

Vote Summary

AIR PRODUCTS AND CHEMICALS, INC.

Security	009158106	Meeting Type	Annual
Ticker Symbol	APD	Meeting Date	25-Jan-2024
ISIN	US0091581068	Agenda	935963175 - Management
Record Date	30-Nov-2023	Holding Recon Date	30-Nov-2023
City / Country	/ United States	Vote Deadline	24-Jan-2024 11:59 PM ET
SEDOL(s)		Quick Code	

Item	Proposal	Proposed by	Vote	Management Recommendation	For/Against Management
1a.	Election of Director: Tonit M. Calaway	Management	For	For	For
1b.	Election of Director: Charles Cogut	Management	For	For	For
1c.	Election of Director: Lisa A. Davis	Management	For	For	For
1d.	Election of Director: Seifollah Ghasemi	Management	For	For	For
1e.	Election of Director: Jessica Trocchi Graziano	Management	For	For	For
1f.	Election of Director: David H.Y. Ho	Management	For	For	For
1g.	Election of Director: Edward L. Monser	Management	For	For	For
1h.	Election of Director: Matthew H. Paull	Management	For	For	For
1i.	Election of Director: Wayne T. Smith	Management	For	For	For
2.	Advisory vote approving the compensation of the Company's executive officers.	Management	For	For	For
3.	Ratify the appointment of Deloitte & Touche LLP as the Company's independent registered public accounting firm for the fiscal year ending September 30, 2024.	Management	For	For	For

Vote Summary

WALGREENS BOOTS ALLIANCE, INC.

Security	931427108	Meeting Type	Annual
Ticker Symbol	WBA	Meeting Date	25-Jan-2024
ISIN	US9314271084	Agenda	935964569 - Management
Record Date	27-Nov-2023	Holding Recon Date	27-Nov-2023
City / Country	/ United States	Vote Deadline	24-Jan-2024 11:59 PM ET
SEDOL(s)		Quick Code	

Item	Proposal	Proposed by	Vote	Management Recommendation	For/Against Management
1a.	Election of Director: Janice M. Babiak	Management	For	For	For
1b.	Election of Director: Inderpal S. Bhandari	Management	For	For	For
1c.	Election of Director: Ginger L. Graham	Management	For	For	For
1d.	Election of Director: Bryan C. Hanson	Management	For	For	For
1e.	Election of Director: Robert L. Huffines	Management	For	For	For
1f.	Election of Director: Valerie B. Jarrett	Management	For	For	For
1g.	Election of Director: John A. Lederer	Management	For	For	For
1h.	Election of Director: Stefano Pessina	Management	For	For	For
1i.	Election of Director: Thomas E. Polen	Management	For	For	For
1j.	Election of Director: Nancy M. Schlichting	Management	For	For	For
1k.	Election of Director: Timothy C. Wentworth	Management	For	For	For
2.	Ratification of the appointment of Deloitte & Touche LLP as the independent registered public accounting firm for fiscal year 2024.	Management	For	For	For
3.	Advisory vote to approve named executive officer compensation.	Management	For	For	For
4.	Advisory vote on the frequency of future advisory votes on named executive officer compensation.	Management	1 Year	1 Year	For
5.	Stockholder proposal requesting a report on cigarette waste.	Shareholder	Against	Against	For
6.	Stockholder proposal requesting an independent board chairman.	Shareholder	Against	Against	For
7.	Stockholder proposal requesting a living wage policy.	Shareholder	Against	Against	For
8.	Stockholder proposal requesting an EEO policy risk report.	Shareholder	Against	Against	For
9.	Stockholder proposal requesting a report on the risks of reproductive healthcare legislation.	Shareholder	Against	Against	For

Vote Summary

APPLE INC.					
Security	037833100		Meeting Type	Annual	
Ticker Symbol	AAPL		Meeting Date	28-Feb-2024	
ISIN	US0378331005		Agenda	935972693 - Management	
Record Date	02-Jan-2024		Holding Recon Date	02-Jan-2024	
City / Country	/ United States		Vote Deadline	27-Feb-2024 11:59 PM ET	
SEDOL(s)			Quick Code		

Item	Proposal	Proposed by	Vote	Management Recommendation	For/Against Management
1a.	Election of Director: Wanda Austin	Management	For	For	For
1b.	Election of Director: Tim Cook	Management	For	For	For
1c.	Election of Director: Alex Gorsky	Management	For	For	For
1d.	Election of Director: Andrea Jung	Management	For	For	For
1e.	Election of Director: Art Levinson	Management	For	For	For
1f.	Election of Director: Monica Lozano	Management	For	For	For
1g.	Election of Director: Ron Sugar	Management	For	For	For
1h.	Election of Director: Sue Wagner	Management	For	For	For
2.	Ratification of the appointment of Ernst & Young LLP as Apple's independent registered public accounting firm for fiscal 2024.	Management	For	For	For
3.	Advisory vote to approve executive compensation.	Management	For	For	For
4.	A shareholder proposal entitled "EEO Policy Risk Report" .	Shareholder	Against	Against	For
5.	A shareholder proposal entitled "Report on Ensuring Respect for Civil Liberties" .	Shareholder	Against	Against	For
6.	A shareholder proposal entitled "Racial and Gender Pay Gaps" .	Shareholder	Against	Against	For
7.	A shareholder proposal requesting a report on the use of AI .	Shareholder	Against	Against	For
8.	A shareholder proposal entitled "Congruency Report on Privacy and Human Rights" .	Shareholder	Against	Against	For

Vote Summary

QUALCOMM INCORPORATED

Security	747525103	Meeting Type	Annual
Ticker Symbol	QCOM	Meeting Date	05-Mar-2024
ISIN	US7475251036	Agenda	935972465 - Management
Record Date	08-Jan-2024	Holding Recon Date	08-Jan-2024
City / Country	/ United States	Vote Deadline	04-Mar-2024 11:59 PM ET
SEDOL(s)		Quick Code	

Item	Proposal	Proposed by	Vote	Management Recommendation	For/Against Management
1a.	Election of Director: Sylvia Acevedo	Management	For	For	For
1b.	Election of Director: Cristiano R. Amon	Management	For	For	For
1c.	Election of Director: Mark Fields	Management	For	For	For
1d.	Election of Director: Jeffrey W. Henderson	Management	For	For	For
1e.	Election of Director: Gregory N. Johnson	Management	For	For	For
1f.	Election of Director: Ann M. Livermore	Management	For	For	For
1g.	Election of Director: Mark D. McLaughlin	Management	For	For	For
1h.	Election of Director: Jamie S. Miller	Management	For	For	For
1i.	Election of Director: Irene B. Rosenfeld	Management	For	For	For
1j.	Election of Director: Kornelis (Neil) Smit	Management	For	For	For
1k.	Election of Director: Jean-Pascal Tricoire	Management	For	For	For
1l.	Election of Director: Anthony J. Vinciguerra	Management	For	For	For
2.	Ratification of the selection of PricewaterhouseCoopers LLP as our independent public accountants for our fiscal year ending September 29, 2024.	Management	For	For	For
3.	Approval, on an advisory basis, of the compensation of our named executive officers.	Management	For	For	For
4.	Approval of the Amended and Restated QUALCOMM Incorporated 2023 Long-Term Incentive Plan, including an increase in the share reserve by 15,000,000 shares.	Management	For	For	For
5.	Approval of an amendment to our Certificate of Incorporation to reflect new Delaware law provisions regarding exculpation of officers.	Management	For	For	For
6.	Approval of an amendment to our Bylaws to require claims under the Securities Act to be brought in federal court.	Management	For	For	For

Vote Summary

ANALOG DEVICES, INC.

Security	032654105	Meeting Type	Annual
Ticker Symbol	ADI	Meeting Date	13-Mar-2024
ISIN	US0326541051	Agenda	935973291 - Management
Record Date	09-Jan-2024	Holding Recon Date	09-Jan-2024
City / Country	/ United States	Vote Deadline	12-Mar-2024 11:59 PM ET
SEDOL(s)		Quick Code	

Item	Proposal	Proposed by	Vote	Management Recommendation	For/Against Management
1a.	Election of Director: Vincent Roche	Management	For	For	For
1b.	Election of Director: Stephen M. Jennings	Management	For	For	For
1c.	Election of Director: André Andonian	Management	For	For	For
1d.	Election of Director: James A. Champy	Management	For	For	For
1e.	Election of Director: Edward H. Frank	Management	For	For	For
1f.	Election of Director: Laurie H. Glimcher	Management	For	For	For
1g.	Election of Director: Karen M. Golz	Management	For	For	For
1h.	Election of Director: Peter B. Henry	Management	For	For	For
1i.	Election of Director: Mercedes Johnson	Management	For	For	For
1j.	Election of Director: Ray Stata	Management	For	For	For
1k.	Election of Director: Susie Wee	Management	For	For	For
2.	Advisory vote to approve the compensation of our named executive officers.	Management	For	For	For
3.	Ratification of the selection of Ernst & Young LLP as our independent registered public accounting firm for fiscal year 2024.	Management	For	For	For
4.	Shareholder proposal regarding simple majority voting, if properly presented at the Annual Meeting.	Shareholder	For	Against	Against

Vote Summary

TE CONNECTIVITY LTD

Security	H84989104	Meeting Type	Annual
Ticker Symbol	TEL	Meeting Date	13-Mar-2024
ISIN	CH0102993182	Agenda	935974851 - Management
Record Date	04-Jan-2024	Holding Recon Date	04-Jan-2024
City / Country	/ Switzerland	Vote Deadline	11-Mar-2024 11:59 PM ET
SEDOL(s)		Quick Code	

Item	Proposal	Proposed by	Vote	Management Recommendation	For/Against Management
1a.	Election of Director: Jean-Pierre Clamadieu	Management	For	For	For
1b.	Election of Director: Terrence R. Curtin	Management	For	For	For
1c.	Election of Director: Carol A. ("John") Davidson	Management	For	For	For
1d.	Election of Director: Lynn A. Dugle	Management	For	For	For
1e.	Election of Director: William A. Jeffrey	Management	For	For	For
1f.	Election of Director: Syaru Shirley Lin	Management	For	For	For
1g.	Election of Director: Heath A. Mitts	Management	For	For	For
1h.	Election of Director: Abhijit Y. Talwalkar	Management	For	For	For
1i.	Election of Director: Mark C. Trudeau	Management	For	For	For
1j.	Election of Director: Dawn C. Willoughby	Management	For	For	For
1k.	Election of Director: Laura H. Wright	Management	For	For	For
2.	To elect Carol A. ("John") Davidson as the Chairman of the Board of Directors.	Management	For	For	For
3a.	Election of the individual member of the Management Development and Compensation Committee: Abhijit Y. Talwalkar	Management	For	For	For
3b.	Election of the individual member of the Management Development and Compensation Committee: Mark C. Trudeau	Management	For	For	For
3c.	Election of the individual member of the Management Development and Compensation Committee: Dawn C. Willoughby	Management	For	For	For
4.	To elect Proxy Voting Services GmbH, in Zurich, as the independent proxy at TE Connectivity's 2025 Annual General Meeting of shareholders and also at any shareholder meeting that may be held prior to the 2025 Annual General Meeting.	Management	For	For	For

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5.1	To approve the 2023 Annual Report of TE Connectivity Ltd (excluding the statutory financial statements for the fiscal year ended September 29, 2023, the consolidated financial statements for the fiscal year ended September 29, 2023 and the Swiss Statutory Compensation Report for the fiscal year ended September 29, 2023).	Management	For	For	For
5.2	To approve the statutory financial statements of TE Connectivity Ltd. for the fiscal year ended September 29, 2023.	Management	For	For	For
5.3	To approve the consolidated financial statements of TE Connectivity Ltd. for the fiscal year ended September 29, 2023.	Management	For	For	For
6.	To release the members of the Board of Directors and executive officers of TE Connectivity for activities during the fiscal year ended September 29, 2023.	Management	For	For	For
7.1	To elect Deloitte & Touche LLP as TE Connectivity's independent registered public accounting firm for fiscal year 2024.	Management	For	For	For
7.2	To elect Deloitte AG, Zurich, Switzerland, as TE Connectivity's Swiss registered auditor until the next Annual General Meeting of TE Connectivity.	Management	For	For	For
7.3	To elect PricewaterhouseCoopers AG, Zurich, Switzerland, as our special auditor until our next Annual General Meeting.	Management	For	For	For
8.	An advisory vote to approve named executive officer compensation.	Management	For	For	For
9.	An advisory vote to approve the Swiss Statutory Compensation Report for the fiscal year ended September 29, 2023.	Management	For	For	For
10.	A binding vote to approve fiscal year 2025 maximum aggregate compensation amount for executive management.	Management	For	For	For
11.	A binding vote to approve fiscal year 2025 maximum aggregate compensation amount for the Board of Directors.	Management	For	For	For
12.	To approve the carryforward of unappropriated accumulated earnings at September 29, 2023.	Management	For	For	For
13.	To approve a dividend payment to shareholders equal to \$2.60 per issued share to be paid in four equal quarterly installments of \$0.65 starting with the third fiscal quarter of 2024 and ending in the second fiscal quarter of 2025 pursuant to the terms of the dividend resolution.	Management	For	For	For
14.	To approve a renewal of the Capital Band and related amendments to the articles of association of TE Connectivity.	Management	For	For	For

Vote Summary

15.	To approve a reduction of share capital for shares acquired under TE Connectivity's share repurchase program and related amendments to the articles of association of TE Connectivity.	Management	For	For	For
16A	To approve amendments to TE Connectivity's articles of association relating to the general meeting and shareholders matters.	Management	For	For	For
16B	To approve amendments to TE Connectivity's articles of association relating to hybrid and virtual general meetings of shareholders.	Management	For	For	For
16C	To approve amendments to TE Connectivity's articles of association relating to the Board of Directors, compensation and mandates.	Management	For	For	For
17.	To approve an authorization relating to TE Connectivity's Share Repurchase Program.	Management	For	For	For
18.	To approve the TE Connectivity Ltd. 2024 Stock and Incentive Plan.	Management	For	For	For

Vote Summary

TE CONNECTIVITY LTD

Security	H84989104	Meeting Type	Annual
Ticker Symbol	TEL	Meeting Date	13-Mar-2024
ISIN	CH0102993182	Agenda	935985866 - Management
Record Date	22-Feb-2024	Holding Recon Date	22-Feb-2024
City / Country	/ Switzerland	Vote Deadline	11-Mar-2024 11:59 PM ET
SEDOL(s)		Quick Code	

Item	Proposal	Proposed by	Vote	Management Recommendation	For/Against Management
1a.	Election of Director: Jean-Pierre Clamadiou	Management	For	For	For
1b.	Election of Director: Terrence R. Curtin	Management	For	For	For
1c.	Election of Director: Carol A. ("John") Davidson	Management	For	For	For
1d.	Election of Director: Lynn A. Dugle	Management	For	For	For
1e.	Election of Director: William A. Jeffrey	Management	For	For	For
1f.	Election of Director: Syaru Shirley Lin	Management	For	For	For
1g.	Election of Director: Heath A. Mitts	Management	For	For	For
1h.	Election of Director: Abhijit Y. Talwalkar	Management	For	For	For
1i.	Election of Director: Mark C. Trudeau	Management	For	For	For
1j.	Election of Director: Dawn C. Willoughby	Management	For	For	For
1k.	Election of Director: Laura H. Wright	Management	For	For	For
2.	To elect Carol A. ("John") Davidson as the Chairman of the Board of Directors.	Management	For	For	For
3a.	Election of the individual member of the Management Development and Compensation Committee: Abhijit Y. Talwalkar	Management	For	For	For
3b.	Election of the individual member of the Management Development and Compensation Committee: Mark C. Trudeau	Management	For	For	For
3c.	Election of the individual member of the Management Development and Compensation Committee: Dawn C. Willoughby	Management	For	For	For
4.	To elect Proxy Voting Services GmbH, in Zurich, as the independent proxy at TE Connectivity's 2025 Annual General Meeting of shareholders and also at any shareholder meeting that may be held prior to the 2025 Annual General Meeting.	Management	For	For	For

Vote Summary

5.1	To approve the 2023 Annual Report of TE Connectivity Ltd (excluding the statutory financial statements for the fiscal year ended September 29, 2023, the consolidated financial statements for the fiscal year ended September 29, 2023 and the Swiss Statutory Compensation Report for the fiscal year ended September 29, 2023).	Management	For	For	For
5.2	To approve the statutory financial statements of TE Connectivity Ltd. for the fiscal year ended September 29, 2023.	Management	For	For	For
5.3	To approve the consolidated financial statements of TE Connectivity Ltd. for the fiscal year ended September 29, 2023.	Management	For	For	For
6.	To release the members of the Board of Directors and executive officers of TE Connectivity for activities during the fiscal year ended September 29, 2023.	Management	For	For	For
7.1	To elect Deloitte & Touche LLP as TE Connectivity's independent registered public accounting firm for fiscal year 2024.	Management	For	For	For
7.2	To elect Deloitte AG, Zurich, Switzerland, as TE Connectivity's Swiss registered auditor until the next Annual General Meeting of TE Connectivity.	Management	For	For	For
7.3	To elect PricewaterhouseCoopers AG, Zurich, Switzerland, as our special auditor until our next Annual General Meeting.	Management	For	For	For
8.	An advisory vote to approve named executive officer compensation.	Management	For	For	For
9.	An advisory vote to approve the Swiss Statutory Compensation Report for the fiscal year ended September 29, 2023.	Management	For	For	For
10.	A binding vote to approve fiscal year 2025 maximum aggregate compensation amount for executive management.	Management	For	For	For
11.	A binding vote to approve fiscal year 2025 maximum aggregate compensation amount for the Board of Directors.	Management	For	For	For
12.	To approve the carryforward of unappropriated accumulated earnings at September 29, 2023.	Management	For	For	For
13.	To approve a dividend payment to shareholders equal to \$2.60 per issued share to be paid in four equal quarterly installments of \$0.65 starting with the third fiscal quarter of 2024 and ending in the second fiscal quarter of 2025 pursuant to the terms of the dividend resolution.	Management	For	For	For
14.	To approve a renewal of the Capital Band and related amendments to the articles of association of TE Connectivity.	Management	For	For	For

