGAINST due to excessive dilution

Iron Mountain Incorporated

Meeting Date: 05/30/2024 **Country:** USA **Ticker:** IRM
Record Date: 04/02/2024 **Meeting Type:** Annual
Primary Security ID: 46284V101

Shares Voted: 200,719

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jennifer Allerton	Mgmt	For	For	For
1b	Elect Director Pamela M. Arway	Mgmt	For	For	For
1c	Elect Director Clarke H. Bailey	Mgmt	For	Against	Against
<i>Blended 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>					
1d	Elect Director Kent P. Dauten	Mgmt	For	For	For
1e	Elect Director Monte Ford	Mgmt	For	For	For
1f	Elect Director Robin L. Matlock	Mgmt	For	For	For

Iron Mountain Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director William L. Meaney	Mgmt	For	For	For
1h	Elect Director Wendy J. Murdock	Mgmt	For	For	For
1i	Elect Director Walter C. Rakowich	Mgmt	For	For	For
1j	Elect Director Theodore R. Samuels	Mgmt	For	For	For
1k	Elect Director Doyle R. Simons	Mgmt	For	For	For
2	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Workiva Inc.

Meeting Date: 05/30/2024 **Country:** USA **Ticker:** WK
Record Date: 04/01/2024 **Meeting Type:** Annual
Primary Security ID: 98139A105

Shares Voted: 4,491

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert H. Herz	Mgmt	For	Withhold	Withhold
<i>Blended Rationale: WITHHOLD votes are warranted for Governance Committee member Robert Herz given the board's failure to remove, or subject to a sunset requirement, the problematic capital structure, the supermajority vote requirement to enact certain changes to the governing documents, and the classified board, each of which adversely impacts shareholder rights.</i>					
1.2	Elect Director David S. Mulcahy	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<i>Blended Rationale: Vote AGAINST compensation proposal due to:- The company maintains legacy agreements that contain a modified single-trigger change-in-control provision.</i>					
3	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
<i>Blended Rationale: Vote AGAINST due to excessive dilution</i>					
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Lowe's Companies, Inc.

Meeting Date: 05/31/2024 **Country:** USA **Ticker:** LOW
Record Date: 03/25/2024 **Meeting Type:** Annual
Primary Security ID: 548661107

Lowes's Companies, Inc.

Shares Voted: 145,116

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Raul Alvarez	Mgmt	For	For	For
1.2	Elect Director David H. Batchelder	Mgmt	For	For	For
1.3	Elect Director Scott H. Baxter	Mgmt	For	For	For
1.4	Elect Director Sandra B. Cochran	Mgmt	For	For	For
1.5	Elect Director Laurie Z. Douglas	Mgmt	For	For	For
1.6	Elect Director Richard W. Dreiling	Mgmt	For	For	For
1.7	Elect Director Marvin R. Ellison	Mgmt	For	For	For
1.8	Elect Director Navdeep Gupta	Mgmt	For	For	For
1.9	Elect Director Brian C. Rogers	Mgmt	For	Withhold	Withhold
<p><i>Blended 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>					
1.10	Elect Director Bertram L. Scott	Mgmt	For	For	For
1.11	Elect Director Lawrence Simkins	Mgmt	For	For	For
1.12	Elect Director Colleen Taylor	Mgmt	For	For	For
1.13	Elect Director Mary Beth West	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

Crocs, Inc.

Meeting Date: 06/04/2024

Country: USA

Ticker: CROX

Record Date: 04/08/2024

Meeting Type: Annual

Primary Security ID: 227046109

Shares Voted: 5,180

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ronald L. Frasch	Mgmt	For	For	For
1.2	Elect Director Andrew Rees	Mgmt	For	For	For
1.3	Elect Director Charisse Ford Hughes	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

General Motors Company

Meeting Date: 06/04/2024

Country: USA

Ticker: GM

Record Date: 04/15/2024

Meeting Type: Annual

Primary Security ID: 37045V100

Shares Voted: 22,343

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mary T. Barra	Mgmt	For	For	For
1b	Elect Director Wesley G. Bush	Mgmt	For	For	For
1c	Elect Director Joanne C. Crevoiserat	Mgmt	For	For	For
1d	Elect Director Linda R. Gooden	Mgmt	For	For	For
1e	Elect Director Joseph Jimenez	Mgmt	For	For	For
1f	Elect Director Jonathan McNeill	Mgmt	For	For	For
1g	Elect Director Judith A. Miscik	Mgmt	For	For	For
1h	Elect Director Patricia F. Russo	Mgmt	For	Against	Against
<p><i>Blended 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>					
1i	Elect Director Thomas M. Schoewe	Mgmt	For	For	For
1j	Elect Director Mark A. Tatum	Mgmt	For	For	For
1k	Elect Director Jan E. Tighe	Mgmt	For	For	For
1l	Elect Director Devin N. Wenig	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Blended Rationale: Vote AGAINST compensation proposal due to: A pay-for-performance misalignment exists, and sufficient mitigating factors have not been identified for the year in review. Although short-term incentives were primarily based on financial metrics, target goals were set below the prior year's target and actual performance and the STI then paid out above target. Furthermore, while long-term incentives were primarily performance-based, forward-looking goals for two of three metrics were not disclosed and the number of shares underlying equity awards significantly increased again, creating a windfall opportunity. Concerns are also raised with regards to the inordinate amount of personal use of corporate aircraft, life insurance, and financial planning perquisites provided to the CEO.</i></p>					
4	Report on the Use of Child Labor in Connection with Electric Vehicles	SH	Against	For	For
<p><i>Blended Rationale: A vote FOR this proposal is warranted, as additional information on the company's efforts to eliminate child labor from its supply chain would allow investors to better understand how the company is managing human rights-related risks in its supply chain.</i></p>					
5	Eliminate EV Targets from Incentive Compensation Programs	SH	Against	Against	Against
6	Report on the Company's Use of Deep-Sea Mined Minerals in its Production and Supply Chains	SH	Against	For	For
<p><i>Blended Rationale: A vote FOR this proposal is warranted as shareholders would benefit from additional disclosures around the potential risks of deep-sea mining. This would also ensure that the company is aligned with its stated standards and commitments in reducing the company impacts on the environment.</i></p>					

General Motors Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Report on Sustainability Risk in the Company's Supply Chain	SH	Against	For	For
<p><i>Blended Rationale: A vote FOR this proposal is warranted, as additional information on sustainability risks within the company's supply chain would allow shareholders determine how the company is managing related risks as well as assess the company's sustainability risk mitigation efforts.</i></p>					

Taiwan Semiconductor Manufacturing Co., Ltd.