Vote Summary

15.	To approve a reduction of share capital for shares acquired under TE Connectivity's share repurchase program and related amendments to the articles of association of TE Connectivity.	Management	For	For	For
16A	To approve amendments to TE Connectivity's articles of association relating to the general meeting and shareholders matters.	Management	For	For	For
16B	To approve amendments to TE Connectivity's articles of association relating to hybrid and virtual general meetings of shareholders.	Management	For	For	For
16C	To approve amendments to TE Connectivity's articles of association relating to the Board of Directors, compensation and mandates.	Management	For	For	For
17.	To approve an authorization relating to TE Connectivity's Share Repurchase Program.	Management	For	For	For
18.	To approve the TE Connectivity Ltd. 2024 Stock and Incentive Plan.	Management	For	For	For



REPORTING PERIOD: 01/01/2024 to 03/31/2024

Pioneer Natural Resources Company

Meeting Date: 02/07/2024**Country:** USA**Ticker:** PXD**Record Date:** 01/05/2024**Meeting Type:** Special**Primary Security ID:** 723787107**Shares Voted:** 1,875

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

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

Vote Summary

ACCENTURE PLC								
Security	G1151C101		Meeting Type	Annual				
Ticker Symbol	ACN		Meeting Date	31-Jan-2024				
ISIN	IE00B4BNMY34		Agenda	935965991 - Management				
Record Date	04-Dec-2023		Holding Recon Date	04-Dec-2023				
City / Country	/ United States		Vote Deadline	30-Jan-2024 11:59 PM ET				
SEDOL(s)			Quick Code					
Item	Proposal	Proposed by	Vote	For/Against Management	For/Against Preferred Provider Recommendation			
1a.	Appointment of Director: Jaime Ardila	Management	For	For	For			
	Enhanced Proposal Category: Elect Director							
1b.	Appointment of Director: Martin Brudermüller	Management	For	For	For			
	Enhanced Proposal Category: Elect Director							
1c.	Appointment of Director: Alan Jope	Management	For	For	For			
	Enhanced Proposal Category: Elect Director							
1d.	Appointment of Director: Nancy McKinstry	Management	For	For	For			
	Enhanced Proposal Category: Elect Director							
1e.	Appointment of Director: Beth E. Mooney	Management	For	For	For			
	Enhanced Proposal Category: Elect Director							
1f.	Appointment of Director: Gilles C. Pélisson	Management	For	For	For			
	Enhanced Proposal Category: Elect Director							
1g.	Appointment of Director: Paula A. Price	Management	For	For	For			
	Enhanced Proposal Category: Elect Director							
1h.	Appointment of Director: Venkata (Murthy) Renduchintala	Management	For	For	For			
	Enhanced Proposal Category: Elect Director							
1i.	Appointment of Director: Arun Sarin	Management	For	For	For			
	Enhanced Proposal Category: Elect Director							
1j.	Appointment of Director: Julie Sweet	Management	For	For	For			
	Enhanced Proposal Category: Elect Director							
1k.	Appointment of Director: Tracey T. Travis	Management	For	For	For			
	Enhanced Proposal Category: Elect Director							
2.	To approve, in a non-binding vote, the compensation of our named executive officers.	Management	For	For	For			
	Enhanced Proposal Category: Approve Remuneration Report							
3.	To approve the Amended and Restated Accenture plc 2010 Share Incentive Plan to increase the number of shares available for issuance thereunder.	Management	For	For	For			
	Enhanced Proposal Category: Amend Omnibus Stock Plan							
4.	To approve the Amended and Restated Accenture plc 2010 Employee Share Purchase Plan to increase the number of shares available for issuance and make other amendments.	Management	For	For	For			
	Enhanced Proposal Category: Amend Non-Qualified Employee Stock Purchase Plan							
5.	To ratify, in a non-binding vote, the appointment of KPMG LLP ("KPMG") as independent auditor of Accenture and to authorize, in a binding vote, the Audit Committee of the Board of Directors to determine KPMG's remuneration.	Management	For	For	For			
	Enhanced Proposal Category: Approve Auditors and their Remuneration							
6.	To grant the Board of Directors the authority to issue shares under Irish law.	Management	For	For	For			
	Enhanced Proposal Category: Approve Issuance of Equity with or without Preemptive Rights							
7.	To grant the Board of Directors the authority to opt-out of pre-emption rights under Irish law.	Management	For	For	For			
	Enhanced Proposal Category: Approve Issuance of Equity without Preemptive Rights							
8.	To determine the price range at which Accenture can re-allot shares that it acquires as treasury shares under Irish law.	Management	For	For	For			
	Enhanced Proposal Category: Authorize Reissuance of Repurchased Shares							
Account Number	Account Name	Internal Account	Custodian	Ballot Shares	Unavailable Shares	Vote Date	Date Confirmed	
			BNY MELLON	4,150	0	10-Jan-2024	10-Jan-2024	
		For	18	100.0%	18	100.0%	18	100.0%
		Against	0	0.0%	0	0.0%	0	0.0%
		Abstain	0	0.0%	0	0.0%	0	0.0%
		Withhold	0	0.0%	0	0.0%	0	0.0%
		1 Year	0	0.0%	0	0.0%	0	0.0%
		2 Years	0	0.0%	0	0.0%	0	0.0%
		3 Years	0	0.0%	0	0.0%	0	0.0%
		Total	18	100.0%	18	100.0%	18	100.0%

Vote Summary

No Data To Display

Vote Summary

NOVARTIS AG					
Security	66987V109	Meeting Type	Annual		
Ticker Symbol	NVS	Meeting Date	05-Mar-2024		
ISIN	US66987V1098	Agenda	935979318 - Management		
Record Date	22-Jan-2024	Holding Recon Date	22-Jan-2024		
City / Country	/ United States	Vote Deadline	23-Feb-2024 11:59 PM ET		
SEDOL(s)		Quick Code			
Item	Proposal	Proposed by	Vote	For/Against Management	For/Against Preferred Provider Recommendation
1a.	Approval of the operating and financial review of Novartis AG, the financial statements of Novartis AG and the Group consolidated financial statements for the 2023 financial year. Enhanced Proposal Category: Accept Financial Statements and Statutory Reports	Management	For	For	For
1b.	Advisory vote on the non-financial report for the 2023 financial year. Enhanced Proposal Category: Accept/Approve Corporate Social Responsibility Report	Management	For	For	For
2.	Discharge from liability of the members of the Board of Directors and the Executive Committee. Enhanced Proposal Category: Approve Discharge of Board and President	Management	For	For	For
3.	Appropriation of available earnings of Novartis AG as per balance sheet and declaration of dividend for 2023. Enhanced Proposal Category: Approve Allocation of Income and Dividends	Management	For	For	For
4.	Reduction of share capital. Enhanced Proposal Category: Approve Reduction in Share Capital	Management	For	For	For
5a.	Binding vote on the maximum aggregate amount of compensation for the Board of Directors from the 2024 Annual General Meeting to the 2025 Annual General Meeting. Enhanced Proposal Category: Approve Remuneration of Directors and/or Committee Members	Management	For	For	For
5b.	Binding vote on the maximum aggregate amount of compensation for the Executive Committee for the 2025 financial year. Enhanced Proposal Category: Approve Remuneration of Directors	Management	For	For	For
5c.	Advisory vote on the 2023 Compensation Report. Enhanced Proposal Category: Approve Remuneration Report	Management	For	For	For
6a.	Re-election of Joerg Reinhardt as member and Board Chair Enhanced Proposal Category: Elect Director	Management	For	For	For
6b.	Re-election of Nancy C. Andrews Enhanced Proposal Category: Elect Director	Management	For	For	For
6c.	Re-election of Ton Buechner Enhanced Proposal Category: Elect Director	Management	For	For	For
6d.	Re-election of Patrice Bula Enhanced Proposal Category: Elect Director	Management	For	For	For
6e.	Re-election of Elizabeth Doherty Enhanced Proposal Category: Elect Director	Management	For	For	For
6f.	Re-election of Bridgette Heller Enhanced Proposal Category: Elect Director	Management	For	For	For
6g.	Re-election of Daniel Hochstrasser Enhanced Proposal Category: Elect Director	Management	For	For	For
6h.	Re-election of Frans van Houten Enhanced Proposal Category: Elect Director	Management	For	For	For
6i.	Re-election of Simon Moroney Enhanced Proposal Category: Elect Director	Management	For	For	For
6j.	Re-election of Ana de Pro Gonzalo Enhanced Proposal Category: Elect Director	Management	For	For	For
6k.	Re-election of Charles L. Sawyers Enhanced Proposal Category: Elect Director	Management	For	For	For
6l.	Re-election of William T. Winters Enhanced Proposal Category: Elect Director	Management	For	For	For
6m.	Election of John D. Young Enhanced Proposal Category: Elect Director	Management	For	For	For
7a.	Re-election to the Compensation Committee: Patrice Bula Enhanced Proposal Category: Elect Members of Remuneration Committee	Management	For	For	For
7b.	Re-election to the Compensation Committee: Bridgette Heller Enhanced Proposal Category: Elect Members of Remuneration Committee	Management	For	For	For
7c.	Re-election to the Compensation Committee: Simon Moroney Enhanced Proposal Category: Elect Members of Remuneration Committee	Management	For	For	For
7d.	Re-election to the Compensation Committee: William T. Winters Enhanced Proposal Category: Elect Members of Remuneration Committee	Management	For	For	For
8.	Re-election of the auditor. Enhanced Proposal Category: Ratify Auditors	Management	For	For	For
9.	Re-election of the Independent Proxy Enhanced Proposal Category: Designate X as Independent Proxy	Management	For	For	For

10. General instructions in case of alternative motions under the agenda items published in the Notice of Annual General Meeting, and/or of motions relating to additional agenda items according to Article 704b of the Swiss Code of Obligations.
 Enhanced Proposal Category: Other Business
 Comments: Granting unfettered discretion is unwise

Management Against Against For

Account Number	Account Name	Internal Account	Custodian	Ballot Shares	Unavailable Shares	Vote Date	Date Confirmed
			BNY MELLON	20,300	0	13-Feb-2024	13-Feb-2024

For	27	96.4%	27	96.4%	28	100.0%
Against	1	3.6%	1	3.6%	0	0.0%
Abstain	0	0.0%	0	0.0%	0	0.0%
Withhold	0	0.0%	0	0.0%	0	0.0%
1 Year	0	0.0%	0	0.0%	0	0.0%
2 Years	0	0.0%	0	0.0%	0	0.0%
3 Years	0	0.0%	0	0.0%	0	0.0%
Total	28	100.0%	28	100.0%	28	100.0%

Beazer Homes USA Inc.

Voted **Ballot Status** Counted **Decision Status** Approved

Vote Deadline Date 02/07/2024 **Share Blocking** No
Country Of Trade US
Ballot Sec ID CUSIP9-07556Q881

Annual Meeting Agenda (02/08/2024)

	Mgmt Rec	Policy	Vote Cast
1 Elect Lloyd E. Johnson	For	For	For
2 Elect Allan P. Merrill	For	For	For
3 Elect Peter M. Orser	For	For	For
4 Elect Norma A. Provencio	For	For	For
5 Elect June Sauvaget	For	For	For
6 Elect Danny R. Shepherd	For	For	For
7 Elect Alyssa P. Steele	For	For	For
8 Elect C. Christian Winkle	For	For	For
9 Ratification of Auditor	For	For	For
10 Advisory Vote on Executive Compensation	For	For	For
11 Amendment to the 2014 Long-Term Incentive Plan	For	For	For

Callon Petroleum Co.

Voted **Ballot Status** Counted **Decision Status** Approved

Vote Deadline Date 03/26/2024 **Share Blocking** No
Country Of Trade US
Ballot Sec ID CUSIP9-13123X508

Special Meeting Agenda (03/27/2024)

	Mgmt Rec	Policy	Vote Cast
1 Merger with APA Corporation	For	For	For
2 Advisory Vote on Golden Parachutes	For	For	For
3 Right to Adjourn Meeting	For	For	For

Embecta Corp

Voted **Ballot Status** Counted **Decision Status** Approved

Vote Deadline Date 02/06/2024 **Share Blocking** No
Country Of Trade US
Ballot Sec ID CUSIP9-29082K105

Annual Meeting Agenda (02/07/2024)

	Mgmt Rec	Policy	Vote Cast
1 Elect Milton M. Morris	For	For	For
2 Elect Claire Pomeroy	For	For	For

3	Elect Karen N. Prange	For	For	For
4	Ratification of Auditor	For	For	For
5	Advisory Vote on Executive Compensation	For	For	For
6	Amendment to the 2022 Employee and Director Equity-Based Compensation Plan	For	For	For

Forestar Group Inc

Voted **Ballot Status** Counted **Decision Status** Approved

Vote Deadline Date 01/12/2024 **Share Blocking** No
Country Of Trade US
Ballot Sec ID CUSIP9-346232101

Annual Meeting Agenda (01/16/2024)

		Mgmt Rec	Policy	Vote Cast
1	Elect Samuel R. Fuller	For	For	For
2	Elect Lisa H. Jamieson	For	For	For
3	Elect Elizabeth Parmer	For	For	For
4	Elect G.F. Rick Ringler, III	For	Against	Against
Vote Note: Retirement policy waiver concern				
5	Elect Donald J. Tomnitz	For	For	For
6	Advisory Vote on Executive Compensation	For	For	For
7	Ratification of Auditor	For	For	For

Hovnanian Enterprises, Inc.

Voted **Ballot Status** Counted **Decision Status** Approved

Vote Deadline Date 03/20/2024 **Share Blocking** No
Country Of Trade US
Ballot Sec ID CUSIP9-442487401

Annual Meeting Agenda (03/21/2024)

		Mgmt Rec	Policy	Vote Cast
1	Elect Ara K. Hovnanian	For	For	For
2	Elect Robert B. Coutts	For	For	For
3	Elect Miriam Hernandez-Kakol	For	For	For
4	Elect Edward A. Kangas	For	For	For
5	Elect Joseph A. Marengi	For	For	For
6	Elect Vincent Pagano, Jr.	For	Against	Against
Vote Note: Insufficient board gender diversity; Multi-class share structure with unequal voting rights				
7	Elect Robin S. Sellers	For	For	For
8	Elect J. Larry Sorsby	For	For	For
9	Ratification of Auditor	For	For	For
10	Amendment to the 2020 Stock Incentive Plan	For	For	For
11	Advisory Vote on Executive Compensation	For	Against	Against
Vote Note: Concerning pay practices				
12	Amendment to Shareholder Rights Plan	For	For	For

Ingles Markets, Inc.

Voted **Ballot Status** Counted **Decision Status** Approved

Vote Deadline Date 02/12/2024 **Share Blocking** No
Country Of Trade US
Ballot Sec ID CUSIP9-457030104

Annual Meeting Agenda (02/13/2024)

Mgmt Rec **Policy** **Vote Cast**

- 1 Election of Directors
 - 1.1 Elect Ernest E. Ferguson

Vote Note:Ongoing compensation concerns; Board refreshment concerns; Director received excessive against/withhold votes; Multi-class share structure with unequal voting rights; Shareholder proponent not disclosed

For Withhold Withhold

- 1.2 Elect John R. Lowden


Vote Note:Less than 75% Attendance

For Withhold Withhold


- 2 Advisory Vote on Executive Compensation

Vote Note:Poor overall design; Insufficient response to shareholder dissent

For Against Against

-  3 Shareholder Proposal Regarding Cage-Free Eggs

Against Against Against

-  4 Shareholder Proposal Regarding Risk Disclosure Related to Customer Expectations on Environmental and Social Policy Matters

Against Against Against

Johnson Outdoors Inc

Voted **Ballot Status** Counted **Decision Status** Approved

Vote Deadline Date 02/27/2024 **Share Blocking** No
Country Of Trade US
Ballot Sec ID CUSIP9-479167108

Annual Meeting Agenda (02/28/2024)

Mgmt Rec **Policy** **Vote Cast**

- 1 Election of Directors
 - 1.1 Elect Paul G. Alexander
 - 1.2 Elect John M. Fahey, Jr.

Vote Note:Multi-class share structure with unequal voting rights

For For For
 For Withhold Withhold

- 1.3 Elect Jeffrey M. Stutz

For For For

- 2 Ratification of Auditor

For For For

- 3 Advisory Vote on Executive Compensation

For For For

Proxy Voting Report

Jan 1, 2024 to Mar 31, 2024

Vote Against Management (VAM) Summary

Number of Meetings	Number of Proposals
8	51
Number of Countries (Country of Origin)	Number of Countries (Country of Trade)
1	1
Number of Meetings With VAM	% of All Meetings Voted
4	50.0%
Number of Proposals With VAM	% of All Proposals Voted
7	13.7%
Number of Meetings With Votes For Mgmt	% of All Meetings Voted
8	100.0%
Number of Proposals With Votes For Mgmt	% of All Proposals Voted
44	86.3%
Number of Abstain Votes	% of All Proposals Voted
0	NA
Number of No Votes Cast	% of All Proposals Voted
0	NA

Votes Against Policy (VAP) Summary

Number of Meetings	Number of Proposals
8	51
Number of Countries (Country of Origin)	Number of Countries (Country of Trade)
1	1
Number of Meetings With VAP	% of All Meetings Voted
0	NA
Number of Proposals With VAP	% of All Proposals Voted
0	NA
Number of Meetings With Votes For Policy	% of All Meetings Voted
8	100.0%
Number of Proposals With Votes For Policy	% of All Proposals Voted
51	100.0%
Number of Abstain Votes	% of All Proposals Voted
0	NA
Number of No Votes Cast	% of All Proposals Voted

	0	NA
Number of Proposals with Votes with GL		% of All Proposals Voted
	51	100.0%

Proposal Summary

Number of Meetings:	8
Number of Mgmt Proposals:	49
Number of Shareholder Proposals:	2

Mgmt Proposals Voted FOR	% of All Mgmt Proposals
42	85.7%
Mgmt Proposals Voted Against/Withhold	% of All Mgmt Proposals
7	14.3%
Mgmt Proposals Voted Abstain	% of All Mgmt Proposals
0	NA
Mgmt Proposals With No Votes Cast	% of All Mgmt Proposals
0	NA
Mgmt Proposals Voted 1 Year	% of All Mgmt Proposals
0	NA
Mgmt Proposals Voted 2 Years	% of All Mgmt Proposals
0	NA
Mgmt Proposals Voted 3 Years	% of All Mgmt Proposals
0	NA

ShrHldr Proposal Voted FOR	% of All ShrHldr Proposals
0	NA
ShrHldr Proposals Voted Against/Withhold	% of All ShrHldr Proposals
2	100.0%
ShrHldr Proposals Voted Abstain	% of All ShrHldr Proposals
0	NA
ShrHldr Proposals With No Votes Cast	% of All ShrHldr Proposals
0	NA

VOTE SUMMARY REPORT

Date range covered : 01/01/2024 to 03/31/2024

LOCATION(S): ALL LOCATIONS

Azenta, Inc.

Meeting Date: 01/30/2024

Country: USA

Ticker: AZTA

Record Date: 12/07/2023

Meeting Type: Annual

Primary Security ID: 114340102

Shares Voted: 4,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Edward P. Bousa	Mgmt	For	For	For
1.2	Elect Director Frank E. Casal	Mgmt	For	For	For
1.3	Elect Director Robyn C. Davis	Mgmt	For	For	For
1.4	Elect Director Didier Hirsch	Mgmt	For	For	For
1.5	Elect Director Martin Madaus	Mgmt	For	For	For
1.6	Elect Director Erica J. McLaughlin	Mgmt	For	For	For
1.7	Elect Director Tina S. Nova	Mgmt	For	For	For
1.8	Elect Director Michael Rosenblatt	Mgmt	For	For	For
1.9	Elect Director Stephen S. Schwartz	Mgmt	For	For	For
1.10	Elect Director Ellen M. Zane *Withdrawn*	Mgmt			
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Liquidity Services, Inc.

Meeting Date: 02/29/2024

Country: USA

Ticker: LQDT

Record Date: 01/03/2024

Meeting Type: Annual

Primary Security ID: 53635B107

Shares Voted: 3,582

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Katharin S. Dyer	Mgmt	For	For	For
1.2	Elect Director Amath Fall	Mgmt	For	For	For
1.3	Elect Director Beatriz V. Infante	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Liquidity Services, 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	Amend Omnibus Stock Plan	Mgmt	For	Against	Against

Date range covered : 01/01/2024 to 03/31/2024

Bank Leumi Le-Israel Ltd.

Meeting Date: 01/04/2024 **Country:** Israel **Ticker:** LUMI
Record Date: 12/06/2023 **Meeting Type:** Special
Primary Security ID: M16043107 **Primary CUSIP:** M16043107 **Primary ISIN:** IL0006046119 **Primary SEDOL:** 6076425

Shares Voted: 82,249

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Employment Terms of Shmuel Ben Zvi, Chairman	Mgmt	For	For
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Mgmt	None	Against
	Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney	Mgmt		
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	Mgmt	None	For

Motor Oil (Hellas) Corinth Refineries SA

Meeting Date: 01/24/2024 **Country:** Greece **Ticker:** MOH
Record Date: 01/18/2024 **Meeting Type:** Extraordinary Shareholders
Primary Security ID: X55904100 **Primary CUSIP:** X55904100 **Primary ISIN:** GRS426003000 **Primary SEDOL:** 5996234

Shares Voted: 2,643

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Extraordinary Business	Mgmt		

Motor Oil (Hellas) Corinth Refineries SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve the Acquisition of 25 Percent of the Share Capital of ANEMOS RES SA by the Subsidiary MOTOR OIL RENEWABLE ENERGY SINGLE MEMBER SA from ELLAKTOR SA; and the Signing of the Relevant Draft of the Share Purchase Agreement	Mgmt	For	Against

Telefonica Brasil SA

Meeting Date: 01/24/2024

Country: Brazil

Ticker: VIVT3

Record Date: 12/15/2023

Meeting Type: Extraordinary Shareholders

Primary Security ID: P9T369176

Primary CUSIP: P9T369176

Primary ISIN: BRVIVTACNOR0

Primary SEDOL: B6XFBX3

Shares Voted: 28,945

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Meeting for ADR Holders	Mgmt		
1	Approve Reduction in Share Capital without Cancellation of Shares	Mgmt	For	For
2	Amend Article 5 to Reflect Changes in Capital	Mgmt	For	For
3	Consolidate Bylaws	Mgmt	For	For
4	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For

CGI Inc.

Meeting Date: 01/31/2024

Country: Canada

Ticker: GIB.A

Record Date: 12/04/2023

Meeting Type: Annual

Primary Security ID: 12532H104

Primary CUSIP: 12532H104

Primary ISIN: CA12532H1047

Primary SEDOL: B3J2L575

Shares Voted: 62,501

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Meeting for Class A Subordinate Voting and Class B Shares	Mgmt		
1.1	Elect Director Sophie Brochu	Mgmt	For	For
1.2	Elect Director George A. Cope	Mgmt	For	For
1.3	Elect Director Jacynthe Cote	Mgmt	For	For
1.4	Elect Director Julie Godin	Mgmt	For	For
1.5	Elect Director Serge Godin	Mgmt	For	For
1.6	Elect Director Andre Imbeau	Mgmt	For	For
1.7	Elect Director Gilles Labbe	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.8	Elect Director Michael B. Pedersen	Mgmt	For	For
1.9	Elect Director Stephen S. Poloz	Mgmt	For	For
1.10	Elect Director Mary G. Powell	Mgmt	For	For
1.11	Elect Director Alison C. Reed	Mgmt	For	For
1.12	Elect Director Michael E. Roach	Mgmt	For	For
1.13	Elect Director George D. Schindler	Mgmt	For	For
1.14	Elect Director Kathy N. Waller	Mgmt	For	For
1.15	Elect Director Frank Witter	Mgmt	For	For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
	Shareholder Proposals	Mgmt		
3	SP 1: Approve Incentive Compensation Relating to ESG Goals	SH	Against	Against
4	SP 2: Approve In-person Annual Shareholder Meetings with Complementary Virtual Meetings	SH	Against	For

PGE Polska Grupa Energetyczna SA

Meeting Date: 01/31/2024 **Country:** Poland **Ticker:** PGE
Record Date: 01/16/2024 **Meeting Type:** Special
Primary Security ID: X6447Z104 **Primary CUSIP:** X6447Z104 **Primary ISIN:** PLPGER000010 **Primary SEDOL:** B544PW9

Shares Voted: 65,739

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Management Proposals	Mgmt		
1	Open Meeting	Mgmt		
2	Elect Meeting Chairman	Mgmt	For	For
3	Acknowledge Proper Convening of Meeting	Mgmt		
4	Approve Agenda of Meeting	Mgmt	For	For
5	Resolve Not to Elect Members of Vote Counting Commission	Mgmt	For	For
	Shareholder Proposals	Mgmt		
6.1	Recall Supervisory Board Member	SH	None	Against
6.2	Elect Supervisory Board Member	SH	None	Against
7	Approve Decision on Covering Costs of Convocation of EGM	SH	None	Against
	Management Proposal	Mgmt		

PGE Polska Grupa Energetyczna SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8	Close Meeting	Mgmt		

Banco do Brasil SA

Meeting Date: 02/02/2024	Country: Brazil	Ticker: BBAS3
Record Date:	Meeting Type: Extraordinary Shareholders	
Primary Security ID: P11427112	Primary CUSIP: P11427112	Primary ISIN: BRBBASACNOR3
		Primary SEDOL: 2328595

Shares Voted: 48,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve 2-for-1 Stock Split and Amend Article 7 Accordingly	Mgmt	For	For
2	Amend Articles	Mgmt	For	For
3	In the Event of a Second Call, Can the Voting Instructions Contained in this Proxy Card Be Considered Valid for the Second Call?	Mgmt	None	For

Powszechna Kasa Oszczedności Bank Polski SA

Meeting Date: 02/02/2024	Country: Poland	Ticker: PKO
Record Date: 01/17/2024	Meeting Type: Special	
Primary Security ID: X6919X108	Primary CUSIP: X6919X108	Primary ISIN: PLPKO0000016
		Primary SEDOL: B03NGS5

Shares Voted: 170,736

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Management Proposals	Mgmt		
1	Open Meeting	Mgmt		
2	Elect Meeting Chairman	Mgmt	For	For
3	Acknowledge Proper Convening of Meeting	Mgmt		
4	Approve Agenda of Meeting	Mgmt	For	For
	Shareholder Proposals	Mgmt		
5.1	Recall Supervisory Board Member	SH	None	Against
5.2	Elect Supervisory Board Member	SH	None	Against
6	Approve Collective Suitability Assessment of Supervisory Board Members	SH	None	Against
7	Approve Decision on Covering Costs of Convocation of EGM	SH	None	Against
	Management Proposal	Mgmt		

Powszechna Kasa Oszczedności Bank Polski SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8	Close Meeting	Mgmt		

Bezeq The Israeli Telecommunication Corp. Ltd.

Meeting Date: 02/05/2024	Country: Israel	Ticker: BEZQ	
Record Date: 01/04/2024	Meeting Type: Special		
Primary Security ID: M2012Q100	Primary CUSIP: M2012Q100	Primary ISIN: IL0002300114	Primary SEDOL: 6098032

Shares Voted: 92,142

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve One Time Special Grant to Gil Sharon, Exiting Chairman	Mgmt	For	For
2	Approve Employment Terms of Tomer Raved, Incoming Chairman	Mgmt	For	For
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Mgmt	None	Against
	Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney	Mgmt		
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	Mgmt	None	For

ORLEN SA

Meeting Date: 02/06/2024	Country: Poland	Ticker: PKN	
Record Date: 01/21/2024	Meeting Type: Special		
Primary Security ID: X6922W204	Primary CUSIP: X6922W204	Primary ISIN: PLPKN0000018	Primary SEDOL: 5810066

Shares Voted: 217,531

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Management Proposals	Mgmt		
1	Open Meeting	Mgmt		
2	Elect Meeting Chairman	Mgmt	For	For
3	Acknowledge Proper Convening of Meeting	Mgmt		
4	Approve Agenda of Meeting	Mgmt	For	For
5	Elect Members of Vote Counting Commission	Mgmt	For	For
6	Approve Sale of Shares of Gas Storage Poland Sp. z o.o of Debogorze	Mgmt	For	Against
7	Approve Sale of Company Real Estate Property	Mgmt	For	For
8	Approve Sale of Organized Part of Enterprise	Mgmt	For	For
9	Approve In-Kind Contribution of Organized Part of Enterprise Polska Spolka Gazownictwa sp. z o.o. of Tarnow	Mgmt	For	For
	Shareholder Proposals	Mgmt		
10	Fix Size of Supervisory Board	SH	None	Against
11.1	Recall Supervisory Board Member	SH	None	Against
11.2	Elect Supervisory Board Member	SH	None	Against
11.3	Elect Supervisory Board Chairman	SH	None	Against
	Management Proposals	Mgmt		
12	Close Meeting	Mgmt		

Israel Discount Bank Ltd.

Meeting Date: 02/07/2024 **Country:** Israel **Ticker:** DSCT
Record Date: 01/07/2024 **Meeting Type:** Special
Primary Security ID: 465074201 **Primary CUSIP:** 465074201 **Primary ISIN:** IL0006912120 **Primary SEDOL:** 6451271

Shares Voted: 63,083

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Employment Terms of Danny Yamin, Incoming Chairman and Amend Compensation Policy Accordingly	Mgmt	For	For

Israel Discount Bank Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Mgmt	None	Against
	Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney	Mgmt		
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	Mgmt	None	For

Jumbo SA

Meeting Date: 02/07/2024	Country: Greece	Ticker: BELA
Record Date: 02/01/2024	Meeting Type: Extraordinary Shareholders	
Primary Security ID: X4114P111	Primary CUSIP: X4114P111	Primary ISIN: GRS282183003
		Primary SEDOL: 7243530

Shares Voted: 39,542

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Extraordinary Business	Mgmt		
1	Approve Special Dividend	Mgmt	For	For

KGHM Polska Miedz SA

Meeting Date: 02/13/2024	Country: Poland	Ticker: KGH
Record Date: 01/26/2024	Meeting Type: Special	
Primary Security ID: X45213109	Primary CUSIP: X45213109	Primary ISIN: PLKGHM000017
		Primary SEDOL: 5263251

Shares Voted: 48,732

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Management Proposals	Mgmt		
1	Open Meeting	Mgmt		
2	Elect Meeting Chairman	Mgmt	For	For
3	Acknowledge Proper Convening of Meeting	Mgmt		
4	Approve Agenda of Meeting	Mgmt	For	For
	Shareholder Proposals	Mgmt		
5.1	Recall Supervisory Board Member	SH	None	Against
5.2	Elect Supervisory Board Member	SH	None	Against
6	Approve Decision on Covering Costs of Convocation of EGM	SH	None	Against
	Management Proposal	Mgmt		
7	Close Meeting	Mgmt		

Powszechny Zaklad Ubezpiezen SA

Meeting Date: 02/15/2024

Country: Poland

Ticker: PZU

Record Date: 01/30/2024

Meeting Type: Special

Primary Security ID: X6919T107

Primary CUSIP: X6919T107

Primary ISIN: PLPZU0000011

Primary SEDOL: B63DG21

Shares Voted: 777,641

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Management Proposals	Mgmt		
1	Open Meeting	Mgmt		
2	Elect Meeting Chairman	Mgmt	For	For
3	Acknowledge Proper Convening of Meeting	Mgmt		
4	Approve Agenda of Meeting	Mgmt	For	For
	Shareholder Proposals	Mgmt		
5.1	Recall Supervisory Board Member	SH	None	Against
5.2	Elect Supervisory Board Member	SH	None	Against
6	Approve Collective Suitability of Supervisory Board Members	SH	None	Against
7	Approve Decision on Covering Costs of Convocation of EGM	SH	None	Against
	Management Proposal	Mgmt		
8	Close Meeting	Mgmt		

Mizrahi Tefahot Bank Ltd.

Meeting Date: 02/20/2024

Country: Israel

Ticker: MZTF

Record Date: 01/21/2024

Meeting Type: Special

Primary Security ID: M7031A135

Primary CUSIP: M7031A135

Primary ISIN: IL0006954379

Primary SEDOL: 6916703

Shares Voted: 8,655

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Reelect Estery Giloz-Ran as External Director	Mgmt	For	For
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Mgmt	None	Against
	Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney	Mgmt		
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	Mgmt	None	For

Novartis AG

Meeting Date: 03/05/2024

Country: Switzerland

Ticker: NOVN

Record Date:

Meeting Type: Annual

Primary Security ID: H5820Q150

Primary CUSIP: H5820Q150

Primary ISIN: CH0012005267

Primary SEDOL: 7103065

Shares Voted: 137,686

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
1.2	Approve Non-Financial Report	Mgmt	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For
3	Approve Allocation of Income and Dividends of CHF 3.30 per Share	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4	Approve CHF 42.9 Million Reduction in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 8.8 Million	Mgmt	For	For
5.2	Approve Maximum Remuneration of Executive Committee in the Amount of CHF 95 Million	Mgmt	For	For
5.3	Approve Remuneration Report	Mgmt	For	For
6.1	Reelect Joerg Reinhardt as Director and Board Chair	Mgmt	For	For
6.2	Reelect Nancy Andrews as Director	Mgmt	For	For
6.3	Reelect Ton Buechner as Director	Mgmt	For	For
6.4	Reelect Patrice Bula as Director	Mgmt	For	For
6.5	Reelect Elizabeth Doherty as Director	Mgmt	For	For
6.6	Reelect Bridgette Heller as Director	Mgmt	For	For
6.7	Reelect Daniel Hochstrasser as Director	Mgmt	For	For
6.8	Reelect Frans van Houten as Director	Mgmt	For	For
6.9	Reelect Simon Moroney as Director	Mgmt	For	For
6.10	Reelect Ana de Pro Gonzalo as Director	Mgmt	For	For
6.11	Reelect Charles Sawyers as Director	Mgmt	For	For
6.12	Reelect William Winters as Director	Mgmt	For	For
6.13	Reelect John Young as Director	Mgmt	For	For
7.1	Reappoint Patrice Bula as Member of the Compensation Committee	Mgmt	For	For
7.2	Reappoint Bridgette Heller as Member of the Compensation Committee	Mgmt	For	For
7.3	Reappoint Simon Moroney as Member of the Compensation Committee	Mgmt	For	For
7.4	Reappoint William Winters as Member of the Compensation Committee	Mgmt	For	For
8	Ratify KPMG AG as Auditors	Mgmt	For	For
9	Designate Peter Zahn as Independent Proxy	Mgmt	For	For
10	Transact Other Business (Voting)	Mgmt	For	Against

Pepkor Holdings Ltd.