Meeting Date: 06/04/2024 **Country:** Taiwan **Ticker:** 2330
Record Date: 04/05/2024 **Meeting Type:** Annual
Primary Security ID: Y84629107

Shares Voted: 197,004

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for ADR Holders	Mgmt			
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For
2	Approve Amendments to Articles of Association	Mgmt	For	For	For
3	Approve Issuance of Restricted Stocks	Mgmt	For	For	For
	ELECT NON-INDEPENDENT DIRECTORS AND INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt			
4.1	Elect C.C. Wei, with SHAREHOLDER NO.370885, as Non-Independent Director	Mgmt	For	For	For
4.2	Elect F.C. Tseng, with SHAREHOLDER NO.104, as Non-Independent Director	Mgmt	For	For	For
4.3	Elect Ming Hsin Kung, a REPRESENTATIVE of National Development Fund, Executive Yuan, with SHAREHOLDER NO.1, as Non-Independent Director	Mgmt	For	For	For
4.4	Elect Sir Peter L. Bonfield, with SHAREHOLDER NO.577470XXX, as Independent Director	Mgmt	For	Withhold	For
<p><i>Blended Rationale: Director Sir Peter Bonfield's election merits support as one of his Audit Committee members, Lin Chuan, currently serves as an Adjunct Professor of Economics at National Taiwan University and has previously served as Minister:Finance in Taiwan, which we believe qualifies him as a financial expert.</i></p>					
4.5	Elect Michael R. Splinter, with SHAREHOLDER NO.674701XXX, as Independent Director	Mgmt	For	Withhold	Withhold
<p><i>Blended Rationale: Vote AGAINST because the nominee is overboarded.</i></p>					
4.6	Elect Moshe N. Gavriellov, with SHAREHOLDER NO.A04480XXX, as Independent Director	Mgmt	For	Withhold	Withhold
<p><i>Blended 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>					

Taiwan Semiconductor Manufacturing Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.7	Elect L. Rafael Reif, with SHAREHOLDER NO.545784XXX, as Independent Director	Mgmt	For	For	For
4.8	Elect Ursula M. Burns, with SHAREHOLDER NO.568069XXX, as Independent Director	Mgmt	For	For	For
4.9	Elect Lynn L. Elsenhans, with SHAREHOLDER NO.561527XXX, as Independent Director	Mgmt	For	For	For
4.10	Elect Chuan Lin, with SHAREHOLDER NO.550387, as Independent Director	Mgmt	For	For	For

TechTarget, Inc.

Meeting Date: 06/04/2024 **Country:** USA **Ticker:** TTGT
Record Date: 04/10/2024 **Meeting Type:** Annual
Primary Security ID: 87874R100

Shares Voted: 59,675

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert D. Burke	Mgmt	For	For	For
1.2	Elect Director Bruce Levenson	Mgmt	For	For	For
2	Ratify Stowe & Degon, LLC as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against

Blended Rationale: Vote AGAINST compensation proposal due to the compensation committee demonstrated poor responsiveness to shareholder concerns following last year's low say-on-pay support. Concerns are also raised with regards to the inordinate amount of financial planning perquisites provided to the CEO, the auto-accelerated vesting of equity awards upon a change-in-control event, the company's lack of risk-mitigating provisions, and the lack of performance metrics for long-term awards granted in the most recent fiscal year.

Amadeus IT Group SA

Meeting Date: 06/05/2024 **Country:** Spain **Ticker:** AMS
Record Date: 05/31/2024 **Meeting Type:** Annual
Primary Security ID: E04648114

Shares Voted: 350,746

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For
2	Approve Non-Financial Information Statement	Mgmt	For	For	For
3	Advisory Vote on Remuneration Report	Mgmt	For	For	For

Amadeus IT Group SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Allocation of Income and Dividends	Mgmt	For	For	For
5	Approve Discharge of Board	Mgmt	For	For	For
6.1	Reelect William Connelly as Director	Mgmt	For	For	For
6.2	Reelect Luis Maroto Camino as Director	Mgmt	For	For	For
6.3	Reelect Pilar Garcia Ceballos-Zuniga as Director	Mgmt	For	For	For
6.4	Reelect Stephan Gemkow as Director	Mgmt	For	Against	Against
<i>Blended Rationale: Vote AGAINST because the nominee is chair of the audit committee and the committee failed to put auditor ratification on the ballot for shareholder approval.</i>					
6.5	Reelect Peter Kuerpick as Director	Mgmt	For	For	For
6.6	Reelect Xiaoqun Clever-Steg as Director	Mgmt	For	For	For
6.7	Reelect Amanda Mesler as Director	Mgmt	For	Against	Against
<i>Blended 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>					
6.8	Reelect Jana Eggers as Director	Mgmt	For	For	For
7	Approve Remuneration of Directors	Mgmt	For	For	For
8	Approve Remuneration Policy	Mgmt	For	For	For
9	Approve Executive Share Plan	Mgmt	For	For	For
10	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

BRP Group, Inc.

Meeting Date: 06/05/2024 **Country:** USA **Ticker:** BWIN
Record Date: 04/08/2024 **Meeting Type:** Annual
Primary Security ID: 05589G102

Shares Voted: 40,441

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Trevor Baldwin	Mgmt	For	Withhold	Withhold
<i>Blended Rationale: WITHHOLD votes are warranted for director nominees Trevor Baldwin, Jay Cohen, and Barbara Matas given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.</i>					
1.2	Elect Director Jay Cohen	Mgmt	For	Withhold	Withhold
<i>Blended Rationale: WITHHOLD votes are warranted for director nominees Trevor Baldwin, Jay Cohen, and Barbara Matas given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.</i>					

BRP Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Barbara Matas	Mgmt	For	Withhold	Withhold
<p><i>Blended Rationale: WITHHOLD votes are warranted for director nominees Trevor Baldwin, Jay Cohen, and Barbara Matas given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.</i></p>					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

MarketAxess Holdings Inc.

Meeting Date: 06/05/2024 **Country:** USA **Ticker:** MKTX
Record Date: 04/08/2024 **Meeting Type:** Annual
Primary Security ID: 57060D108

Shares Voted: 1,341

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard M. McVey	Mgmt	For	For	For
1b	Elect Director Christopher R. Concannon	Mgmt	For	For	For
1c	Elect Director Nancy Altobello	Mgmt	For	For	For
1d	Elect Director Steven L. Begleiter	Mgmt	For	For	For
1e	Elect Director Stephen P. Casper	Mgmt	For	For	For
1f	Elect Director Jane Chwick	Mgmt	For	For	For
1g	Elect Director William F. Cruger	Mgmt	For	Against	Against
<p><i>Blended 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>					
1h	Elect Director Kourtney Gibson	Mgmt	For	For	For
1i	Elect Director Carlos M. Hernandez	Mgmt	For	For	For
1j	Elect Director Richard G. Ketchum	Mgmt	For	For	For
1k	Elect Director Emily H. Portney	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For	For
5	Provide Right to Call a Special Meeting at a 25 Percent Ownership Threshold	Mgmt	For	For	For
6	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	SH	Against	For	For

Blended Rationale: A vote FOR this proposal is warranted as the right to call special meetings at 10 percent ownership threshold would enhance shareholders rights.

XPEL, Inc.