Meeting Date: 03/07/2024

Country: South Africa

Ticker: PPH

Record Date: 03/01/2024

Meeting Type: Annual

Primary Security ID: S60064102

Primary CUSIP: S60064102

Primary ISIN: ZAE000259479

Primary SEDOL: BFXG366

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
XXX	Present Financial Statements and Statutory Reports for the Year Ended 30 September 2023	Mgmt		
	Ordinary Resolutions	Mgmt		
1	Re-elect Fagmeedah Petersen-Cook as Director	Mgmt	For	For
2	Re-elect Wendy Luhabe as Director	Mgmt	For	For
3	Re-elect Zola Malinga as Director	Mgmt	For	For
4	Elect Nunu Ntshingila as Director	Mgmt	For	For
5	Re-elect Hester Hickey as Member of the Audit and Risk Committee	Mgmt	For	For
6	Re-elect Fagmeedah Petersen-Cook as Member of the Audit and Risk Committee	Mgmt	For	For
7	Re-elect Zola Malinga as Member of the Audit and Risk Committee	Mgmt	For	For
8	Re-elect Steve Muller as Member of the Audit and Risk Committee	Mgmt	For	For
9	Reappoint PricewaterhouseCoopers Inc as Auditors with D de Jager as Registered Auditor and Director in the Firm	Mgmt	For	For
10	Approve Remuneration Policy	Mgmt	For	For
11	Approve Implementation Report on the Remuneration Policy	Mgmt	For	For
	Special Resolutions	Mgmt		
1.1	Approve Remuneration of Board Chair	Mgmt	For	For
1.2	Approve Remuneration of Lead Independent Director	Mgmt	For	For
1.3	Approve Remuneration of Board Members	Mgmt	For	For
1.4	Approve Remuneration of Audit and Risk Committee Chair	Mgmt	For	For
1.5	Approve Remuneration of Audit and Risk Committee Members	Mgmt	For	For
1.6	Approve Remuneration of Human Resources and Remuneration Committee Chair	Mgmt	For	For
1.7	Approve Remuneration of Human Resources and Remuneration Committee Members	Mgmt	For	For
1.8	Approve Remuneration of Social and Ethics Committee Chair	Mgmt	For	For
1.9	Approve Remuneration of Social and Ethics Committee Members	Mgmt	For	For

Pepkor Holdings Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.10	Approve Remuneration of Nomination Committee Members	Mgmt	For	For
1.11	Approve Remuneration of Investment Committee Chair	Mgmt	For	For
1.12	Approve Remuneration of Investment Committee Members	Mgmt	For	For
1.13	Approve Remuneration of Director Approved by Prudential Authority	Mgmt	For	For
2	Approve Financial Assistance in Terms of Section 45 of the Companies Act	Mgmt	For	For
3	Approve Financial Assistance in Terms of Section 44 of the Companies Act	Mgmt	For	For
4	Authorise Repurchase of Issued Share Capital	Mgmt	For	For

Banco Bradesco SA

Meeting Date: 03/11/2024 **Country:** Brazil **Ticker:** BBDC4
Record Date: 02/12/2024 **Meeting Type:** Annual
Primary Security ID: P1808G117 **Primary CUSIP:** P1808G117 **Primary ISIN:** BRBBDACNPR8 **Primary SEDOL:** B00FM53

Shares Voted: 2,193,011

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Meeting for ADR Preferred Holders Elect Ava Cohn as Fiscal Council Member and Jose Luis Elias as Alternate Appointed by Preferred Shareholder	Mgmt SH	None	For

Banco Bradesco SA

Meeting Date: 03/11/2024 **Country:** Brazil **Ticker:** BBDC4
Record Date: **Meeting Type:** Extraordinary Shareholders
Primary Security ID: P1808G117 **Primary CUSIP:** P1808G117 **Primary ISIN:** BRBBDACNPR8 **Primary SEDOL:** B00FM53

Shares Voted: 237,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Agreement to Absorb BRAM - Bradesco Asset Management S.A. Distribuidora de Titulos e Valores Mobiliarios	Mgmt	For	For
2	Ratify KPMG Auditores Independentes as Independent Firm to Appraise Proposed Transaction	Mgmt	For	For

Banco Bradesco SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Approve Absorption of BRAM - Bradesco Asset Management S.A. Distribuidora de Titulos e Valores Mobiliarios	Mgmt	For	For
4	Amend Article 5 Re: Corporate Purpose	Mgmt	For	For
5	Amend Article 6 Re: Authorized Capital	Mgmt	For	For
6	Amend Article 7	Mgmt	For	For
7	Amend Article 8	Mgmt	For	For
8	Amend Article 9 Re: Letter "f"	Mgmt	For	For
9	Amend Article 9 Re: Letter "i"	Mgmt	For	For
10	Amend Article 9 Re: Add Letter "j"	Mgmt	For	For
11	Amend Article 9 Re: Remove Letter "m"	Mgmt	For	For
12	Amend Article 9 Re: Add Letter "l"	Mgmt	For	For
13	Amend Article 11	Mgmt	For	For
14	Amend Article 12	Mgmt	For	For
15	Amend Article 12 Re: Paragraph 1	Mgmt	For	For
16	Amend Article 12 Re: Remove Paragraph 2	Mgmt	For	For
17	Amend Article 12 Re: Add New Paragraph 2	Mgmt	For	For
18	Amend Article 13	Mgmt	For	For
19	Amend Article 13 Re: Remove Paragraph 4	Mgmt	For	For
20	Amend Article 14	Mgmt	For	For
21	Amend Article 15	Mgmt	For	For
22	Remove Articles 18 and 19	Mgmt	For	For
23	Amend Article 21	Mgmt	For	For
24	Amend Article 23	Mgmt	For	For

Banco Bradesco SA

Meeting Date: 03/11/2024

Country: Brazil

Ticker: BBDC4

Record Date:

Meeting Type: Annual

Primary Security ID: P1808G117

Primary CUSIP: P1808G117

Primary ISIN: BRBBDACNPR8

Primary SEDOL: B00FM53

Shares Voted: 237,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2023	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Approve Allocation of Income and Dividends	Mgmt	For	For
3	Fix Number of Directors at 11	Mgmt	For	For
4	Do You Wish to Adopt Cumulative Voting for the Election of the Members of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	Mgmt	None	Abstain
5.1	Elect Luiz Carlos Trabuco Cappi as Director	Mgmt	For	Against
5.2	Elect Alexandre da Silva Gluher as Director	Mgmt	For	Against
5.3	Elect Denise Aguiar Alvarez as Director	Mgmt	For	Against
5.4	Elect Milton Matsumoto as Director	Mgmt	For	Against
5.5	Elect Mauricio Machado de Minas as Director	Mgmt	For	Against
5.6	Elect Samuel Monteiro dos Santos Junior as Independent Director	Mgmt	For	For
5.7	Elect Walter Luis Bernardes Albertoni as Independent Director	Mgmt	For	For
5.8	Elect Paulo Roberto Simoes da Cunha as Independent Director	Mgmt	For	For
5.9	Elect Rubens Aguiar Alvarez as Director	Mgmt	For	Against
5.10	Elect Denise Pauli Pavarina as Independent Director	Mgmt	For	Against
5.11	Elect Octavio de Lazari Junior as Director	Mgmt	For	Against
	If Voting FOR on Item 6, Votes Are Distributed in Equal % Amongst Nominees voted FOR. If You Vote AGST, Contact Your Client Service Rep to Unequally Allocate % of Votes. If You Vote ABST, You Will Not Participate in Cumulative Voting.	Mgmt		
6	In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	Mgmt	None	Abstain
7.1	Percentage of Votes to Be Assigned - Elect Luiz Carlos Trabuco Cappi as Director	Mgmt	None	Abstain
7.2	Percentage of Votes to Be Assigned - Elect Alexandre da Silva Gluher as Director	Mgmt	None	Abstain
7.3	Percentage of Votes to Be Assigned - Elect Denise Aguiar Alvarez as Director	Mgmt	None	Abstain
7.4	Percentage of Votes to Be Assigned - Elect Milton Matsumoto as Director	Mgmt	None	Abstain
7.5	Percentage of Votes to Be Assigned - Elect Mauricio Machado de Minas as Director	Mgmt	None	Abstain

Banco Bradesco SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7.6	Percentage of Votes to Be Assigned - Elect Samuel Monteiro dos Santos Junior as Independent Director	Mgmt	None	Abstain
7.7	Percentage of Votes to Be Assigned - Elect Walter Luis Bernardes Albertoni as Independent Director	Mgmt	None	Abstain
7.8	Percentage of Votes to Be Assigned - Elect Paulo Roberto Simoes da Cunha as Independent Director	Mgmt	None	Abstain
7.9	Percentage of Votes to Be Assigned - Elect Rubens Aguiar Alvarez as Director	Mgmt	None	Abstain
7.10	Percentage of Votes to Be Assigned - Elect Denise Pauli Pavarina as Independent Director	Mgmt	None	Abstain
7.11	Percentage of Votes to Be Assigned - Elect Octavio de Lazari Junior as Director	Mgmt	None	Abstain
8	Elect Fiscal Council Members	Mgmt	For	Abstain
9	In Case One of the Nominees Leaves the Fiscal Council Slate Due to a Separate Minority Election, as Allowed Under Articles 161 and 240 of the Brazilian Corporate Law, May Your Votes Still Be Counted for the Proposed Slate?	Mgmt	None	Against
10	Elect Monica Pires da Silva as Fiscal Council Member and Ludmila de Melo Souza as Alternate Appointed by Minority Shareholder	SH	None	For
11	Approve Remuneration of Company's Management	Mgmt	For	For
12	Approve Remuneration of Fiscal Council Members	Mgmt	For	For

Banco Bradesco SA

Meeting Date: 03/11/2024

Country: Brazil

Ticker: BBDC4

Record Date:

Meeting Type: Annual

Primary Security ID: P1808G117

Primary CUSIP: P1808G117

Primary ISIN: BRBBDACACNPR8

Primary SEDOL: B00FM53

Shares Voted: 666,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Meeting for Preferred Shareholders Elect Ava Cohn as Fiscal Council Member and Jose Luis Elias as Alternate Appointed by Preferred Shareholder	Mgmt SH	None	For

A.P. Moller-Maersk A/S

Meeting Date: 03/14/2024

Country: Denmark

Ticker: MAERSK.B

Record Date: 03/07/2024

Meeting Type: Annual

Primary Security ID: K0514G101

Primary CUSIP: K0514G101

Primary ISIN: DK0010244508

Primary SEDOL: 4253048

Shares Voted: 1

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Report of Board	Mgmt		
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Discharge of Management and Board	Mgmt	For	For
4	Approve Allocation of Income and Dividends of DKK 515 Per Share	Mgmt	For	For
5	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
6.1	Reelect Robert Maersk Ugglas as Director	Mgmt	For	Abstain
6.2	Reelect Marika Frederiksson as Director	Mgmt	For	For
6.3	Reelect Thomas Lindegaard Madsen as Director	Mgmt	For	For
6.4	Reelect Julija Voitiekute as Director	Mgmt	For	For
6.5	Elect Allan Thygesen as New Director	Mgmt	For	For
7	Ratify PricewaterhouseCoopers as Auditor	Mgmt	For	For
8.1	Authorize Board to Declare Extraordinary Dividend	Mgmt	For	For
8.2	Approve DKK 1.7 Billion Reduction in Share Capital via Share Cancellation	Mgmt	For	For
8.3	Approve Indemnification of Members of the Board of Directors	Mgmt	For	For
8.4	Amend Articles Re: Indemnification Scheme	Mgmt	For	For
	Shareholder Proposals Submitted by AkademikerPension and LD Fonde	Mgmt		
8.5	Report on Efforts and Risks Related to Human Rights	SH	Against	Against
	Shareholder Proposals Submitted by Lotta Aho	Mgmt		
8.6	Approve Enforcement of the Supplier Code of Conduct	SH	For	For

Banco Bilbao Vizcaya Argentaria SA

Meeting Date: 03/14/2024

Country: Spain

Ticker: BBVA

Record Date: 03/08/2024

Meeting Type: Annual

Primary Security ID: E11805103

Primary CUSIP: E11805103

Primary ISIN: ES0113211835

Primary SEDOL: 5501906

Banco Bilbao Vizcaya Argentaria SA

Shares Voted: 332,926

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For
1.2	Approve Non-Financial Information Statement	Mgmt	For	For
1.3	Approve Allocation of Income and Dividends	Mgmt	For	For
1.4	Approve Discharge of Board	Mgmt	For	For
2.1	Reelect Jose Miguel Andres Torrecillas as Director	Mgmt	For	For
2.2	Reelect Jaime Felix Caruana Lacorte as Director	Mgmt	For	For
2.3	Reelect Belen Garijo Lopez as Director	Mgmt	For	For
2.4	Reelect Ana Cristina Peralta Moreno as Director	Mgmt	For	For
2.5	Reelect Jan Paul Marie Francis Verplancke as Director	Mgmt	For	For
2.6	Elect Enrique Casanueva Nardiz as Director	Mgmt	For	For
2.7	Elect Cristina de Parias Halcon as Director	Mgmt	For	For
3	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For
4	Fix Maximum Variable Compensation Ratio	Mgmt	For	For
5	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For
6	Advisory Vote on Remuneration Report	Mgmt	For	For

Pandora AS

Meeting Date: 03/14/2024

Country: Denmark

Ticker: PNDORA

Record Date: 03/07/2024

Meeting Type: Annual

Primary Security ID: K7681L102

Primary CUSIP: K7681L102

Primary ISIN: DK0060252690

Primary SEDOL: B44XTX8

Shares Voted: 4,701

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Report of Board	Mgmt		
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
4	Approve Remuneration of Directors	Mgmt	For	For

Pandora AS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Approve Allocation of Income and Dividends of DKK 18.00 Per Share	Mgmt	For	For
6.1	Reelect Peter A. Ruzicka as Director	Mgmt	For	For
6.2	Reelect Christian Frigast as Director	Mgmt	For	For
6.3	Reelect Lilian Fossum Biner as Director	Mgmt	For	For
6.4	Reelect Birgitta Stymne Goransson as Director	Mgmt	For	For
6.5	Reelect Marianne Kirkegaard as Director	Mgmt	For	For
6.6	Reelect Catherine Spindler as Director	Mgmt	For	For
6.7	Reelect Jan Zijderveld as Director	Mgmt	For	For
7	Ratify Ernst & Young as Auditor	Mgmt	For	For
8	Approve Discharge of Management and Board	Mgmt	For	For
9.1	Approve DKK 7 Million Reduction in Share Capital via Share Cancellation; Amend Articles Accordingly	Mgmt	For	For
9.2	Amend Remuneration Policy (Indemnification Scheme)	Mgmt	For	For
9.3A	Amend Remuneration Policy (Specification of the Derogation Clause)	Mgmt	For	For
9.3B	Amend Remuneration Policy (Short-Term Incentive Plan)	Mgmt	For	For
9.3C	Amend Remuneration Policy (Travel Allowance for Board Members)	Mgmt	For	For
9.4	Authorize Share Repurchase Program	Mgmt	For	For
9.5	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For
10	Other Business	Mgmt		

Amorepacific Corp.

Meeting Date: 03/15/2024

Country: South Korea

Ticker: 090430

Record Date: 12/31/2023

Meeting Type: Annual

Primary Security ID: Y01258105

Primary CUSIP: Y01258105

Primary ISIN: KR7090430000

Primary SEDOL: B15SK50

Shares Voted: 3,284

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

Amorepacific Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3.1	Elect Seo Gyeong-bae as Inside Director	Mgmt	For	For
3.2	Elect Lee Ji-yeon as Inside Director	Mgmt	For	For
4	Elect Cho Seong-jin as Outside Director to Serve as an Audit Committee Member	Mgmt	For	For
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For

Banco Bilbao Vizcaya Argentaria SA

Meeting Date: 03/15/2024	Country: Spain	Ticker: BBVA
Record Date: 02/16/2024	Meeting Type: Annual	
Primary Security ID: E11805103	Primary CUSIP: E11805103	Primary ISIN: ES0113211835
		Primary SEDOL: 5501906

Shares Voted: 28,780

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Meeting for ADR Holders	Mgmt		
1.1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For
1.2	Approve Non-Financial Information Statement	Mgmt	For	For
1.3	Approve Allocation of Income and Dividends	Mgmt	For	For
1.4	Approve Discharge of Board	Mgmt	For	For
2.1	Reelect Jose Miguel Andres Torrecillas as Director	Mgmt	For	For
2.2	Reelect Jaime Felix Caruana Lacorte as Director	Mgmt	For	For
2.3	Reelect Belen Garijo Lopez as Director	Mgmt	For	For
2.4	Reelect Ana Cristina Peralta Moreno as Director	Mgmt	For	For
2.5	Reelect Jan Paul Marie Francis Verplancke as Director	Mgmt	For	For
2.6	Elect Enrique Casanueva Nardiz as Director	Mgmt	For	For
2.7	Elect Cristina de Parias Halcon as Director	Mgmt	For	For
3	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For
4	Fix Maximum Variable Compensation Ratio	Mgmt	For	For
5	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For
6	Advisory Vote on Remuneration Report	Mgmt	For	For

Kia Corp.

Meeting Date: 03/15/2024

Country: South Korea

Ticker: 000270

Record Date: 12/31/2023

Meeting Type: Annual

Primary Security ID: Y47601102

Primary CUSIP: Y47601102

Primary ISIN: KR7000270009

Primary SEDOL: 6490928

Shares Voted: 19,295

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For
2.1	Elect Choi Jun-young as Inside Director	Mgmt	For	For
2.2	Elect Lee In-gyeong as Outside Director	Mgmt	For	For
3	Elect Lee In-gyeong as a Member of Audit Committee	Mgmt	For	For
4	Elect Cho Hwa-soon as Outside Director to Serve as an Audit Committee Member	Mgmt	For	For
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For

Yuhan Corp.