Meeting Date: 06/05/2024

Country: USA

Ticker: XPEL

Record Date: 04/16/2024

Meeting Type: Annual

Primary Security ID: 98379L100

Shares Voted: 133,282

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ryan L. Pape	Mgmt	For	Withhold	Withhold
	<i>Blended Rationale: The nominee is an incumbent and there is a lack of gender diversity on the board or board slate.</i>				
1.2	Elect Director Stacy L. Bogart	Mgmt	For	Withhold	Withhold
	<i>Blended Rationale: The nominee is an incumbent and there is a lack of gender diversity on the board or board slate.</i>				
1.3	Elect Director Richard K. Crumly	Mgmt	For	Withhold	Withhold
	<i>Blended Rationale: The nominee is an incumbent and there is a lack of gender diversity on the board or board slate.</i>				
1.4	Elect Director Michael A. Klonne	Mgmt	For	Withhold	Withhold
	<i>Blended Rationale: The nominee is an incumbent and there is a lack of gender diversity on the board or board slate.</i>				
1.5	Elect Director John F. North	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Compagnie de Saint-Gobain SA

Meeting Date: 06/06/2024

Country: France

Ticker: SGO

Record Date: 06/04/2024

Meeting Type: Annual/Special

Primary Security ID: F80343100

Shares Voted: 799,633

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 2.10 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
5	Reelect Jean-Francois Cirelli as Director	Mgmt	For	Against	Against
	<i>Blended Rationale: The nominee is the chair of the nominating/governance committee and there are no directors of racial or ethnic minority groups on the board/board slate.</i>				
6	Elect Sophie Brochu as Director	Mgmt	For	For	For

Compagnie de Saint-Gobain SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Elect Helene de Tissot as Director	Mgmt	For	For	For
8	Elect Geoffroy Roux de Bezieux as Director	Mgmt	For	For	For
9	Approve Compensation of Pierre-Andre de Chalendar, Chairman of the Board	Mgmt	For	For	For
10	Approve Compensation of Benoit Bazin, CEO	Mgmt	For	For	For
11	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
12	Approve Remuneration Policy of Chairman of the Board from January 1, 2024 to June 6, 2024	Mgmt	For	For	For
13	Approve Remuneration Policy of CEO from January 1, 2024 to June 6, 2024	Mgmt	For	For	For
14	Approve Remuneration Policy of Chairman and CEO from June 7, 2024 to December 31, 2024	Mgmt	For	For	For
15	Approve Remuneration Policy of Directors	Mgmt	For	For	For
16	Approve Remuneration of Directors in the Aggregate Amount of EUR 1,600,000	Mgmt	For	For	For
17	Renew Appointment of KPMG SA as Auditor	Mgmt	For	For	For
18	Appoint Deloitte & Associes as Auditor for the Sustainability Reporting	Mgmt	For	For	For
19	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
20	Amend Articles 11, 16 and 18 of Bylaws Re: Lead Director	Mgmt	For	For	For
21	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Hannon Armstrong Sustainable Infrastructure Capital, Inc.

Meeting Date: 06/06/2024

Country: USA

Ticker: HASI

Record Date: 03/21/2024

Meeting Type: Annual

Primary Security ID: 41068X100

Shares Voted: 144,990

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jeffrey W. Eckel	Mgmt	For	For	For
1.2	Elect Director Lizabeth A. Ardisana	Mgmt	For	Withhold	Withhold

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

Hannon Armstrong Sustainable Infrastructure Capital, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Clarence D. Armbrister	Mgmt	For	For	For
1.4	Elect Director Teresa M. Brenner	Mgmt	For	For	For
1.5	Elect Director Nancy C. Floyd	Mgmt	For	Withhold	Withhold
<i>Blended Rationale: Vote AGAINST because the nominee is an incumbent member of the audit committee and non-audit fees are excessive.</i>					
1.6	Elect Director Jeffrey A. Lipson	Mgmt	For	For	For
1.7	Elect Director Charles M. O'Neil	Mgmt	For	For	For
1.8	Elect Director Richard J. Osborne	Mgmt	For	Withhold	Withhold
<i>Blended Rationale: Vote AGAINST because the nominee is an incumbent member of the audit committee and non-audit fees are excessive.</i>					
1.9	Elect Director Steven G. Osgood	Mgmt	For	Withhold	Withhold
<i>Blended Rationale: Vote AGAINST because the nominee is an incumbent member of the audit committee and non-audit fees are excessive.</i>					
1.10	Elect Director Kimberly A. Reed	Mgmt	For	Withhold	Withhold
<i>Blended Rationale: Vote AGAINST because the nominee is an incumbent member of the audit committee and non-audit fees are excessive.</i>					
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Against	Against
<i>Blended Rationale: Vote AGAINST ratification of auditor or auditor-related proposal due to excessive non-audit fees.</i>					
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Change State of Incorporation from Maryland to Delaware	Mgmt	For	For	For

Alphabet Inc.

Meeting Date: 06/07/2024

Country: USA

Ticker: GOOGL

Record Date: 04/09/2024

Meeting Type: Annual

Primary Security ID: 02079K305

Shares Voted: 486,690

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Larry Page	Mgmt	For	For	For
1b	Elect Director Sergey Brin	Mgmt	For	For	For
1c	Elect Director Sundar Pichai	Mgmt	For	For	For
1d	Elect Director John L. Hennessy	Mgmt	For	Against	Against
<i>Blended 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. Votes AGAINST governance committee members John Hennessy and Frances Arnold are warranted, due to the company maintaining a multi-class share structure with disparate voting rights, which is not subject to a reasonable time-based sunset.</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Frances H. Arnold	Mgmt	For	Against	Against
	<i>Blended Rationale: Votes AGAINST governance committee members John Hennessy and Frances Arnold are warranted, due to the company maintaining a multi-class share structure with disparate voting rights, which is not subject to a reasonable time-based sunset.</i>				
1f	Elect Director R. Martin "Marty" Chavez	Mgmt	For	For	For
1g	Elect Director L. John Doerr	Mgmt	For	Against	Against
	<i>Blended Rationale: Votes AGAINST incumbent compensation committee members L. John Doerr, K. Ram Shriram, and Robin Washington are warranted due to executive compensation concerns, in the absence of a say-on-pay proposal on the ballot.</i>				
1h	Elect Director Roger W. Ferguson, Jr.	Mgmt	For	For	For
1i	Elect Director K. Ram Shriram	Mgmt	For	Against	Against
	<i>Blended Rationale: Votes AGAINST incumbent compensation committee members L. John Doerr, K. Ram Shriram, and Robin Washington are warranted due to executive compensation concerns, in the absence of a say-on-pay proposal on the ballot.</i>				
1j	Elect Director Robin L. Washington	Mgmt	For	Against	Against
	<i>Blended Rationale: Votes AGAINST incumbent compensation committee members L. John Doerr, K. Ram Shriram, and Robin Washington are warranted due to executive compensation concerns, in the absence of a say-on-pay proposal on the ballot.</i>				
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Amend Bylaw regarding Stockholder Approval of Director Compensation	SH	Against	Against	Against
4	Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	SH	Against	Against	Against
5	Report on Electromagnetic Radiation and Wireless Technologies Risks	SH	Against	Against	Against
6	Adopt Policy to Require Board of Directors Members to Disclose their Political and Charitable Donations	SH	Against	Against	Against
7	Report on Climate Risk in Retirement Plan Options	SH	Against	For	For
	<i>Blended 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>				
8	Report on Lobbying Payments and Policy	SH	Against	For	For
	<i>Blended Rationale: A vote FOR this resolution is warranted, as shareholders would benefit from increased disclosure to evaluate the company's lobbying efforts.</i>				
9	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Against	For	For
	<i>Blended Rationale: A vote FOR this proposal is warranted as it would convey to the board nonaffiliated shareholders' preference for a capital structure in which the levels of economic ownership and voting power are aligned.</i>				
10	Report on Reproductive Healthcare Misinformation Risks	SH	Against	For	For
	<i>Blended Rationale: A vote FOR this proposal is warranted because further disclosure would benefit shareholders' understanding on the steps that Alphabet Inc. is taking to address concerns related to potential reproductive healthcare misinformation.</i>				
11	Amend Audit and Compliance Committee Charter to Include Artificial Intelligence Oversight	SH	Against	For	For
	<i>Blended Rationale: A vote FOR this resolution is warranted, as adoption of the proposal should serve to provide the company a more robust oversight on risks associated with the company's artificial intelligence (AI) activities. Moreover, it would also further complement the company's commitments around the responsible use of AI.</i>				