Meeting Date: 03/15/2024

Country: South Korea

Ticker: 000100

Record Date: 12/31/2023

Meeting Type: Annual

Primary Security ID: Y9873D109

Primary CUSIP: Y9873D109

Primary ISIN: KR7000100008

Primary SEDOL: 6988337

Shares Voted: 7,588

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For
2.1	Amend Articles of Incorporation (Business Objectives)	Mgmt	For	For
2.2	Amend Articles of Incorporation (Method of Public Notice)	Mgmt	For	For
2.3	Amend Articles of Incorporation (Issuance of New Shares)	Mgmt	For	Against
2.4	Amend Articles of Incorporation (Public Offering)	Mgmt	For	Against
2.5	Amend Articles of Incorporation (Stock Options)	Mgmt	For	For
2.6	Amend Articles of Incorporation (Issuance of New Shares)	Mgmt	For	For
2.7	Amend Articles of Incorporation (Transfer Agent)	Mgmt	For	For
2.8	Amend Articles of Incorporation (Amendments Relating to Record Date)	Mgmt	For	For

Yuhan Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2.9	Amend Articles of Incorporation (Convocation of Shareholder Meeting)	Mgmt	For	For
2.10	Amend Articles of Incorporation (Chairman of Shareholder Meeting)	Mgmt	For	For
2.11	Amend Articles of Incorporation (Position of Executives)	Mgmt	For	For
2.12	Amend Articles of Incorporation (Duties of Directors)	Mgmt	For	For
2.13	Amend Articles of Incorporation (Board Committee)	Mgmt	For	For
2.14	Amend Articles of Incorporation (Miscellaneous)	Mgmt	For	For
2.15	Amend Articles of Incorporation (Flexible Financial Reporting)	Mgmt	For	For
3.1	Elect Cho Wook-je as Inside Director	Mgmt	For	For
3.2	Elect Kim Yeol-hong as Inside Director	Mgmt	For	For
3.3	Elect Lee Jeong-hui as Non-Independent Non-Executive Director	Mgmt	For	For
3.4	Elect Shin Young-jae as Outside Director	Mgmt	For	For
4	Elect Kim Jun-cheol as Outside Director to Serve as an Audit Committee Member	Mgmt	For	For
5	Elect Shin Young-jae as a Member of Audit Committee	Mgmt	For	For
6	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For
7	Approve Terms of Retirement Pay	Mgmt	For	For

Skandinaviska Enskilda Banken AB

Meeting Date: 03/19/2024	Country: Sweden	Ticker: SEB.A
Record Date: 03/11/2024	Meeting Type: Annual	
Primary Security ID: W25381141	Primary CUSIP: W25381141	Primary ISIN: SE0000148884
		Primary SEDOL: 4813345

Shares Voted: 30,758

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Elect Chairman of Meeting	Mgmt	For	For
3	Prepare and Approve List of Shareholders	Mgmt		
4	Approve Agenda of Meeting	Mgmt	For	For
5.1	Designate Anna Magnusson as Inspector of Minutes of Meeting	Mgmt	For	For

Skandinaviska Enskilda Banken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5.2	Designate Carina Sverin as Inspector of Minutes of Meeting	Mgmt	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For
7	Receive Financial Statements and Statutory Reports	Mgmt		
8	Receive President's Report	Mgmt		
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For
10	Approve Allocation of Income and Dividends of SEK 8.50 Per Share	Mgmt	For	For
11.1	Approve Discharge of Jacob Aarup-Andersen	Mgmt	For	For
11.2	Approve Discharge of Signhild Arnegard Hansen	Mgmt	For	For
11.3	Approve Discharge of Anne-Catherine Berner	Mgmt	For	For
11.4	Approve Discharge of Annika Dahlberg	Mgmt	For	For
11.5	Approve Discharge of John Flint	Mgmt	For	For
11.6	Approve Discharge of Winnie Fok	Mgmt	For	For
11.7	Approve Discharge of Anna-Karin Glimstrom	Mgmt	For	For
11.8	Approve Discharge of Svein Tore Holsether	Mgmt	For	For
11.9	Approve Discharge of Charlotta Lindholm	Mgmt	For	For
11.10	Approve Discharge of Sven Nyman	Mgmt	For	For
11.11	Approve Discharge of Marika Ottander	Mgmt	For	For
11.12	Approve Discharge of Lars Ottersgard	Mgmt	For	For
11.13	Approve Discharge of Jesper Ovesen	Mgmt	For	For
11.14	Approve Discharge of Helena Saxon	Mgmt	For	For
11.15	Approve Discharge of Johan Torgeby (as Board Member)	Mgmt	For	For
11.16	Approve Discharge of Marcus Wallenberg	Mgmt	For	For
11.17	Approve Discharge of Johan Torgeby (as President)	Mgmt	For	For
12.1	Determine Number of Members (11) and Deputy Members (0) of Board	Mgmt	For	For
12.2	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For
13.1	Approve Remuneration of Directors in the Amount of SEK 3.7 Million for Chairman, SEK 1.2 Million for Vice Chairman and SEK 925,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For

Skandinaviska Enskilda Banken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
13.2	Approve Remuneration of Auditors	Mgmt	For	For
14a1	Reelect Jacob Aarup Andersen as Director	Mgmt	For	For
14a2	Reelect Signhild Arnegard Hansen as Director	Mgmt	For	Against
14a3	Reelect Anne-Catherine Berner as Director	Mgmt	For	For
14a4	Reelect John Flint as Director	Mgmt	For	For
14a5	Reelect Winnie Fok as Director	Mgmt	For	For
14a6	Reelect Svein Tore Holsether as Director	Mgmt	For	For
14a7	Reelect Sven Nyman as Director	Mgmt	For	For
14a8	Reelect Lars Ottersgard as Director	Mgmt	For	For
14a9	Reelect Helena Saxon as Director	Mgmt	For	Against
14a10	Reelect Johan Torgeby as Director	Mgmt	For	For
14a11	Reelect Marcus Wallenberg as Director	Mgmt	For	Against
14b	Reelect Marcus Wallenberg as Board Chair	Mgmt	For	Against
15	Ratify Ernst & Young as Auditors	Mgmt	For	For
16a	Approve Remuneration Report	Mgmt	For	For
16b	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For
17a	Approve SEB All Employee Program 2024 for All Employees in Most of the Countries where SEB Operates	Mgmt	For	For
17b	Approve SEB Share Deferral Program 2024 for Group Executive Committee, Senior Managers and Key Employees	Mgmt	For	For
17c	Approve SEB Restricted Share Program 2024 for Other than Senior Managers in Certain Business Units	Mgmt	For	For
18a	Authorize Share Repurchase Program	Mgmt	For	For
18b	Authorize Repurchase of Class A and/or Class C Shares and Reissuance of Repurchased Shares Inter Alia in for Capital Purposes and Long-Term Incentive Plans	Mgmt	For	For
18c	Approve Transfer of Class A Shares to Participants in 2024 Long-Term Equity Programmes	Mgmt	For	For
19	Approve Issuance of Convertibles without Preemptive Rights	Mgmt	For	For
20a	Approve SEK 411 Million Reduction in Share Capital for Transfer to Unrestricted Equity	Mgmt	For	For
20b	Approve Capitalization of Reserves of SEK 411 Million for a Bonus Issue	Mgmt	For	For

Skandinaviska Enskilda Banken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
21	Approve Proposal Concerning the Appointment of Auditors in Foundations Without Own Management	Mgmt	For	For
	Shareholder Proposals Submitted by Carl Axel Bruno	Mgmt		
22	Change Bank Software	SH	None	Against
	Shareholder Proposals Submitted by the Swedish Society for Nature Conservation and Greenpeace Nordic	Mgmt		
23	Instruct Board of Directors to Revise SEB Overall Strategy to be in Line with the Paris Agreement Goals	SH	None	Against
24	Close Meeting	Mgmt		

Hyundai Mobis Co., Ltd.

Meeting Date: 03/20/2024	Country: South Korea	Ticker: 012330
Record Date: 12/31/2023	Meeting Type: Annual	
Primary Security ID: Y3849A109	Primary CUSIP: Y3849A109	Primary ISIN: KR7012330007
		Primary SEDOL: 6449544

Shares Voted: 11,533

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements	Mgmt	For	For
2	Approve Appropriation of Income	Mgmt	For	For
3.1	Elect Keith Witek as Outside Director	Mgmt	For	Against
3.2	Elect Park Gi-tae as Inside Director	Mgmt	For	Against
4	Elect Keith Witek as a Member of Audit Committee	Mgmt	For	Against
5	Elect Kang Jin-ah as Outside Director to Serve as an Audit Committee Member	Mgmt	For	For
6	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For
7	Amend Articles of Incorporation	Mgmt	For	For

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	Primary CUSIP: Y74718100	Primary ISIN: KR7005930003
		Primary SEDOL: 6771720

Samsung Electronics Co., Ltd.

Shares Voted: 700,421

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For
2	Elect Shin Je-yoon as Outside Director	Mgmt	For	For
3	Elect Cho Hye-gyeong as Outside Director to Serve as an Audit Committee Member	Mgmt	For	For
4	Elect Yoo Myeong-hui as a Member of Audit Committee	Mgmt	For	For
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For
6	Amend Articles of Incorporation	Mgmt	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

Primary CUSIP: Y74718100

Primary ISIN: KR7005930003

Primary SEDOL: 6771720

Shares Voted: 1,317

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Meeting for GDR Holders	Mgmt		
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For
2	Elect Shin Je-yoon as Outside Director	Mgmt	For	For
3	Elect Cho Hye-gyeong as Outside Director to Serve as an Audit Committee Member	Mgmt	For	For
4	Elect Yoo Myeong-hui as a Member of Audit Committee	Mgmt	For	For
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For
6	Amend Articles of Incorporation	Mgmt	For	For

Samsung Fire & Marine Insurance Co., Ltd.

Meeting Date: 03/20/2024

Country: South Korea

Ticker: 000810

Record Date: 12/31/2023

Meeting Type: Annual

Primary Security ID: Y7473H108

Primary CUSIP: Y7473H108

Primary ISIN: KR7000810002

Primary SEDOL: 6155250

Samsung Fire & Marine Insurance Co., Ltd.

Shares Voted: 6,213

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For
2.1.1	Elect Seong Young-hun as Outside Director	Mgmt	For	For
2.2.1	Elect Lee Moon-hwa as Inside Director	Mgmt	For	For
2.2.2	Elect Hong Seong-woo as Inside Director	Mgmt	For	For
3	Elect Seong Young-hun as a Member of Audit Committee	Mgmt	For	For
4	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For

SAMSUNG SDS CO., LTD.

Meeting Date: 03/20/2024

Country: South Korea

Ticker: 018260

Record Date: 12/31/2023

Meeting Type: Annual

Primary Security ID: Y7T72C103

Primary CUSIP: Y7T72C103

Primary ISIN: KR7018260000

Primary SEDOL: BRS2KY0

Shares Voted: 5,547

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For
2.1	Elect Lee In-sil as Outside Director	Mgmt	For	For
2.2	Elect Hwang Seong-woo as Inside Director	Mgmt	For	For
2.3	Elect Koo Hyeong-jun as Inside Director	Mgmt	For	For
3	Elect Lee In-sil as a Member of Audit Committee	Mgmt	For	For
4	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For

ABB Ltd.

Meeting Date: 03/21/2024

Country: Switzerland

Ticker: ABBN

Record Date: 03/13/2024

Meeting Type: Annual

Primary Security ID: H0010V101

Primary CUSIP: H0010V101

Primary ISIN: CH0012221716

Primary SEDOL: 7108899

Shares Voted: 76,312

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For

ABB Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For
3	Approve Sustainability Report (Non-Binding)	Mgmt	For	For
4	Approve Discharge of Board and Senior Management	Mgmt	For	For
5	Approve Allocation of Income and Dividends of CHF 0.87 per Share	Mgmt	For	For
6.1	Approve Remuneration of Directors in the Amount of CHF 4.4 Million	Mgmt	For	For
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 45.9 Million	Mgmt	For	For
7.1	Reelect David Constable as Director	Mgmt	For	For
7.2	Reelect Frederico Curado as Director	Mgmt	For	For
7.3	Reelect Lars Foerberg as Director	Mgmt	For	For
7.4	Elect Johan Forssell as Director	Mgmt	For	For
7.5	Reelect Denise Johnson as Director	Mgmt	For	For
7.6	Reelect Jennifer Xin-Zhe Li as Director	Mgmt	For	For
7.7	Reelect Geraldine Matchett as Director	Mgmt	For	For
7.8	Reelect David Meline as Director	Mgmt	For	For
7.9	Elect Mats Rahmstrom as Director	Mgmt	For	For
7.10	Reelect Peter Voser as Director and Board Chair	Mgmt	For	For
8.1	Reappoint David Constable as Member of the Compensation Committee	Mgmt	For	For
8.2	Reappoint Frederico Curado as Member of the Compensation Committee	Mgmt	For	For
8.3	Reappoint Jennifer Xin-Zhe Li as Member of the Compensation Committee	Mgmt	For	For
9	Designate Zehnder Bolliger & Partner as Independent Proxy	Mgmt	For	For
10	Ratify KPMG AG as Auditors	Mgmt	For	For
11	Transact Other Business (Voting)	Mgmt	For	Against

Banco Santander SA

Meeting Date: 03/21/2024

Country: Spain

Ticker: SAN

Record Date: 03/15/2024

Meeting Type: Annual

Primary Security ID: E19790109

Primary CUSIP: E19790109

Primary ISIN: ES0113900J37

Primary SEDOL: 5705946

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.A	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For
1.B	Approve Non-Financial Information Statement	Mgmt	For	For
1.C	Approve Discharge of Board	Mgmt	For	For
2	Approve Allocation of Income and Dividends	Mgmt	For	For
3.A	Fix Number of Directors at 15	Mgmt	For	For
3.B	Elect Juan Carlos Barrabes Consul as Director	Mgmt	For	For
3.C	Elect Antonio Francesco Weiss as Director	Mgmt	For	For
3.D	Reelect Javier Botin-Sanz de Sautuola y O'Shea as Director	Mgmt	For	For
3.E	Reelect German de la Fuente Escamilla as Director	Mgmt	For	For
3.F	Reelect Henrique de Castro as Director	Mgmt	For	For
3.G	Reelect Jose Antonio Alvarez Alvarez as Director	Mgmt	For	For
3.H	Reelect Belen Romana Garcia as Director	Mgmt	For	For
4	Renew Appointment of PricewaterhouseCoopers as Auditor	Mgmt	For	For
5.A	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 10 Percent	Mgmt	For	For
5.B	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For
5.C	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For
6.A	Approve Remuneration Policy	Mgmt	For	Against
6.B	Approve Remuneration of Directors	Mgmt	For	For
6.C	Fix Maximum Variable Compensation Ratio	Mgmt	For	For
6.D	Approve Deferred Multiyear Objectives Variable Remuneration Plan	Mgmt	For	For
6.E	Approve Buy-out Policy	Mgmt	For	For
6.F	Advisory Vote on Remuneration Report	Mgmt	For	For
7	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For

Meeting Date: 03/21/2024

Country: Spain

Ticker: SAN

Record Date: 03/05/2024

Meeting Type: Annual

Primary Security ID: E19790109

Primary CUSIP: E19790109

Primary ISIN: ES0113900J37

Primary SEDOL: 5705946

Shares Voted: 63,716

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Meeting for ADR Holders	Mgmt		
1.A	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For
1.B	Approve Non-Financial Information Statement	Mgmt	For	For
1.C	Approve Discharge of Board	Mgmt	For	For
2	Approve Allocation of Income and Dividends	Mgmt	For	For
3.A	Fix Number of Directors at 15	Mgmt	For	For
3.B	Elect Juan Carlos Barrabes Consul as Director	Mgmt	For	For
3.C	Elect Antonio Francesco Weiss as Director	Mgmt	For	For
3.D	Reelect Javier Botin-Sanz de Sautuola y O'Shea as Director	Mgmt	For	For
3.E	Reelect German de la Fuente Escamilla as Director	Mgmt	For	For
3.F	Reelect Henrique de Castro as Director	Mgmt	For	For
3.G	Reelect Jose Antonio Alvarez Alvarez as Director	Mgmt	For	For
3.H	Reelect Belen Romana Garcia as Director	Mgmt	For	For
4	Renew Appointment of PricewaterhouseCoopers as Auditor	Mgmt	For	For
5.A	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 10 Percent	Mgmt	For	For
5.B	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For
5.C	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For
6.A	Approve Remuneration Policy	Mgmt	For	Against
6.B	Approve Remuneration of Directors	Mgmt	For	For
6.C	Fix Maximum Variable Compensation Ratio	Mgmt	For	For
6.D	Approve Deferred Multiyear Objectives Variable Remuneration Plan	Mgmt	For	For
6.E	Approve Buy-out Policy	Mgmt	For	For
6.F	Advisory Vote on Remuneration Report	Mgmt	For	For

Banco Santander SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For

CaixaBank SA

Meeting Date: 03/21/2024

Country: Spain

Ticker: CABK

Record Date: 03/15/2024

Meeting Type: Annual

Primary Security ID: E2427M123

Primary CUSIP: E2427M123

Primary ISIN: ES0140609019

Primary SEDOL: B283W97

Shares Voted: 707,038

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For
1.2	Approve Non-Financial Information Statement	Mgmt	For	For
1.3	Approve Discharge of Board	Mgmt	For	For
2	Approve Allocation of Income and Dividends	Mgmt	For	For
3	Renew Appointment of PricewaterhouseCoopers as Auditor	Mgmt	For	For
4	Reelect Maria Veronica Fisas Verges as Director	Mgmt	For	For
5.1	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For
5.2	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For
5.3	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 10 Percent	Mgmt	For	For
5.4	Authorize Board to Issue Contingent Convertible Securities for up to EUR 3.5 Billion	Mgmt	For	For
6.1	Amend Remuneration Policy	Mgmt	For	For
6.2	Approve 2024 Variable Remuneration Scheme	Mgmt	For	For
6.3	Fix Maximum Variable Compensation Ratio	Mgmt	For	For
6.4	Advisory Vote on Remuneration Report	Mgmt	For	For
7	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For
8.1	Receive Amendments to Board of Directors Regulations	Mgmt		
8.2	Receive Board of Directors Report	Mgmt		

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

Primary CUSIP: Y38472109

Primary ISIN: KR7005380001

Primary SEDOL: 6451055

Shares Voted: 12,849

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For
2.1	Elect Sim Dal-hun as Outside Director	Mgmt	For	For
2.2.1	Elect Jang Jae-hun as Inside Director	Mgmt	For	For
2.2.2	Elect Lee Dong-seok as Inside Director	Mgmt	For	For
2.2.3	Elect Lee Seung-jo as Inside Director	Mgmt	For	For
3	Elect Lee Ji-yoon as Outside Director to Serve as an Audit Committee Member	Mgmt	For	For
4	Elect Sim Dal-hun as a Member of Audit Committee	Mgmt	For	For
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For

LG Uplus Corp.