Alphabet Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Report on Risks Related to AI Generated Misinformation and Disinformation	SH	Against	For	For
<p><i>Blended Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from greater transparency on mis/disinformation related to generative AI in order to assess how the company is managing associated risks.</i></p>					
13	Publish Human Rights Risk Assessment on the AI-Driven Targeted Ad Policies	SH	Against	For	For
<p><i>Blended Rationale: A vote FOR this proposal is warranted because an independent human rights assessment on the impacts would help shareholders better evaluate the company's management of risks related to the human rights impacts of its targeted advertising policies and practices.</i></p>					
14	Adopt Targets Evaluating YouTube Child Safety Policies	SH	Against	For	For
<p><i>Blended Rationale: A vote FOR this proposal is warranted, as additional disclosure on how the company measures and tracks metrics related to child safety on the company's platforms would give shareholders more information on how well the company is managing related risks.</i></p>					

ANSYS, Inc.

Meeting Date: 06/07/2024 **Country:** USA **Ticker:** ANSS
Record Date: 04/09/2024 **Meeting Type:** Annual
Primary Security ID: 03662Q105

Shares Voted: 53,258

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Jim Frankola	Mgmt	For	For	For
1B	Elect Director Alec D. Gallimore	Mgmt	For	For	For
1C	Elect Director Ronald W. Hovsepian	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Provide Right to Call a Special Meeting	SH	Against	For	For
<p><i>Blended Rationale: A vote FOR this proposal is warranted, as the ability to call special meetings would improve shareholder rights.</i></p>					

Shift4 Payments, Inc.

Meeting Date: 06/07/2024 **Country:** USA **Ticker:** FOUR
Record Date: 04/17/2024 **Meeting Type:** Annual
Primary Security ID: 82452J109

Shares Voted: 5,822

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Karen Roter Davis	Mgmt	For	Withhold	Withhold

Shift4 Payments, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	<i>Blended Rationale: Vote AGAINST because the nominee is an incumbent member of the audit committee and non-audit fees are excessive. WITHHOLD votes are warranted for Audit Committee member Karen Davis for concerns regarding risk oversight in light of the pledging of a significant amount of the company's stock.</i>				
1.2	Elect Director Jared Isaacman	Mgmt	For	Withhold	Withhold
	<i>Blended Rationale: WITHHOLD votes are warranted for Jared Isaacman:- for serving as a non-independent member of a key board committee;- as a Governance Committee member, given the board's failure to remove, or subject to a sunset requirement, the classified board structure which adversely impacts shareholder rights and for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision; and- as his ownership of the supervoting shares provide him with voting power control of the company.</i>				
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Against	Against
	<i>Blended Rationale: Vote AGAINST ratification of auditor or auditor-related proposal due to excessive non-audit fees.</i>				
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
	<i>Blended Rationale: Vote AGAINST compensation proposal due to:- The company provided the CEO inordinate amounts of auto-related and life insurance perquisites. - The company did not condition vesting of long-term awards on achievement of performance goals for awards granted in the most recent fiscal year. - Equity awards allow for auto-accelerated vesting upon a change-in-control event.</i>				

WillScot Mobile Mini Holdings Corp.

Meeting Date: 06/07/2024

Country: USA

Ticker: WSC

Record Date: 04/10/2024

Meeting Type: Annual

Primary Security ID: 971378104

Shares Voted: 14,829

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mark S. Bartlett	Mgmt	For	Against	Against
	<i>Blended Rationale: Vote AGAINST because the nominee is overboarded.</i>				
1b	Elect Director Erika T. Davis	Mgmt	For	For	For
1c	Elect Director Gerard E. Holthaus	Mgmt	For	For	For
1d	Elect Director Natalia N. Johnson	Mgmt	For	For	For
1e	Elect Director Erik Olsson	Mgmt	For	For	For
1f	Elect Director Rebecca L. Owen	Mgmt	For	For	For
1g	Elect Director Jeff Sagansky	Mgmt	For	For	For
1h	Elect Director Bradley L. Soultz	Mgmt	For	For	For
1i	Elect Director Michael W. Upchurch	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	For	For

PT Vale Indonesia Tbk

Meeting Date: 06/10/2024

Country: Indonesia

Ticker: INCO

Record Date: 05/16/2024

Meeting Type: Annual

Primary Security ID: Y7150Y101

Shares Voted: 129,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Annual Report, Financial Statements, and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends	Mgmt	For	For	For
3	Approve Remuneration of Directors and Commissioners	Mgmt	For	For	For
4	Approve Auditors	Mgmt	For	For	For
5	Approve Changes in the Boards of the Company	Mgmt	For	Against	Against

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

FirstCash Holdings, Inc.

Meeting Date: 06/12/2024

Country: USA

Ticker: FCFS

Record Date: 04/22/2024

Meeting Type: Annual

Primary Security ID: 33768G107

Shares Voted: 134,832

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rick L. Wessel	Mgmt	For	For	For
1b	Elect Director James H. Graves	Mgmt	For	For	For
1c	Elect Director Douglas R. Rippel	Mgmt	For	For	For
2	Ratify RSM US LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

OneMain Holdings, Inc.

Meeting Date: 06/12/2024

Country: USA

Ticker: OMF

Record Date: 04/17/2024

Meeting Type: Annual

Primary Security ID: 68268W103

Shares Voted: 207,102

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Philip L. Bronner	Mgmt	For	Against	Against

OneMain Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	<i>Blended Rationale: A vote AGAINST board members Douglas (Doug) Shulman, Philip Bronner, and Toos Daruvala is warranted, in the absence of a say-on-pay proposal and compensation committee members on ballot, due to an unmitigated pay-for-performance misalignment.</i>				
1b	Elect Director Toos N. Daruvala	Mgmt	For	Against	Against
	<i>Blended Rationale: A vote AGAINST board members Douglas (Doug) Shulman, Philip Bronner, and Toos Daruvala is warranted, in the absence of a say-on-pay proposal and compensation committee members on ballot, due to an unmitigated pay-for-performance misalignment.</i>				
1c	Elect Director Douglas H. Shulman	Mgmt	For	Against	Against
	<i>Blended Rationale: A vote AGAINST board members Douglas (Doug) Shulman, Philip Bronner, and Toos Daruvala is warranted, in the absence of a say-on-pay proposal and compensation committee members on ballot, due to an unmitigated pay-for-performance misalignment.</i>				
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

RadNet, Inc.