Meeting Date: 03/21/2024

Country: South Korea

Ticker: 032640

Record Date: 12/31/2023

Meeting Type: Annual

Primary Security ID: Y5293P102

Primary CUSIP: Y5293P102

Primary ISIN: KR7032640005

Primary SEDOL: 6290902

Shares Voted: 972,154

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For
2	Amend Articles of Incorporation	Mgmt	For	For
3	Elect Hwang Hyeon-sik as Inside Director	Mgmt	For	For
4	Elect Kim Jong-woo as Outside Director to Serve as an Audit Committee Member	Mgmt	For	For
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For

Nordea Bank Abp

Meeting Date: 03/21/2024

Country: Finland

Ticker: NDA.SE

Record Date: 03/11/2024

Meeting Type: Annual

Primary Security ID: X5S8VL105

Primary CUSIP: X5S8VL105

Primary ISIN: FI4000297767

Primary SEDOL: BYZF9J9

Proposal Number	Proposal Text	Proponent	Mgmt 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 President Review	Mgmt		
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For
8	Approve Allocation of Income and Dividends of EUR 0.92 Per Share	Mgmt	For	For
9	Approve Discharge of Board and President	Mgmt	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For
12	Approve Remuneration of Directors in the Amount of EUR 365,000 for Chairman, EUR 171,000 for Vice Chairman and EUR 109,000 for Other Directors; Approve Legal and Administrative Fees; Approve Travel Expenses; Approve Remuneration for Committee Work	Mgmt	For	For
13	Determine Number of Members (10) and Deputy Members (1) of Board	Mgmt	For	For
14a	Reelect Sir Stephen Hester as Director (Chair)	Mgmt	For	For
14b	Reelect Petra van Hoeken as Director	Mgmt	For	For
14c	Reelect John Maltby as Director	Mgmt	For	For
14d	Reelect Risto Murto as Director	Mgmt	For	For
14e	Reelect Lene Skole as Director	Mgmt	For	For
14f	Reelect Per Stromberg as Director	Mgmt	For	For
14g	Reelect Jonas Synnergren as Director	Mgmt	For	For
14h	Reelect Arja Talma as Director	Mgmt	For	For
14i	Reelect Kjersti Wiklund as Director	Mgmt	For	For
14j	Elect Lars Rohde as new Director	Mgmt	For	For

Nordea Bank Abp

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
15	Approve Remuneration of Auditors	Mgmt	For	For
16	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For
17	Approve Remuneration of Authorized Sustainability Auditors	Mgmt	For	For
18	Ratify PricewaterhouseCoopers as Authorized Sustainability Auditor	Mgmt	For	For
19	Approve Issuance of Convertible Instruments without Preemptive Rights	Mgmt	For	For
20	Authorize Share Repurchase Program in the Securities Trading Business	Mgmt	For	For
21	Authorize Reissuance of Repurchased Shares	Mgmt	For	For
22	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
23	Approve Issuance of up to 30 Million Shares without Preemptive Rights	Mgmt	For	For
	Shareholder Proposals Submitted by Greenpeace Nordic, the Swedish Society for Nature Conservation and Mellemfolkeligt Samvirke / Action Aid Denmark	Mgmt		
24	Approve Business Activities in Line with the Paris Agreement	SH	Against	Against
25	Close Meeting	Mgmt		

Novo Nordisk A/S

Meeting Date: 03/21/2024

Country: Denmark

Ticker: NOVO.B

Record Date: 03/14/2024

Meeting Type: Annual

Primary Security ID: K72807140

Primary CUSIP: K72807140

Primary ISIN: DK0062498333

Primary SEDOL: BP6KMJ1

Shares Voted: 187,828

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Report of Board	Mgmt		
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of DKK 6.40 Per Share	Mgmt	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
5.1	Approve Remuneration of Directors in the Amount of DKK 3.4 Million for the Chairman, DKK 1.7 Million for the Vice Chairman and DKK 840,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For

Novo Nordisk A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5.2a	Approve Indemnification of Board of Directors	Mgmt	For	For
5.2b	Approve Indemnification of Executive Management	Mgmt	For	For
5.2c	Amend Articles Re: Indemnification Scheme	Mgmt	For	For
5.3	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	For
6.1	Reelect Helge Lund (Chair) as Director	Mgmt	For	For
6.2	Reelect Henrik Poulsen (Vice Chair) as Director	Mgmt	For	Abstain
6.3a	Reelect Laurence Debroux as Director	Mgmt	For	For
6.3b	Reelect Andreas Fibig as Director	Mgmt	For	For
6.3c	Reelect Sylvie Gregoire as Director	Mgmt	For	For
6.3d	Reelect Kasim Kutay as Director	Mgmt	For	Abstain
6.3e	Reelect Christina Law as Director	Mgmt	For	For
6.3f	Reelect Martin Mackay as Director	Mgmt	For	For
7	Ratify Deloitte as Auditor	Mgmt	For	For
8.1	Approve DKK 4.5 Million Reduction in Share Capital via Share Cancellation of B Shares	Mgmt	For	For
8.2	Authorize Share Repurchase Program	Mgmt	For	For
8.3	Approve Creation of DKK 44.7 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 44.7 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 44.7 Million	Mgmt	For	For
9	Other Business	Mgmt		

Samsung Life Insurance Co., Ltd.

Meeting Date: 03/21/2024

Country: South Korea

Ticker: 032830

Record Date: 12/31/2023

Meeting Type: Annual

Primary Security ID: Y74860100

Primary CUSIP: Y74860100

Primary ISIN: KR7032830002

Primary SEDOL: B12C0T9

Shares Voted: 4,384

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For
2.1	Elect Lim Chae-min as Outside Director	Mgmt	For	For
2.2.1	Elect Hong Won-hak as Inside Director	Mgmt	For	For

Samsung Life Insurance Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2.2.2	Elect Kim Woo-seok as Inside Director	Mgmt	For	For
2.2.3	Elect Lee Ju-gyeong as Inside Director	Mgmt	For	For
3	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For

Samsung Securities Co., Ltd.

Meeting Date: 03/21/2024 **Country:** South Korea **Ticker:** 016360
Record Date: 12/31/2023 **Meeting Type:** Annual
Primary Security ID: Y7486Y106 **Primary CUSIP:** Y7486Y106 **Primary ISIN:** KR7016360000 **Primary SEDOL:** 6408448

Shares Voted: 3,577

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For
2.1	Elect Hwang I-seok as Outside Director	Mgmt	For	For
2.2	Elect Park Won-ju as Outside Director	Mgmt	For	For
2.3	Elect Park Jong-moon as Inside Director	Mgmt	For	For
2.4	Elect Park Jun-gyu as Inside Director	Mgmt	For	For
3	Elect Hwang I-seok as a Member of Audit Committee	Mgmt	For	For
4	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For

Shinsegae, Inc.

Meeting Date: 03/21/2024 **Country:** South Korea **Ticker:** 004170
Record Date: 12/31/2023 **Meeting Type:** Annual
Primary Security ID: Y77538109 **Primary CUSIP:** Y77538109 **Primary ISIN:** KR7004170007 **Primary SEDOL:** 6805049

Shares Voted: 4,403

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Appropriation of Income	Mgmt	For	For
2	Amend Articles of Incorporation	Mgmt	For	For
3.1	Elect Park Ju-hyeong as Inside Director	Mgmt	For	For
3.2	Elect Heo Byeong-hun as Inside Director	Mgmt	For	For
3.3	Elect Choi Nan-seol-heon as Outside Director	Mgmt	For	For

Shinsegae, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4	Elect Choi Nan-seol-heon as a Member of Audit Committee	Mgmt	For	For
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For

Akbank TAS

Meeting Date: 03/22/2024	Country: Turkey	Ticker: AKBNK.E
Record Date:	Meeting Type: Annual	
Primary Security ID: M0300L106	Primary CUSIP: M0300L106	Primary ISIN: TRAAKBNK91N6
		Primary SEDOL: B03MN70

Shares Voted: 248,745

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt		
1	Open Meeting and Elect Presiding Council of Meeting	Mgmt	For	For
2	Accept Board Report	Mgmt	For	For
3	Accept Audit Report	Mgmt	For	For
4	Accept Financial Statements	Mgmt	For	For
5	Ratify Director Appointment	Mgmt	For	Against
6	Approve Discharge of Board	Mgmt	For	For
7	Approve Allocation of Income	Mgmt	For	For
8	Approve Accounting Transfers due to Revaluation	Mgmt	For	For
9	Elect Directors	Mgmt	For	Against
10	Approve Director Remuneration	Mgmt	For	Against
11	Ratify External Auditors	Mgmt	For	For
12	Receive Information on Donations Made in 2023	Mgmt		
13	Approve Upper Limit of Donations for 2024	Mgmt	For	Against
14	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	Mgmt	For	For
15	Receive Information on Remuneration Policy	Mgmt		
16	Receive Information on Diversity Policy	Mgmt		
17	Receive Information on Share Repurchase Program	Mgmt		

DB Insurance Co., Ltd.

Meeting Date: 03/22/2024

Country: South Korea

Ticker: 005830

Record Date: 12/31/2023

Meeting Type: Annual

Primary Security ID: Y2096K109

Primary CUSIP: Y2096K109

Primary ISIN: KR7005830005

Primary SEDOL: 6155937

Shares Voted: 5,779

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For
2.1	Amend Articles of Incorporation (Number of Directors)	Mgmt	For	For
2.2	Amend Articles of Incorporation (Directors' Term of Office)	Mgmt	For	Against
3.1	Elect Choi Jeong-ho as Inside Director	Mgmt	For	For
3.2	Elect Jeon Seon-ae as Outside Director	Mgmt	For	For
3.3	Elect Yoon Yong-roh as Outside Director	Mgmt	For	For
3.4	Elect Kim Cheol-ho as Outside Director	Mgmt	For	For
3.5	Elect Kim Jeong-nam as Inside Director	Mgmt	For	For
3.6	Elect Jeong Jong-pyo as Inside Director	Mgmt	For	For
3.7	Elect Park Gi-hyeon as Inside Director	Mgmt	For	For
4	Elect Jeong Chae-woong as Outside Director to Serve as an Audit Committee Member	Mgmt	For	For
5.1	Elect Choi Jeong-ho as a Member of Audit Committee	Mgmt	For	For
5.2	Elect Jeon Seon-ae as a Member of Audit Committee	Mgmt	For	For
6	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For

Hana Financial Group, Inc.

Meeting Date: 03/22/2024

Country: South Korea

Ticker: 086790

Record Date: 12/31/2023

Meeting Type: Annual

Primary Security ID: Y29975102

Primary CUSIP: Y29975102

Primary ISIN: KR7086790003

Primary SEDOL: B0RNRF5

Shares Voted: 17,077

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For
2.1	Elect Park Dong-moon as Outside Director	Mgmt	For	Against
2.2	Elect Lee Gang-won as Outside Director	Mgmt	For	Against

Hana Financial Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2.3	Elect Ju Young-seop as Outside Director	Mgmt	For	For
2.4	Elect Yoon Sim as Outside Director	Mgmt	For	For
2.5	Elect Lee Jae-min as Outside Director	Mgmt	For	For
2.6	Elect Lee Seung-yeol as Inside Director	Mgmt	For	Against
2.7	Elect Kang Seong-muk as Inside Director	Mgmt	For	For
3.1	Elect Lee Jeong-won as Outside Director to Serve as an Audit Committee Member	Mgmt	For	Against
3.2	Elect Lee Jae-sul as Outside Director to Serve as an Audit Committee Member	Mgmt	For	For
4.1	Elect Won Suk-yeon as a Member of Audit Committee	Mgmt	For	Against
4.2	Elect Lee Jae-min as a Member of Audit Committee	Mgmt	For	For
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For

KB Financial Group, Inc.

Meeting Date: 03/22/2024

Country: South Korea

Ticker: 105560

Record Date: 12/31/2023

Meeting Type: Annual

Primary Security ID: Y46007103

Primary CUSIP: Y46007103

Primary ISIN: KR7105560007

Primary SEDOL: B3DF0Y6

Shares Voted: 44,271

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For
2.1	Elect Lee Jae-geun as Non-Independent Non-Executive Director	Mgmt	For	For
2.2	Elect Oh Gyu-taek as Outside Director	Mgmt	For	For
2.3	Elect Choi Jae-hong as Outside Director	Mgmt	For	For
2.4	Elect Lee Myeong-hwal as Outside Director	Mgmt	For	For
3	Elect Kwon Seon-ju as Outside Director to Serve as an Audit Committee Member	Mgmt	For	For
4.1	Elect Cho Hwa-jun as a Member of Audit Committee	Mgmt	For	For
4.2	Elect Oh Gyu-taek as a Member of Audit Committee	Mgmt	For	For
4.3	Elect Kim Seong-yong as a Member of Audit Committee	Mgmt	For	For

KB Financial Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For

KB Financial Group, Inc.

Meeting Date: 03/22/2024 **Country:** South Korea **Ticker:** 105560
Record Date: 12/29/2023 **Meeting Type:** Annual
Primary Security ID: Y46007103 **Primary CUSIP:** Y46007103 **Primary ISIN:** KR7105560007 **Primary SEDOL:** B3DF0Y6

Shares Voted: 15,479

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Meeting for ADR Holders	Mgmt		
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For
2.1	Elect Lee Jae-geun as Non-Independent Non-Executive Director	Mgmt	For	For
2.2	Elect Oh Gyu-taek as Outside Director	Mgmt	For	For
2.3	Elect Choi Jae-hong as Outside Director	Mgmt	For	For
2.4	Elect Lee Myeong-hwal as Outside Director	Mgmt	For	For
3	Elect Kwon Seon-ju as Outside Director to Serve as an Audit Committee Member	Mgmt	For	For
4.1	Elect Cho Hwa-jun as a Member of Audit Committee	Mgmt	For	For
4.2	Elect Oh Gyu-taek as a Member of Audit Committee	Mgmt	For	For
4.3	Elect Kim Seong-yong as a Member of Audit Committee	Mgmt	For	For
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For

Kumho Petrochemical Co., Ltd.

Meeting Date: 03/22/2024 **Country:** South Korea **Ticker:** 011780
Record Date: 12/31/2023 **Meeting Type:** Annual
Primary Security ID: Y5S159113 **Primary CUSIP:** Y5S159113 **Primary ISIN:** KR7011780004 **Primary SEDOL:** 6499323

Shares Voted: 806

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For

Kumho Petrochemical Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2.1	Amend Articles of Incorporation	Mgmt	For	For
2.2	Amend Articles of Incorporation (Shareholder Proposal)	SH	Against	Against
3	Approve Cancellation of Treasury Shares (Shareholder Proposal)	SH	Against	Against
4.1	Elect Choi Doh-seong as Outside Director to Serve as an Audit Committee Member	Mgmt	For	For
4.2	Elect Kim Gyeong-ho as Outside Director to Serve as an Audit Committee Member (Shareholder Proposal)	SH	Against	Against
5.1	Elect Baek Jong-hun as Inside Director	Mgmt	For	For
5.2	Elect Ko Young-doh as Inside Director	Mgmt	For	For
6.1	Elect Lee Jeong-mi as Outside Director	Mgmt	For	For
6.2	Elect Yang Jeong-won as Outside Director	Mgmt	For	For
7	Elect Yang Jeong-won as a Member of Audit Committee	Mgmt	For	For
8	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For

MERITZ Financial Group, Inc.

Meeting Date: 03/22/2024

Country: South Korea

Ticker: 138040

Record Date: 12/31/2023

Meeting Type: Annual

Primary Security ID: Y59496102

Primary CUSIP: Y59496102

Primary ISIN: KR7138040001

Primary SEDOL: B4WRJD2

Shares Voted: 16,442

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For
2	Amend Articles of Incorporation	Mgmt	For	For
3	Elect Cho Jeong-ho as Inside Director	Mgmt	For	For
4.1	Elect Lee Sang-hun as Outside Director	Mgmt	For	For
4.2	Elect Cho Hong-hui as Outside Director	Mgmt	For	For
5	Elect Ahn Dong-hyeon as Outside Director to Serve as an Audit Committee Member	Mgmt	For	For
6.1	Elect Lee Sang-hun as a Member of Audit Committee	Mgmt	For	For
6.2	Elect Cho Hong-hui as a Member of Audit Committee	Mgmt	For	For
7	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For

Woori Financial Group, Inc.

Meeting Date: 03/22/2024 **Country:** South Korea **Ticker:** 316140
Record Date: 12/31/2023 **Meeting Type:** Annual
Primary Security ID: Y972JZ105 **Primary CUSIP:** Y972JZ105 **Primary ISIN:** KR7316140003 **Primary SEDOL:** BGHWH98

Shares Voted: 232,043

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For
2.1	Elect Jeong Chan-hyeong as Outside Director	Mgmt	For	Against
2.2	Elect Yoon In-seop as Outside Director	Mgmt	For	Against
2.3	Elect Shin Yo-hwan as Outside Director	Mgmt	For	Against
2.4	Elect Lee Eun-ju as Outside Director	Mgmt	For	For
2.5	Elect Park Seon-young as Outside Director	Mgmt	For	For
3.1	Elect Jeong Chan-hyeong as a Member of Audit Committee	Mgmt	For	Against
3.2	Elect Shin Yo-hwan as a Member of Audit Committee	Mgmt	For	Against
4	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For

Commercial International Bank - Egypt (CIB) SAE

Meeting Date: 03/25/2024 **Country:** Egypt **Ticker:** COMI
Record Date: 02/23/2024 **Meeting Type:** Annual/Special
Primary Security ID: M25561107 **Primary CUSIP:** M25561107 **Primary ISIN:** EGS60121C018 **Primary SEDOL:** 6243898

Shares Voted: 273,952

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Meeting for ADR/GDR Holders	Mgmt		
	Ordinary Business	Mgmt		
1	Approve Board Report on Company Operations for FY 2023	Mgmt	For	For
2	Approve Corporate Governance Report for FY 2023 and Related Auditor's Report	Mgmt	For	For
3	Approve Auditors' Report on Company Standalone and Consolidated Financial Statements for FY 2023	Mgmt	For	For
4	Accept Standalone and Consolidated Financial Statements and Statutory Reports for FY 2023	Mgmt	For	For
5	Approve Allocation of Income and Dividends for FY 2023 and Authorize the Board to Set the Guidelines on Employees Profit Distribution	Mgmt	For	For

Commercial International Bank - Egypt (CIB) SAE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6	Authorize Increase in Issued and Paid in Capital to be Allocated to Employee Stock Purchase Plan and Amend Articles 6 and 7 of Bylaws Accordingly	Mgmt	For	For
7	Ratify Changes in the Composition of the Board Since 20/03/2023	Mgmt	For	For
8	Approve Discharge of Chairman and Directors for FY 2023	Mgmt	For	For
9	Approve Remuneration of Chairman and Non Executive Directors and Committees for FY 2024	Mgmt	For	For
10	Ratify Auditors and Fix Their Remuneration for FY 2024	Mgmt	For	For
11	Authorize the Board to Donate Charitable Donations Above EGP 1,000 for FY 2024 and Ratify the Charitable Donations During FY 2023	Mgmt	For	For
12	Allow Non Executive Directors to be Involved with Other Companies	Mgmt	For	For
	Extraordinary Business	Mgmt		
1	Authorize the Board to Issue Financial Instruments as Bonds, Subordinated Loans or Deposits, or Hybrid Instruments for up to USD 1 Billion to Finance Bank Activities, Authorize the Board to Determine Issuance Conditions and Take all the Necessary Actions	Mgmt	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

Primary CUSIP: Y2103B100

Primary ISIN: KR7241560002

Primary SEDOL: BYX9GP8

Shares Voted: 2,126

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For
2	Elect Cho Deok-je as Inside Director	Mgmt	For	For
3	Elect Lee Du-hui as Outside Director to Serve as an Audit Committee Member	Mgmt	For	For
4	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For

HANWHA AEROSPACE Co., Ltd.