Meeting Date: 06/12/2024 **Country:** USA **Ticker:** RDNT
Record Date: 04/17/2024 **Meeting Type:** Annual
Primary Security ID: 750491102

Shares Voted: 93,546

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Howard G. Berger	Mgmt	For	Withhold	Withhold
	<i>Blended Rationale: The nominee is an incumbent and there is a lack of gender diversity on the board or board slate.</i>				
1.2	Elect Director Christine N. Gordon	Mgmt	For	Withhold	Withhold
	<i>Blended Rationale: The nominee is an incumbent and there is a lack of gender diversity on the board or board slate.</i>				
1.3	Elect Director A. Gregory Sorensen	Mgmt	For	For	For
1.4	Elect Director Laura P. Jacobs	Mgmt	For	Withhold	Withhold
	<i>Blended Rationale: The nominee is an incumbent and there is a lack of gender diversity on the board or board slate. The nominee is an incumbent member of the nominating/governance committee and there are no directors of racial or ethnic minority groups on the board/board slate.</i>				
1.5	Elect Director Lawrence L. Levitt	Mgmt	For	Withhold	Withhold
	<i>Blended Rationale: The nominee is an incumbent and there is a lack of gender diversity on the board or board slate.</i>				
1.6	Elect Director Gregory E. Spurlock	Mgmt	For	Withhold	Withhold
	<i>Blended Rationale: The nominee is an incumbent and there is a lack of gender diversity on the board or board slate.</i>				
1.7	Elect Director David L. Swartz	Mgmt	For	Withhold	Withhold
	<i>Blended Rationale: The nominee is an incumbent and there is a lack of gender diversity on the board or board slate.</i>				
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
	<i>Blended Rationale: Vote AGAINST compensation proposal due to: - Equity awards allow for auto-accelerated vesting upon a change-in-control event.- The company lacks risk-mitigating provisions such as a clawback policy, stock ownership guidelines or holding period requirements for executives.- The company provided the CEO an excessive life insurance perquisite.</i>				

Roper Technologies, Inc.

Meeting Date: 06/12/2024

Country: USA

Ticker: ROP

Record Date: 04/18/2024

Meeting Type: Annual

Primary Security ID: 776696106

Shares Voted: 5,535

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Shellye L. Archambeau	Mgmt	For	For	For
1.2	Elect Director Amy Woods Brinkley	Mgmt	For	For	For
1.3	Elect Director Irene M. Esteves	Mgmt	For	For	For
1.4	Elect Director L. Neil Hunn	Mgmt	For	For	For
1.5	Elect Director Robert D. Johnson	Mgmt	For	For	For
1.6	Elect Director Thomas P. Joyce, Jr.	Mgmt	For	For	For
1.7	Elect Director John F. Murphy	Mgmt	For	For	For
1.8	Elect Director Laura G. Thatcher	Mgmt	For	For	For
1.9	Elect Director Richard F. Wallman	Mgmt	For	For	For
1.10	Elect Director Christopher Wright	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<i>Blended Rationale: Vote AGAINST compensation proposal due to the company provided the CEO inordinate amounts of personal use of corporate aircraft and financial planning perquisites.</i>					
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Adopt Simple Majority Vote	SH	None	For	For
<i>Blended Rationale: A vote FOR this proposal is warranted as removing the supermajority vote requirement would improve shareholder rights.</i>					

TE Connectivity Ltd.

Meeting Date: 06/12/2024

Country: Switzerland

Ticker: TEL

Record Date: 05/23/2024

Meeting Type: Special

Primary Security ID: H84989104

Shares Voted: 341,022

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Change Jurisdiction of Incorporation [from Switzerland to Ireland]	Mgmt	For	For	For
2	Approve Reduction of the Share Premium Account	Mgmt	For	For	For

ASGN Incorporated

Meeting Date: 06/13/2024

Country: USA

Ticker: ASGN

Record Date: 04/17/2024

Meeting Type: Annual

Primary Security ID: 00191U102

Shares Voted: 6,144

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Joseph W. Dyer	Mgmt	For	For	For
1.2	Elect Director Carol J. Lindstrom	Mgmt	For	For	For
1.3	Elect Director Patricia L. Obermaier	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

Ollie's Bargain Outlet Holdings, Inc.

Meeting Date: 06/13/2024

Country: USA

Ticker: OLLI

Record Date: 04/17/2024

Meeting Type: Annual

Primary Security ID: 681116109

Shares Voted: 67,764

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Alissa Ahlman	Mgmt	For	For	For
1b	Elect Director Mary Baglivo	Mgmt	For	For	For
1c	Elect Director Robert Fisch	Mgmt	For	For	For
1d	Elect Director Stanley Fleishman	Mgmt	For	For	For
1e	Elect Director Thomas Hendrickson	Mgmt	For	For	For
1f	Elect Director Abid Rizvi	Mgmt	For	For	For
1g	Elect Director John Swygert	Mgmt	For	For	For
1h	Elect Director Stephen White	Mgmt	For	For	For
1i	Elect Director Richard Zannino	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Sweetgreen, Inc.

Meeting Date: 06/13/2024

Country: USA

Ticker: SG

Record Date: 04/15/2024

Meeting Type: Annual

Primary Security ID: 87043Q108

Shares Voted: 543

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Neil Blumenthal	Mgmt	For	Withhold	Withhold
	<i>Blended Rationale: Vote AGAINST because the nominee is overboarded.</i>				
1.2	Elect Director Julie Bornstein	Mgmt	For	Withhold	Withhold
	<i>Blended Rationale: WITHHOLD votes are warranted for Governance Committee members Valerie Jarrett, Julie Bornstein, and Youngme Moon for maintaining a multi-class structure with disparate voting rights that is not subject to a reasonable time-based sunset provision.</i>				
1.3	Elect Director Cliff Burrows	Mgmt	For	For	For
1.4	Elect Director Nicolas Jammet	Mgmt	For	Withhold	Withhold
	<i>Blended Rationale: WITHHOLD votes are warranted for Jonathan (Jon) Neman, Nicolas Jammet, and Nathaniel Ru as their collective ownership of the supervoting shares provide them with voting power control of the company.</i>				
1.5	Elect Director Valerie Jarrett	Mgmt	For	Withhold	Withhold
	<i>Blended Rationale: WITHHOLD votes are warranted for Governance Committee chair Valerie Jarrett given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents which adversely impacts shareholder rights. WITHHOLD votes are warranted for Governance Committee members Valerie Jarrett, Julie Bornstein, and Youngme Moon for maintaining a multi-class structure with disparate voting rights that is not subject to a reasonable time-based sunset provision.</i>				
1.6	Elect Director Youngme Moon	Mgmt	For	Withhold	Withhold
	<i>Blended Rationale: WITHHOLD votes are warranted for Governance Committee members Valerie Jarrett, Julie Bornstein, and Youngme Moon for maintaining a multi-class structure with disparate voting rights that is not subject to a reasonable time-based sunset provision.</i>				
1.7	Elect Director Jonathan Neman	Mgmt	For	Withhold	Withhold
	<i>Blended Rationale: WITHHOLD votes are warranted for Jonathan (Jon) Neman, Nicolas Jammet, and Nathaniel Ru as their collective ownership of the supervoting shares provide them with voting power control of the company.</i>				
1.8	Elect Director Nathaniel Ru	Mgmt	For	Withhold	Withhold
	<i>Blended Rationale: WITHHOLD votes are warranted for Jonathan (Jon) Neman, Nicolas Jammet, and Nathaniel Ru as their collective ownership of the supervoting shares provide them with voting power control of the company.</i>				
1.9	Elect Director Bradley Singer	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

ChampionX Corporation

Meeting Date: 06/18/2024

Country: USA

Ticker: CHX

Record Date: 05/14/2024

Meeting Type: Special

Primary Security ID: 15872M104

ChampionX Corporation

Shares Voted: 12,121

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	For	For	For
2	Advisory Vote on Golden Parachutes	Mgmt	For	For	For
3	Adjourn Meeting	Mgmt	For	For	For

IPG Photonics Corporation

Meeting Date: 06/18/2024

Country: USA

Ticker: IPGP

Record Date: 04/29/2024

Meeting Type: Annual

Primary Security ID: 44980X109

Shares Voted: 73,594

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Gregory Beecher	Mgmt	For	For	For
1.2	Elect Director Michael Child	Mgmt	For	For	For
1.3	Elect Director Jeanmarie Desmond	Mgmt	For	For	For
1.4	Elect Director Gregory Dougherty	Mgmt	For	For	For
1.5	Elect Director Mark Gitin	Mgmt	For	For	For
1.6	Elect Director Kolleen Kennedy	Mgmt	For	For	For
1.7	Elect Director Eric Meurice	Mgmt	For	For	For
1.8	Elect Director Natalia Pavlova	Mgmt	For	For	For
1.9	Elect Director John Peeler	Mgmt	For	For	For
1.10	Elect Director Eugene Scherbakov	Mgmt	For	For	For
1.11	Elect Director Agnes Tang	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

SLM Corporation

Meeting Date: 06/18/2024

Country: USA

Ticker: SLM

Record Date: 04/22/2024

Meeting Type: Annual

Primary Security ID: 78442P106

SLM Corporation

Shares Voted: 511,112

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Janaki Akella	Mgmt	For	For	For
1b	Elect Director R. Scott Blackley	Mgmt	For	For	For
1c	Elect Director Mary Carter Warren Franke	Mgmt	For	For	For
1d	Elect Director Mark L. Lavelle	Mgmt	For	For	For
1e	Elect Director Christopher T. Leech	Mgmt	For	For	For
1f	Elect Director Ted Manvitz	Mgmt	For	For	For
1g	Elect Director Jim Matheson	Mgmt	For	For	For
1h	Elect Director Samuel T. Ramsey	Mgmt	For	For	For
1i	Elect Director Vivian C. Schneck-Last	Mgmt	For	For	For
1j	Elect Director Robert S. Strong	Mgmt	For	For	For
1k	Elect Director Jonathan W. Witter	Mgmt	For	For	For
1l	Elect Director Kirsten O. Wolberg	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Tokyo Electron Ltd.

Meeting Date: 06/18/2024

Country: Japan

Ticker: 8035

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J86957115

Shares Voted: 111,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kawai, Toshiki	Mgmt	For	For	For
1.2	Elect Director Sasaki, Sadao	Mgmt	For	For	For
1.3	Elect Director Nunokawa, Yoshikazu	Mgmt	For	For	For
1.4	Elect Director Sasaki, Michio	Mgmt	For	For	For
1.5	Elect Director Ichikawa, Sachiko	Mgmt	For	For	For
1.6	Elect Director Joseph A. Kraft Jr	Mgmt	For	For	For
1.7	Elect Director Suzuki, Yukari	Mgmt	For	For	For
2.1	Appoint Statutory Auditor Miura, Ryota	Mgmt	For	For	For
2.2	Appoint Statutory Auditor Endo, Yutaka	Mgmt	For	For	For
3	Approve Annual Bonus	Mgmt	For	For	For

Tokyo Electron Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Deep Discount Stock Option Plan	Mgmt	For	For	For

Nippon Yusen KK

Meeting Date: 06/19/2024 **Country:** Japan **Ticker:** 9101
Record Date: 03/31/2024 **Meeting Type:** Annual
Primary Security ID: J56515232

Shares Voted: 500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 80	Mgmt	For	For	For
2.1	Elect Director Nagasawa, Hitoshi	Mgmt	For	For	For
2.2	Elect Director Soga, Takaya	Mgmt	For	For	For
2.3	Elect Director Kono, Akira	Mgmt	For	For	For
2.4	Elect Director Higurashi, Yutaka	Mgmt	For	For	For
2.5	Elect Director Tanabe, Eiichi	Mgmt	For	For	For
2.6	Elect Director Kanehara, Nobukatsu	Mgmt	For	For	For
2.7	Elect Director Shisai, Satoko	Mgmt	For	For	For

AvidXchange Holdings, Inc.

Meeting Date: 06/20/2024 **Country:** USA **Ticker:** AVDX
Record Date: 04/22/2024 **Meeting Type:** Annual
Primary Security ID: 05368X102

Shares Voted: 699,724

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael Praeger	Mgmt	For	For	For
1.2	Elect Director Teresa Mackintosh	Mgmt	For	Withhold	Withhold
<i>Blended Rationale: WITHHOLD votes are warranted for Governance Committee member Teresa Mackintosh given the board's failure to remove, or subject to a sunset requirement, the classified board and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights.</i>					
1.3	Elect Director Arthur J. Rubado	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

Meeting Date: 06/20/2024

Country: France

Ticker: BVI

Record Date: 06/18/2024

Meeting Type: Annual

Primary Security ID: F96888114

Shares Voted: 173,133

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 0.83 per Share	Mgmt	For	For	For
4	Approve Transaction with Lead Director Re: Remuneration	Mgmt	For	For	For
5	Ratify Appointment of Geoffroy Roux de Bezieux as Director	Mgmt	For	For	For
6	Elect BPIFRANCE INVESTISSEMENT as Director	Mgmt	For	Against	Against
<i>Blended Rationale: A vote AGAINST is warranted due to the lack of disclosure on the name of the representative of BPI France (Item 6).</i>					
7	Reelect Christine Anglade as Director	Mgmt	For	Against	Against
<i>Blended Rationale: Votes AGAINST these reelections are warranted since the directors are affiliated with a shareholder benefitting from the company's distortive voting structure (Items 7-8).</i>					
8	Reelect Claude Ehlinger as Director	Mgmt	For	Against	Against
<i>Blended Rationale: Votes AGAINST these reelections are warranted since the directors are affiliated with a shareholder benefitting from the company's distortive voting structure (Items 7-8).</i>					
9	Appoint Ernst & Young Audit as Auditor for the Sustainability Reporting	Mgmt	For	For	For
10	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
11	Approve Compensation of Aldo Cardoso, Chairman of the Board from January 1, 2023 until June 22, 2023	Mgmt	For	For	For
12	Approve Compensation of Laurent Mignon, Chairman of the Board from June 22, 2023 until December 31, 2023	Mgmt	For	For	For
13	Approve Compensation of Hinda Gharbi, CEO from June 22, 2023 until December 31, 2023	Mgmt	For	For	For
14	Approve Remuneration of Directors in the Aggregate Amount of EUR 1,200,000	Mgmt	For	For	For
15	Approve Remuneration Policy of Directors	Mgmt	For	For	For
16	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
17	Approve Remuneration Policy of CEO	Mgmt	For	For	For

Bureau Veritas SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
19	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

DENSO Corp.