Meeting Date: 03/26/2024

Country: South Korea

Ticker: 012450

Record Date: 12/31/2023

Meeting Type: Annual

Primary Security ID: Y7470L102

Primary CUSIP: Y7470L102

Primary ISIN: KR7012450003

Primary SEDOL: 6772671

Shares Voted: 2,032

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For
2	Amend Articles of Incorporation	Mgmt	For	For
3.1	Elect Son Jae-il as Inside Director	Mgmt	For	For
3.2	Elect Jeon Hyu-jae as Outside Director	Mgmt	For	For
3.3	Elect Jeong Doh-jin as Outside Director	Mgmt	For	For
4.1	Elect Jeon Hyu-jae as a Member of Audit Committee	Mgmt	For	For
4.2	Elect Jeong Doh-jin as a Member of Audit Committee	Mgmt	For	For
5	Approve Terms of Retirement Pay	Mgmt	For	For
6	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For

Hyundai Steel Co.

Meeting Date: 03/26/2024

Country: South Korea

Ticker: 004020

Record Date: 12/31/2023

Meeting Type: Annual

Primary Security ID: Y38383108

Primary CUSIP: Y38383108

Primary ISIN: KR7004020004

Primary SEDOL: 6461850

Shares Voted: 245,454

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For
2.1	Elect Kim Gwang-pyeong as Inside Director	Mgmt	For	For
2.2	Elect Lee Seong-su as Inside Director	Mgmt	For	For
2.3	Elect Yoo Jeong-han as Outside Director	Mgmt	For	For
2.4	Elect Cho Seung-ah as Outside Director	Mgmt	For	For
3	Elect Yoo Jeong-han as a Member of Audit Committee	Mgmt	For	For
4	Elect Jang Geum-ju as Outside Director to Serve as an Audit Committee Member	Mgmt	For	For
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For

Industrial Bank of Korea

Meeting Date: 03/26/2024

Country: South Korea

Ticker: 024110

Record Date: 12/31/2023

Meeting Type: Annual

Primary Security ID: Y3994L108

Primary CUSIP: Y3994L108

Primary ISIN: KR7024110009

Primary SEDOL: 6462972

Shares Voted: 281,070

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For
2	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	Against
3	Authorize Board to Fix Remuneration of Internal Auditor(s)	Mgmt	For	Against

INPEX Corp.

Meeting Date: 03/26/2024

Country: Japan

Ticker: 1605

Record Date: 12/31/2023

Meeting Type: Annual

Primary Security ID: J2467E101

Primary CUSIP: J2467E101

Primary ISIN: JP3294460005

Primary SEDOL: B10RB15

Shares Voted: 205,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 14,800 for Class Ko Shares, and JPY 37 for Ordinary Shares	Mgmt	For	For
2.1	Elect Director Ueda, Takayuki	Mgmt	For	For
2.2	Elect Director Kawano, Kenji	Mgmt	For	For
2.3	Elect Director Okawa, Hitoshi	Mgmt	For	For
2.4	Elect Director Yamada, Daisuke	Mgmt	For	For
2.5	Elect Director Takimoto, Toshiaki	Mgmt	For	For
2.6	Elect Director Yanai, Jun	Mgmt	For	For
2.7	Elect Director Iio, Norinao	Mgmt	For	For
2.8	Elect Director Nishimura, Atsuko	Mgmt	For	For
2.9	Elect Director Nishikawa, Tomo	Mgmt	For	For
2.10	Elect Director Morimoto, Hideka	Mgmt	For	For

LG Electronics, Inc.

Meeting Date: 03/26/2024

Country: South Korea

Ticker: 066570

Record Date: 12/31/2023

Meeting Type: Annual

Primary Security ID: Y5275H177

Primary CUSIP: Y5275H177

Primary ISIN: KR7066570003

Primary SEDOL: 6520739

LG Electronics, Inc.

Shares Voted: 5,652

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For
2	Amend Articles of Incorporation	Mgmt	For	For
3	Elect Kim Chang-tae as Inside Director	Mgmt	For	For
4	Elect Kang Su-jin as Outside Director to Serve as an Audit Committee Member	Mgmt	For	For
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For

Lotte Shopping Co., Ltd.

Meeting Date: 03/26/2024

Country: South Korea

Ticker: 023530

Record Date: 12/31/2023

Meeting Type: Annual

Primary Security ID: Y5346T119

Primary CUSIP: Y5346T119

Primary ISIN: KR7023530009

Primary SEDOL: B0WGPZ5

Shares Voted: 7,649

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For
2	Amend Articles of Incorporation	Mgmt	For	For
3.1	Elect Kim Samuel Sang-hyeon as Inside Director	Mgmt	For	For
3.2	Elect Jeong Jun-ho as Inside Director	Mgmt	For	For
3.3	Elect Jang Ho-ju as Inside Director	Mgmt	For	For
3.4	Elect Sim Su-ock as Outside Director	Mgmt	For	For
3.5	Elect Cho Sang-cheol as Outside Director	Mgmt	For	For
3.6	Elect Han Jae-yeon as Outside Director	Mgmt	For	For
4.1	Elect Sim Su-ock as a Member of Audit Committee	Mgmt	For	For
4.2	Elect Han Jae-yeon as a Member of Audit Committee	Mgmt	For	For
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For

Mirae Asset Securities Co., Ltd.

Meeting Date: 03/26/2024

Country: South Korea

Ticker: 006800

Record Date: 12/31/2023

Meeting Type: Annual

Primary Security ID: Y1916K109

Primary CUSIP: Y1916K109

Primary ISIN: KR7006800007

Primary SEDOL: 6249658

Shares Voted: 10,030

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For
2.1	Elect Kim Mi-seop as Inside Director	Mgmt	For	For
2.2	Elect Lee Jem-ma as Outside Director	Mgmt	For	For
2.3	Elect Seok Jun-hui as Outside Director	Mgmt	For	For
2.4	Elect Song Jae-yong as Outside Director	Mgmt	For	For
3	Elect Jeong Yong-seon as Outside Director to Serve as an Audit Committee Member	Mgmt	For	Against
4.1	Elect Lee Jem-ma as a Member of Audit Committee	Mgmt	For	For
4.2	Elect Song Jae-yong as a Member of Audit Committee	Mgmt	For	For
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For

Randstad NV

Meeting Date: 03/26/2024

Country: Netherlands

Ticker: RAND

Record Date: 02/27/2024

Meeting Type: Annual

Primary Security ID: N7291Y137

Primary CUSIP: N7291Y137

Primary ISIN: NL0000379121

Primary SEDOL: 5228658

Shares Voted: 23,069

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt		
1	Open Meeting	Mgmt		
2a	Receive Reports of Executive Board and Supervisory Board (Non-Voting)	Mgmt		
2b	Discussion on Company's Corporate Governance Structure	Mgmt		
2c	Approve Remuneration Report	Mgmt	For	For
2d	Adopt Financial Statements and Statutory Reports	Mgmt	For	For
2e	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt		
2f	Approve Dividend	Mgmt	For	For
2g	Approve Special Dividend	Mgmt	For	For
3a	Approve Discharge of Executive Board	Mgmt	For	For
3b	Approve Discharge of Supervisory Board	Mgmt	For	For

Randstad NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4a	Elect Dimitra Manis to Supervisory Board	Mgmt	For	For
4b	Elect Philippe Vimard to Supervisory Board	Mgmt	For	For
5a	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Preemptive Rights	Mgmt	For	For
5b	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
5c	Approve Cancellation of Repurchased Shares	Mgmt	For	For
6	Other Business (Non-Voting)	Mgmt		
7	Close Meeting	Mgmt		

Shinhan Financial Group Co., Ltd.

Meeting Date: 03/26/2024

Country: South Korea

Ticker: 055550

Record Date: 12/31/2023

Meeting Type: Annual

Primary Security ID: Y7749X101

Primary CUSIP: Y7749X101

Primary ISIN: KR7055550008

Primary SEDOL: 6397502

Shares Voted: 106,976

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For
2.1	Elect Kim Jo-seol as Outside Director	Mgmt	For	Against
2.2	Elect Bae Hun as Outside Director	Mgmt	For	Against
2.3	Elect Yoon Jae-won as Outside Director	Mgmt	For	Against
2.4	Elect Lee Yong-guk as Outside Director	Mgmt	For	Against
2.5	Elect Jin Hyeon-deok as Outside Director	Mgmt	For	Against
2.6	Elect Choi Jae-bung as Outside Director	Mgmt	For	Against
2.7	Elect Song Seong-ju as Outside Director	Mgmt	For	For
2.8	Elect Choi Young-gwon as Outside Director	Mgmt	For	For
3	Elect Gwak Su-geun as Outside Director to Serve as an Audit Committee Member	Mgmt	For	Against
4.1	Elect Bae Hun as a Member of Audit Committee	Mgmt	For	Against
4.2	Elect Yoon Jae-won as a Member of Audit Committee	Mgmt	For	Against
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For

Shinhan Financial Group Co., Ltd.

Meeting Date: 03/26/2024

Country: South Korea

Ticker: 055550

Record Date: 12/29/2023

Meeting Type: Annual

Primary Security ID: Y7749X101

Primary CUSIP: Y7749X101

Primary ISIN: KR7055550008

Primary SEDOL: 6397502

Shares Voted: 8,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Meeting for ADR Holders	Mgmt		
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For
2.1	Elect Kim Jo-seol as Outside Director	Mgmt	For	Against
2.2	Elect Bae Hun as Outside Director	Mgmt	For	Against
2.3	Elect Yoon Jae-won as Outside Director	Mgmt	For	Against
2.4	Elect Lee Yong-guk as Outside Director	Mgmt	For	Against
2.5	Elect Jin Hyeon-deok as Outside Director	Mgmt	For	Against
2.6	Elect Choi Jae-bung as Outside Director	Mgmt	For	Against
2.7	Elect Song Seong-ju as Outside Director	Mgmt	For	For
2.8	Elect Choi Young-gwon as Outside Director	Mgmt	For	For
3	Elect Gwak Su-geun as Outside Director to Serve as an Audit Committee Member	Mgmt	For	Against
4.1	Elect Bae Hun as a Member of Audit Committee	Mgmt	For	Against
4.2	Elect Yoon Jae-won as a Member of Audit Committee	Mgmt	For	Against
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	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

Primary CUSIP: W94232100

Primary ISIN: SE0000242455

Primary SEDOL: 4846523

Shares Voted: 139,723

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Designate Inspectors of Minutes of Meeting	Mgmt		
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For
7.a	Receive Financial Statements and Statutory Reports	Mgmt		
7.b	Receive Auditor's Reports	Mgmt		
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For
9	Approve Allocation of Income and Dividends of SEK 15.15 Per Share	Mgmt	For	For
10.a	Approve Discharge of Bo Bengtsson	Mgmt	For	For
10.b	Approve Discharge of Goran Bengtson	Mgmt	For	For
10.c	Approve Discharge of Annika Creutzer	Mgmt	For	For
10.d	Approve Discharge of Hans Eckerstrom	Mgmt	For	For
10.e	Approve Discharge of Kerstin Hermansson	Mgmt	For	For
10.f	Approve Discharge of Helena Liljedahl	Mgmt	For	For
10.g	Approve Discharge of Bengt Erik Lindgren	Mgmt	For	For
10.h	Approve Discharge of Anna Mossberg	Mgmt	For	For
10.i	Approve Discharge of Per Olof Nyman	Mgmt	For	For
10.j	Approve Discharge of Biljana Pehrsson	Mgmt	For	For
10.k	Approve Discharge of Goran Persson	Mgmt	For	For
10.l	Approve Discharge of Biorn Riese	Mgmt	For	For
10.m	Approve Discharge of Jens Henriksson	Mgmt	For	For
10.n	Approve Discharge of Roger Ljung	Mgmt	For	For
10.o	Approve Discharge of Ake Skoglund	Mgmt	For	For
10.p	Approve Discharge of Henrik Joelsson	Mgmt	For	For
10.q	Approve Discharge of Camilla Linder	Mgmt	For	For
11	Determine Number of Members (10) and Deputy Members of Board (0)	Mgmt	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
13.a	Reelect Goran Bengtsson as Director	Mgmt	For	For
13.b	Reelect Annika Creutzer as Director	Mgmt	For	For
13.c	Reelect Hans Eckerstrom as Director	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
13.d	Reelect Kerstin Hermansson as Director	Mgmt	For	For
13.e	Reelect Helena Liljedahl as Director	Mgmt	For	For
13.f	Reelect Anna Mossberg as Director	Mgmt	For	For
13.g	Reelect Per Olof Nyman as Director	Mgmt	For	For
13.h	Reelect Biljana Pehrsson as Director	Mgmt	For	For
13.i	Reelect Goran Persson as Director	Mgmt	For	For
13.j	Reelect Biorn Riese as Director	Mgmt	For	For
14	Elect Goran Persson as Board Chairman	Mgmt	For	For
15	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For
16	Approve Nomination Committee Procedures	Mgmt	For	For
17	Authorize Repurchase Authorization for Trading in Own Shares	Mgmt	For	For
18	Authorize Share Repurchase Program	Mgmt	For	For
19	Approve Issuance of Convertibles without Preemptive Rights	Mgmt	For	For
20.a	Approve Common Deferred Share Bonus Plan (Eken 2024)	Mgmt	For	For
20.b	Approve Deferred Share Bonus Plan for Key Employees (IP 2024)	Mgmt	For	For
20.c	Approve Equity Plan Financing	Mgmt	For	For
21	Amend Articles Re: Business Name; Business Object; Business of the Annual General Meeting; General Meetings	Mgmt	For	For
22	Approve Remuneration Report	Mgmt	For	For
	Shareholder Proposals Submitted by Carl Axel Bruno	Mgmt		
23	Change Bank Software	SH	None	Against
	Joint Shareholder Proposals Submitted by Greenpeace Nordic and Swedish Society	Mgmt		
24	Adopt Company Strategy Aligned with the Paris Agreement Goal	SH	None	Against
25	Close Meeting	Mgmt		

Mytilineos SA

Meeting Date: 03/27/2024

Country: Greece

Ticker: MYTIL

Record Date: 03/21/2024

Meeting Type: Extraordinary Shareholders

Primary Security ID: X56014131

Primary CUSIP: X56014131

Primary ISIN: GRS393503008

Primary SEDOL: 5898664

Shares Voted: 1,177

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Special Meeting Agenda	Mgmt		
1	Approve Share Repurchase Program	Mgmt	For	For

NH Investment & Securities Co., Ltd.

Meeting Date: 03/27/2024 Country: South Korea Ticker: 005940
 Record Date: 12/31/2023 Meeting Type: Annual
 Primary Security ID: Y6S75L806 Primary CUSIP: Y6S75L806 Primary ISIN: KR7005940002 Primary SEDOL: 6537085

Shares Voted: 67,874

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For
2.1	Elect Yoon Byeong-woon as Inside Director	Mgmt	For	For
2.2	Elect Kang Ju-young as Outside Director	Mgmt	For	For
2.3	Elect Park Hae-sik as Outside Director	Mgmt	For	Against
3	Elect Yoon Byeong-woon as CEO	Mgmt	For	For
4	Elect Lee Bo-won as Inside Director to Serve as an Audit Committee Member	Mgmt	For	Against
5	Elect Min Seung-gyu as Outside Director to Serve as an Audit Committee Member	Mgmt	For	For
6	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For

SK, Inc.

Meeting Date: 03/27/2024 Country: South Korea Ticker: 034730
 Record Date: 12/31/2023 Meeting Type: Annual
 Primary Security ID: Y8T642129 Primary CUSIP: Y8T642129 Primary ISIN: KR7034730002 Primary SEDOL: B39Z8L3

Shares Voted: 34,210

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For
2.1	Elect Jang Yong-ho as Inside Director	Mgmt	For	For
2.2	Elect Kim Seon-hui as Outside Director	Mgmt	For	Against

SK, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Elect Yoon Chi-won as Outside Director to Serve as an Audit Committee Member	Mgmt	For	For
4	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For
5	Approve Terms of Retirement Pay	Mgmt	For	For

Suntory Beverage & Food Ltd.