Meeting Date: 06/20/2024 **Country:** Japan **Ticker:** 6902
Record Date: 03/31/2024 **Meeting Type:** Annual
Primary Security ID: J12075107

Shares Voted: 3,284,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Arima, Koji	Mgmt	For	For	For
1.2	Elect Director Hayashi, Shinnosuke	Mgmt	For	For	For
1.3	Elect Director Matsui, Yasushi	Mgmt	For	For	For
1.4	Elect Director Yamazaki, Yasuhiko	Mgmt	For	For	For
1.5	Elect Director Toyoda, Akio	Mgmt	For	For	For
1.6	Elect Director Kushida, Shigeki	Mgmt	For	For	For
1.7	Elect Director Mitsuya, Yuko	Mgmt	For	For	For
1.8	Elect Director Joseph P. Schmelzeis, Jr	Mgmt	For	For	For
2	Appoint Alternate Statutory Auditor Kitagawa, Hiromi	Mgmt	For	For	For
3	Approve Restricted Stock Plan	Mgmt	For	For	For

PJT Partners Inc.

Meeting Date: 06/20/2024 **Country:** USA **Ticker:** PJT
Record Date: 04/22/2024 **Meeting Type:** Annual
Primary Security ID: 69343T107

Shares Voted: 127,250

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director James Costos	Mgmt	For	Withhold	Withhold

Blended Rationale: Vote AGAINST because the nominee is an incumbent member of the audit committee and non-audit fees are excessive. WITHHOLD votes are warranted for Governance Committee member James Costos given the board's failure to remove, or subject to a reasonable sunset requirement, the dual-class capital structure, the classified board, and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights.

PJT Partners Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Grace Reksten Skaugen	Mgmt	For	Withhold	Withhold
<i>Blended Rationale: Vote AGAINST because the nominee is an incumbent member of the audit committee and non-audit fees are excessive.</i>					
1c	Elect Director Kenneth C. Whitney	Mgmt	For	Withhold	Withhold
<i>Blended Rationale: Vote AGAINST because the nominee is an incumbent member of the audit committee and non-audit fees are excessive.</i>					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<i>Blended Rationale: Vote AGAINST compensation proposal due to the CEO not receiving any annual cash or equity incentives following a large front-loaded equity award in the prior year. However, annual cash incentives for non-CEO NEOs were discretionarily determined and FY23 performance year equity awards lack performance-vesting criteria. Additionally, most NEOs receive relatively large base salaries.</i>					
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Against	Against
<i>Blended Rationale: Vote AGAINST ratification of auditor or auditor-related proposal due to excessive non-audit fees.</i>					

Hitachi Ltd.

Meeting Date: 06/21/2024 **Country:** Japan **Ticker:** 6501
Record Date: 03/31/2024 **Meeting Type:** Annual
Primary Security ID: J20454112

Shares Voted: 894,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ihara, Katsumi	Mgmt	For	For	For
1.2	Elect Director Ravi Venkatesan	Mgmt	For	For	For
1.3	Elect Director Sugawara, Ikuro	Mgmt	For	For	For
1.4	Elect Director Isabelle Deschamps	Mgmt	For	For	For
1.5	Elect Director Joe Harlan	Mgmt	For	For	For
1.6	Elect Director Louise Pentland	Mgmt	For	For	For
1.7	Elect Director Yamamoto, Takatoshi	Mgmt	For	For	For
1.8	Elect Director Yoshihara, Hiroaki	Mgmt	For	For	For
1.9	Elect Director Helmuth Ludwig	Mgmt	For	For	For
1.10	Elect Director Kojima, Keiji	Mgmt	For	For	For
1.11	Elect Director Nishiyama, Mitsuaki	Mgmt	For	For	For
1.12	Elect Director Higashihara, Toshiaki	Mgmt	For	For	For

International Money Express, Inc.

Meeting Date: 06/21/2024

Country: USA

Ticker: IMXI

Record Date: 04/22/2024

Meeting Type: Annual

Primary Security ID: 46005L101

Shares Voted: 110,717

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert Lisy	Mgmt	For	For	For
1.2	Elect Director Adam Godfrey	Mgmt	For	For	For
1.3	Elect Director Michael Purcell	Mgmt	For	Withhold	Withhold
<p><i>Blended Rationale: WITHHOLD votes are warranted for Governance Committee member Michael Purcell given the board's failure to remove, or subject to a reasonable sunset requirement, the classified board which adversely impacts shareholder rights.</i></p>					
2	Ratify BDO USA, P.C. as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Brookfield Renewable Corporation

Meeting Date: 06/24/2024

Country: Canada

Ticker: BEPC

Record Date: 05/06/2024

Meeting Type: Annual

Primary Security ID: 11284V105

Shares Voted: 62,036

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jeffrey Blidner	Mgmt	For	Withhold	Withhold
<p><i>Blended Rationale: Vote AGAINST because the nominee is overboarded.</i></p>					
1.2	Elect Director Scott Cutler	Mgmt	For	For	For
1.3	Elect Director Sarah Deasley	Mgmt	For	For	For
1.4	Elect Director Nancy Dorn	Mgmt	For	For	For
1.5	Elect Director Eleazar de Carvalho Filho	Mgmt	For	For	For
1.6	Elect Director Randy MacEwen	Mgmt	For	For	For
1.7	Elect Director Lou Maroun	Mgmt	For	Withhold	Withhold
<p><i>Blended 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 Stephen Westwell	Mgmt	For	For	For
1.9	Elect Director Patricia Zuccotti	Mgmt	For	For	For
2	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For

Penta-Ocean Construction Co., Ltd.

Meeting Date: 06/25/2024

Country: Japan

Ticker: 1893

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J63653109

Shares Voted: 1,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 24	Mgmt	For	For	For
2	Amend Articles to Authorize Board to Pay Interim Dividends	Mgmt	For	For	For
3.1	Elect Director Shimizu, Takuzo	Mgmt	For	For	For
3.2	Elect Director Ueda, Kazuya	Mgmt	For	For	For
3.3	Elect Director Yamashita, Tomoyuki	Mgmt	For	For	For
3.4	Elect Director Noguchi, Tetsushi	Mgmt	For	For	For
3.5	Elect Director Watanabe, Hiroshi	Mgmt	For	For	For
3.6	Elect Director Hidaka, Osamu	Mgmt	For	For	For
3.7	Elect Director Takahashi, Hidenori	Mgmt	For	For	For
3.8	Elect Director Nakano, Hokuto	Mgmt	For	For	For
3.9	Elect Director Sekiguchi, Mina	Mgmt	For	For	For
3.10	Elect Director Hayashida, Hiroshi	Mgmt	For	For	For
4.1	Appoint Statutory Auditor Yonezawa, Nobuaki	Mgmt	For	For	For
4.2	Appoint Statutory Auditor Koga, Naoto	Mgmt	For	For	For

Sony Group Corp.

Meeting Date: 06/25/2024

Country: Japan

Ticker: 6758

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J76379106

Shares Voted: 532,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Yoshida, Kenichiro	Mgmt	For	For	For
1.2	Elect Director Totoki, Hiroki	Mgmt	For	For	For
1.3	Elect Director Hatanaka, Yoshihiko	Mgmt	For	Against	Against
<i>Blended 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>					
1.4	Elect Director Wendy Becker	Mgmt	For	For	For
1.5	Elect Director Akiyama, Sakie	Mgmt	For	For	For
1.6	Elect Director Kishigami, Keiko	Mgmt	For	For	For

Sony Group Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Joseph A. Kraft Jr	Mgmt	For	For	For
1.8	Elect Director Neil Hunt	Mgmt	For	For	For
1.9	Elect Director William Morrow	Mgmt	For	For	For
1.10	Elect Director Konomoto, Shingo	Mgmt	For	For	For

Nissui Corp.

Meeting Date: 06/26/2024 **Country:** Japan **Ticker:** 1332
Record Date: 03/31/2024 **Meeting Type:** Annual
Primary Security ID: J56042104

Shares Voted: 9,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Hamada, Shingo	Mgmt	For	For	For
1.2	Elect Director Yamamoto, Shinya	Mgmt	For	For	For
1.3	Elect Director Umeda, Koji	Mgmt	For	For	For
1.4	Elect Director Yamashita, Shinya	Mgmt	For	For	For
1.5	Elect Director Asai, Masahide	Mgmt	For	For	For
1.6	Elect Director Tanaka, Teru	Mgmt	For	For	For
1.7	Elect Director Matsuo, Tokio	Mgmt	For	For	For
1.8	Elect Director Eguchi, Atsumi	Mgmt	For	For	For
1.9	Elect Director Abe, Daisaku	Mgmt	For	For	For
1.10	Elect Director Tanaka, Keiko	Mgmt	For	For	For
2	Appoint Statutory Auditor Terahara, Makiko	Mgmt	For	For	For

Mitsubishi UFJ Financial Group, Inc.

Meeting Date: 06/27/2024 **Country:** Japan **Ticker:** 8306
Record Date: 03/31/2024 **Meeting Type:** Annual
Primary Security ID: J44497105

Shares Voted: 2,146,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 20.5	Mgmt	For	For	For
2.1	Elect Director Fujii, Mariko	Mgmt	For	For	For
2.2	Elect Director Honda, Keiko	Mgmt	For	For	For

Mitsubishi UFJ Financial Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.3	Elect Director Kato, Kaoru	Mgmt	For	For	For
2.4	Elect Director Kuwabara, Satoko	Mgmt	For	For	For
2.5	Elect Director Nomoto, Hirofumi	Mgmt	For	Against	Against
<i>Blended Rationale: A vote AGAINST this director nominee is warranted because:- The board after this meeting will not be majority independent and this outside director nominee lacks independence.</i>					
2.6	Elect Director Mari Elka Pangestu	Mgmt	For	For	For
2.7	Elect Director Shimizu, Hiroshi	Mgmt	For	Against	Against
<i>Blended Rationale: A vote AGAINST this director nominee is warranted because:- The board after this meeting will not be majority independent and this outside director nominee lacks independence.</i>					
2.8	Elect Director David Sneider	Mgmt	For	For	For
2.9	Elect Director Tsuji, Koichi	Mgmt	For	For	For
2.10	Elect Director Miyanaga, Kenichi	Mgmt	For	For	For
2.11	Elect Director Shinke, Ryoichi	Mgmt	For	For	For
2.12	Elect Director Mike, Kanetsugu	Mgmt	For	Against	Against
<i>Blended Rationale: A vote AGAINST this director nominee is warranted because:- Top management is responsible for the company's capital misallocation.</i>					
2.13	Elect Director Kamezawa, Hironori	Mgmt	For	Against	Against
<i>Blended Rationale: A vote AGAINST this director nominee is warranted because:- Top management is responsible for the company's capital misallocation.</i>					
2.14	Elect Director Nagashima, Iwao	Mgmt	For	For	For
2.15	Elect Director Hanzawa, Junichi	Mgmt	For	For	For
2.16	Elect Director Kobayashi, Makoto	Mgmt	For	For	For
3	Amend Articles to Add Provision on Director Competencies to Manage Climate-Related Business Risks and Opportunities	SH	Against	For	For
<i>Blended Rationale: A vote FOR this shareholder proposal is warranted because:- Disclosing information on how climate-related risks and opportunities are factored in the selection of outside directors and the board evaluation would be of value to MUFG shareholders given the climate risk and other environmental impacts of the company's current strategy.</i>					
4	Amend Articles to Add Provision on Assessment of Clients' Climate Change Transition Plans	SH	Against	For	For
<i>Blended Rationale: A vote FOR this shareholder proposal is recommended because:- Enhanced disclosure of strategies and reduction targets aimed to limit the company's exposure to fossil fuels would further bolster the company's current commitments to net zero activities. Adoption of the resolution would more strongly align the company's net zero goals and its policies and actions, and provide shareholders with a better understanding of the company's management and oversight of climate change-related risks, particularly with its climate transition plan.</i>					

Nintendo Co., Ltd.

Meeting Date: 06/27/2024

Country: Japan

Ticker: 7974

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J51699106

Nintendo Co., Ltd.

Shares Voted: 1,589,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 131	Mgmt	For	For	For
2.1	Elect Director Furukawa, Shuntaro	Mgmt	For	For	For
2.2	Elect Director Miyamoto, Shigeru	Mgmt	For	For	For
2.3	Elect Director Takahashi, Shinya	Mgmt	For	For	For
2.4	Elect Director Shibata, Satoru	Mgmt	For	For	For
2.5	Elect Director Shiota, Ko	Mgmt	For	For	For
2.6	Elect Director Beppu, Yusuke	Mgmt	For	For	For
2.7	Elect Director Chris Meledandri	Mgmt	For	For	For
2.8	Elect Director Miyoko Demay	Mgmt	For	For	For
3.1	Elect Director and Audit Committee Member Yoshimura, Takuya	Mgmt	For	For	For
3.2	Elect Director and Audit Committee Member Umeyama, Katsuhiro	Mgmt	For	For	For
3.3	Elect Director and Audit Committee Member Shinkawa, Asa	Mgmt	For	For	For
3.4	Elect Director and Audit Committee Member Osawa, Eiko	Mgmt	For	For	For
3.5	Elect Director and Audit Committee Member Akashi, Keiko	Mgmt	For	For	For
4	Approve Fixed Cash Compensation Ceiling and Performance-Based Cash Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For	For

Signet Jewelers Limited

Meeting Date: 06/28/2024

Country: Bermuda

Ticker: SIG

Record Date: 05/03/2024

Meeting Type: Annual

Primary Security ID: G81276100

Shares Voted: 48,744

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Helen McCluskey	Mgmt	For	For	For
1b	Elect Director Virginia "Gina" C. Drosos	Mgmt	For	For	For
1c	Elect Director Andre V. Branch	Mgmt	For	For	For
1d	Elect Director Sandra B. Cochran	Mgmt	For	For	For
1e	Elect Director R. Mark Graf	Mgmt	For	For	For
1f	Elect Director Zackery A. Hicks	Mgmt	For	For	For

Signet Jewelers Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Sharon L. McCollam	Mgmt	For	For	For
1h	Elect Director Nancy A. Reardon	Mgmt	For	For	For
1i	Elect Director Jonathan Seiffer	Mgmt	For	For	For
1j	Elect Director Brian Tilzer	Mgmt	For	For	For
1k	Elect Director Eugenia Ulasewicz	Mgmt	For	For	For
1l	Elect Director Donta L. Wilson	Mgmt	For	For	For
2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	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