Meeting Date: 03/27/2024 **Country:** Japan **Ticker:** 2587
Record Date: 12/31/2023 **Meeting Type:** Annual
Primary Security ID: J78186103 **Primary CUSIP:** J78186103 **Primary ISIN:** JP3336560002 **Primary SEDOL:** BBD7Q84

Shares Voted: 30,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 40	Mgmt	For	For
2.1	Elect Director Ono, Makiko	Mgmt	For	For
2.2	Elect Director Shekhar Mundlay	Mgmt	For	For
2.3	Elect Director Naiki, Hachiro	Mgmt	For	For
2.4	Elect Director Peter Harding	Mgmt	For	For
2.5	Elect Director Miyamori, Hiroshi	Mgmt	For	For
2.6	Elect Director Nakamura, Maki	Mgmt	For	For
3	Elect Director and Audit Committee Member Kanda, Hideki	Mgmt	For	For
4	Elect Alternate Director and Audit Committee Member Amitani, Mitsuhiro	Mgmt	For	For

Turkiye Garanti Bankasi AS

Meeting Date: 03/27/2024 **Country:** Turkey **Ticker:** GARAN.E
Record Date: **Meeting Type:** Annual
Primary Security ID: M4752S106 **Primary CUSIP:** M4752S106 **Primary ISIN:** TRAGARAN91N1 **Primary SEDOL:** B03MYP5

Shares Voted: 5,559,076

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt		
1	Open Meeting and Elect Presiding Council of Meeting	Mgmt	For	For
2	Accept Board Report	Mgmt	For	For
3	Accept Audit Report	Mgmt	For	For

Turkiye Garanti Bankasi AS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4	Accept Financial Statements	Mgmt	For	For
5	Authorize Share Capital Increase without Preemptive Rights	Mgmt	For	Against
6	Approve Discharge of Board	Mgmt	For	For
7	Approve Allocation of Income	Mgmt	For	For
8	Approve Accounting Transfers due to Revaluation	Mgmt	For	For
9	Elect Directors	Mgmt	For	Against
10	Ratify External Auditors	Mgmt	For	For
11	Receive Information on Remuneration Policy	Mgmt		
12	Approve Director Remuneration	Mgmt	For	Against
13	Approve Upper Limit of Donations for 2024 and Receive Information on Donations Made in 2023	Mgmt	For	Against
14	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	Mgmt	For	For
15	Receive Information in Accordance with Article 1.3.6 of Capital Market Board Corporate Governance Principles	Mgmt		

AGC, Inc. (Japan)

Meeting Date: 03/28/2024	Country: Japan	Ticker: 5201
Record Date: 12/31/2023	Meeting Type: Annual	
Primary Security ID: J0025W100	Primary CUSIP: J0025W100	Primary ISIN: JP3112000009
		Primary SEDOL: 6055208

Shares Voted: 42,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 105	Mgmt	For	For
2.1	Elect Director Shimamura, Takuya	Mgmt	For	Against
2.2	Elect Director Hirai, Yoshinori	Mgmt	For	Against
2.3	Elect Director Miyaji, Shinji	Mgmt	For	For
2.4	Elect Director Kurata, Hideyuki	Mgmt	For	For
2.5	Elect Director Yanagi, Hiroyuki	Mgmt	For	For
2.6	Elect Director Honda, Keiko	Mgmt	For	For
2.7	Elect Director Teshirogi, Isao	Mgmt	For	For

AGC, Inc. (Japan)

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For

Banco de Chile SA

Meeting Date: 03/28/2024	Country: Chile	Ticker: CHILE
Record Date: 02/20/2024	Meeting Type: Annual	
Primary Security ID: P0939W108	Primary CUSIP: P0939W108	Primary ISIN: CLP0939W1081
		Primary SEDOL: 2100845

Shares Voted: 29,531

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Meeting for ADR Holders	Mgmt		
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Allocation of Income and Dividends of CLP 8.08 Per Share	Mgmt	For	For
3	Elect Director	Mgmt	For	Against
4	Approve Remuneration of Directors	Mgmt	For	For
5	Approve Remuneration and Budget of Directors and Audit Committee	Mgmt	For	For
6	Appoint Auditors	Mgmt	For	For
7	Designate Risk Assessment Companies	Mgmt	For	For
8	Present Directors and Audit Committee's Report	Mgmt		
9	Receive Report Regarding Related-Party Transactions	Mgmt		
10	Transact Other Business	Mgmt		

Canon, Inc.

Meeting Date: 03/28/2024	Country: Japan	Ticker: 7751
Record Date: 12/31/2023	Meeting Type: Annual	
Primary Security ID: J05124144	Primary CUSIP: J05124144	Primary ISIN: JP3242800005
		Primary SEDOL: 6172323

Shares Voted: 156,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 70	Mgmt	For	For
2.1	Elect Director Mitarai, Fujio	Mgmt	For	For
2.2	Elect Director Tanaka, Toshizo	Mgmt	For	For
2.3	Elect Director Homma, Toshio	Mgmt	For	For

Canon, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2.4	Elect Director Ogawa, Kazuto	Mgmt	For	For
2.5	Elect Director Takeishi, Hiroaki	Mgmt	For	For
2.6	Elect Director Asada, Minoru	Mgmt	For	For
2.7	Elect Director Kawamura, Yusuke	Mgmt	For	For
2.8	Elect Director Ikegami, Masayuki	Mgmt	For	For
2.9	Elect Director Suzuki, Masaki	Mgmt	For	For
2.10	Elect Director Ito, Akiko	Mgmt	For	For
3	Appoint Statutory Auditor Okayama, Chikahiro	Mgmt	For	For
4	Approve Annual Bonus	Mgmt	For	For
5	Approve Deep Discount Stock Option Plan	Mgmt	For	For

GS Holdings Corp.

Meeting Date: 03/28/2024	Country: South Korea	Ticker: 078930
Record Date: 12/31/2023	Meeting Type: Annual	
Primary Security ID: Y2901P103	Primary CUSIP: Y2901P103	Primary ISIN: KR7078930005
		Primary SEDOL: B01RJV3

Shares Voted: 1,899

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For
2	Amend Articles of Incorporation	Mgmt	For	For
3	Elect Han Jin-hyeon as Outside Director	Mgmt	For	For
4	Elect Lee Chang-jae as Outside Director to Serve as an Audit Committee Member	Mgmt	For	Against
5	Elect Moon Hyo-eun as a Member of Audit Committee	Mgmt	For	For
6	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For

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	Primary CUSIP: Y3R57J108	Primary ISIN: KR7161390000
		Primary SEDOL: B7T5KQ0

HANKOOK TIRE & TECHNOLOGY Co., Ltd.

Shares Voted: 22,831

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For
2	Amend Articles of Incorporation	Mgmt	For	For
3.1.1	Elect Lee Su-il as Inside Director	Mgmt	For	For
3.1.3	Elect Park Jong-ho as Inside Director	Mgmt	For	Against
3.2.1	Elect Pyo Hyeon-myeong as Outside Director	Mgmt	For	Against
3.2.2	Elect Kim Jong-gap as Outside Director	Mgmt	For	Against
3.2.3	Elect Kang Young-jae as Outside Director	Mgmt	For	Against
3.2.4	Elect Kim Jeong-yeon as Outside Director	Mgmt	For	For
3.2.5	Elect Han Seong-gwon as Outside Director	Mgmt	For	For
4	Elect Moon Du-cheol as Outside Director to Serve as an Audit Committee Member	Mgmt	For	For
5.1	Elect Kim Jeong-yeon as a Member of Audit Committee	Mgmt	For	For
5.2	Elect Han Seong-gwon as a Member of Audit Committee	Mgmt	For	For
6	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	Against

Kirin Holdings Co., Ltd.

Meeting Date: 03/28/2024

Country: Japan

Ticker: 2503

Record Date: 12/31/2023

Meeting Type: Annual

Primary Security ID: 497350108

Primary CUSIP: 497350108

Primary ISIN: JP3258000003

Primary SEDOL: 6493745

Shares Voted: 100,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 36.5	Mgmt	For	For
2	Amend Articles to Clarify Director Authority on Shareholder Meetings - Amend Provisions on Director Titles	Mgmt	For	For
3.1	Elect Director Isozaki, Yoshinori	Mgmt	For	For
3.2	Elect Director Minakata, Takeshi	Mgmt	For	For
3.3	Elect Director Tsuboi, Junko	Mgmt	For	For
3.4	Elect Director Yoshimura, Toru	Mgmt	For	For
3.5	Elect Director Akieda, Shinjiro	Mgmt	For	For

Kirin Holdings Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3.6	Elect Director Mori, Masakatsu	Mgmt	For	For
3.7	Elect Director Yanagi, Hiroyuki	Mgmt	For	For
3.8	Elect Director Shiono, Noriko	Mgmt	For	For
3.9	Elect Director Rod Eddington	Mgmt	For	For
3.10	Elect Director George Olcott	Mgmt	For	For
3.11	Elect Director Katanozaka, Shinya	Mgmt	For	For
3.12	Elect Director Ando, Yoshiko	Mgmt	For	For
4.1	Appoint Statutory Auditor Kashima, Kaoru	Mgmt	For	For
4.2	Appoint Statutory Auditor Dochi, Yoko	Mgmt	For	For

KT Corp.

Meeting Date: 03/28/2024 **Country:** South Korea **Ticker:** 030200
Record Date: 12/31/2023 **Meeting Type:** Annual
Primary Security ID: Y49915104 **Primary CUSIP:** Y49915104 **Primary ISIN:** KR7030200000 **Primary SEDOL:** 6505316

Shares Voted: 513,467

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For
2.1	Amend Articles of Incorporation (Quarterly Dividends)	Mgmt	For	For
2.2	Amend Articles of Incorporation (Record Date for Dividends)	Mgmt	For	For
2.3	Amend Articles of Incorporation (Miscellaneous)	Mgmt	For	For
3	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	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 **Primary CUSIP:** Y49915104 **Primary ISIN:** KR7030200000 **Primary SEDOL:** 6505316

Shares Voted: 353,437

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Meeting for ADR Holders	Mgmt		
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For

KT Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2.1	Amend Articles of Incorporation (Quarterly Dividends)	Mgmt	For	For
2.2	Amend Articles of Incorporation (Record Date for Dividends)	Mgmt	For	For
2.3	Amend Articles of Incorporation (Miscellaneous)	Mgmt	For	For
3	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For

Otsuka Holdings Co., Ltd.

Meeting Date: 03/28/2024 **Country:** Japan **Ticker:** 4578
Record Date: 12/31/2023 **Meeting Type:** Annual
Primary Security ID: J63117105 **Primary CUSIP:** J63117105 **Primary ISIN:** JP3188220002 **Primary SEDOL:** B5LTM93

Shares Voted: 82,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Otsuka, Ichiro	Mgmt	For	For
1.2	Elect Director Higuchi, Tatsuo	Mgmt	For	For
1.3	Elect Director Inoue, Makoto	Mgmt	For	For
1.4	Elect Director Matsuo, Yoshiro	Mgmt	For	For
1.5	Elect Director Makino, Yuko	Mgmt	For	For
1.6	Elect Director Takagi, Shuichi	Mgmt	For	For
1.7	Elect Director Kobayashi, Masayuki	Mgmt	For	For
1.8	Elect Director Tojo, Noriko	Mgmt	For	For
1.9	Elect Director Matsutani, Yukio	Mgmt	For	For
1.10	Elect Director Sekiguchi, Ko	Mgmt	For	For
1.11	Elect Director Aoki, Yoshihisa	Mgmt	For	For
1.12	Elect Director Mita, Mayo	Mgmt	For	For
1.13	Elect Director Kitachi, Tatsuki	Mgmt	For	For
2	Approve Restricted Stock Plan	Mgmt	For	For

HD HYUNDAI Co., Ltd.

Meeting Date: 03/29/2024 **Country:** South Korea **Ticker:** 267250
Record Date: 12/31/2023 **Meeting Type:** Annual
Primary Security ID: Y3R3C9109 **Primary CUSIP:** Y3R3C9109 **Primary ISIN:** KR7267250009 **Primary SEDOL:** BD4HFT1

HD HYUNDAI Co., Ltd.

Shares Voted: 2,020

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For
2	Amend Articles of Incorporation	Mgmt	For	For
3	Elect Jeong Gi-seon as Inside Director	Mgmt	For	For
4	Elect Seo Seung-hwan as Outside Director to Serve as an Audit Committee Member	Mgmt	For	For
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For

Korea Investment Holdings Co., Ltd.

Meeting Date: 03/29/2024

Country: South Korea

Ticker: 071050

Record Date: 12/31/2023

Meeting Type: Annual

Primary Security ID: Y4862P106

Primary CUSIP: Y4862P106

Primary ISIN: KR7071050009

Primary SEDOL: 6654586

Shares Voted: 20,340

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Amend Articles of Incorporation	Mgmt	For	For
2.1	Elect Kim Nam-gu as Inside Director	Mgmt	For	For
2.2	Elect Oh Tae-gyun as Inside Director	Mgmt	For	For
2.3	Elect Kim Jeong-gi as Outside Director	Mgmt	For	For
2.4	Elect Cho Young-tae as Outside Director	Mgmt	For	For
2.5	Elect Kim Tae-won as Outside Director	Mgmt	For	For
2.6	Elect Kim Hui-jae as Outside Director	Mgmt	For	For
3	Elect Choi Su-mi as Outside Director to Serve as an Audit Committee Member	Mgmt	For	For
4.1	Elect Kim Jeong-gi as a Member of Audit Committee	Mgmt	For	For
4.2	Elect Ji Young-jo as a Member of Audit Committee	Mgmt	For	For
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For

Turkiye Is Bankasi AS

Meeting Date: 03/29/2024

Country: Turkey

Ticker: ISCTR.E

Record Date: 03/28/2024

Meeting Type: Annual

Primary Security ID: M8933F115

Primary CUSIP: M8933F115

Primary ISIN: TRAISCTR91N2

Primary SEDOL: B03MYS8

Turkiye Is Bankasi AS

Shares Voted: 8,516,053

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt		
1	Open Meeting and Elect Presiding Council of Meeting	Mgmt	For	For
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Discharge of Board	Mgmt	For	For
4	Approve Allocation of Income	Mgmt	For	For
5	Approve Accounting Transfers due to Revaluation	Mgmt	For	For
6	Approve Director Remuneration	Mgmt	For	Against
7	Ratify External Auditors	Mgmt	For	For
8	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	Mgmt	For	For
9	Ratify Director Appointment	Mgmt	For	Against
10	Receive Information on Donations Made in 2023	Mgmt		
11	Receive Information in Accordance with Article 1.3.6 of Capital Market Board Corporate Governance Principles	Mgmt		
12	Receive Information on Decarbonization Plan	Mgmt		

Yapi ve Kredi Bankasi AS

Meeting Date: 03/29/2024

Country: Turkey

Ticker: YKBNK.E

Record Date: 03/28/2024

Meeting Type: Annual

Primary Security ID: M9869G101

Primary CUSIP: M9869G101

Primary ISIN: TRAYKBNK91N6

Primary SEDOL: B03MZJ6

Shares Voted: 14,285,496

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt		
1	Open Meeting and Elect Presiding Council of Meeting	Mgmt	For	For
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Discharge of Board	Mgmt	For	For
4	Approve Sale of Receivables	Mgmt	For	For

Yapi ve Kredi Bankasi AS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Amend Company Articles 6 and 4	Mgmt	For	Against
6	Elect Directors	Mgmt	For	Against
7	Approve Remuneration Policy and Director Remuneration Paid in 2023	Mgmt	For	For
8	Approve Director Remuneration	Mgmt	For	Against
9	Approve Allocation of Income	Mgmt	For	For
10	Approve Accounting Transfers due to Revaluation	Mgmt	For	For
11	Receive Information on Share Repurchase Program	Mgmt		
12	Ratify External Auditors	Mgmt	For	For
13	Approve Upper Limit of Donations 2024 and Receive Information on Donations Made in 2023	Mgmt	For	Against
14	Receive Information on Activities Conducted in 2023 Regarding the Low Carbon Emission Policy	Mgmt		
15	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	Mgmt	For	For
16	Wishes	Mgmt		

VOTE SUMMARY REPORT

Date range covered : 01/01/2024 to 03/31/2024

Voting Statistics

	Total	Percent
Votable Meetings	40	
Meetings Voted	40	100.00%
Meetings with One or More Votes Against Management	8	20.00%
Votable Ballots	82	
Ballots Voted	82	100.00%

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	492		32		524	
Proposals Voted	492	100.00%	32	100.00%	524	100.00%
FOR Votes	481	97.76%	5	15.63%	486	92.75%
AGAINST Votes	6	1.22%	27	84.38%	33	6.30%
ABSTAIN Votes	0	0.00%	0	0.00%	0	0.00%
WITHHOLD Votes	1	0.20%	0	0.00%	1	0.19%
Votes WITH Management	485	98.58%	28	87.50%	513	97.90%
Votes AGAINST Management	7	1.42%	4	12.50%	11	2.10%

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.

Proposal Statistics

	Votable Proposals		Proposals Voted		Management Proposals		Shareholder Proposals		Votes Against Management	
	Total	Percent	Total	Percent	Total	Percent	Total	Percent	Total	Percent
Audit Related	39	7.44%	39	7.44%	39	7.44%	0	0.00%	0	0.00%
Capitalization	10	1.91%	10	1.91%	10	1.91%	0	0.00%	0	0.00%
Company Articles	7	1.34%	7	1.34%	6	1.15%	1	0.19%	0	0.00%
Compensation	57	10.88%	57	10.88%	54	10.31%	3	0.57%	2	0.38%
Corporate Governance	5	0.95%	5	0.95%	0	0.00%	5	0.95%	4	0.76%
Director Election	357	68.13%	357	68.13%	357	68.13%	0	0.00%	5	0.95%
Director Related	11	2.10%	11	2.10%	10	1.91%	1	0.19%	0	0.00%
E&S Blended	5	0.95%	5	0.95%	0	0.00%	5	0.95%	0	0.00%
Environmental	6	1.15%	6	1.15%	0	0.00%	6	1.15%	0	0.00%
Miscellaneous	1	0.19%	1	0.19%	1	0.19%	0	0.00%	0	0.00%
Mutual Funds	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
No Research	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Non-Routine Business	1	0.19%	1	0.19%	1	0.19%	0	0.00%	0	0.00%
Routine Business	7	1.34%	7	1.34%	7	1.34%	0	0.00%	0	0.00%
Social	11	2.10%	11	2.10%	0	0.00%	11	2.10%	0	0.00%
Strategic Transactions	3	0.57%	3	0.57%	3	0.57%	0	0.00%	0	0.00%
Takeover Related	4	0.76%	4	0.76%	4	0.76%	0	0.00%	0	0.00%
Total	524	100.00%	524	100.00%	492	93.89%	32	6.11%	11	2.10%

Accenture plc

Meeting Date: 01/31/2024

Country: Ireland

Ticker: ACN

Record Date: 12/04/2023

Meeting Type: Annual

Primary ISIN: IE00B4BNMY34

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Jaime Ardila	Mgmt	For	For
1b	Elect Director Martin Bruderemuller	Mgmt	For	For
1c	Elect Director Alan Jope	Mgmt	For	For
1d	Elect Director Nancy McKinstry	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-125] Vote against sitting CEO for serving on an excessive number of public company boards which we believe raises substantial concerns about his/her ability to exercise sufficient oversight on this board.</i>				
1e	Elect Director Beth E. Mooney	Mgmt	For	For
1f	Elect Director Gilles C. Pelisson	Mgmt	For	For
<i>Blended Rationale: .</i>				
1g	Elect Director Paula A. Price	Mgmt	For	For
1h	Elect Director Venkata (Murthy) Renduchintala	Mgmt	For	For
1i	Elect Director Arun Sarin	Mgmt	For	For
1j	Elect Director Julie Sweet	Mgmt	For	For
1k	Elect Director Tracey T. Travis	Mgmt	For	For
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For
4	Amend Nonqualified Employee Stock Purchase Plan	Mgmt	For	For
5	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
6	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	For
7	Authorize Board to Opt-Out of Statutory Pre-Emption Rights	Mgmt	For	For
8	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For

Agilent Technologies, Inc.

Meeting Date: 03/14/2024

Country: USA

Ticker: A

Record Date: 01/23/2024

Meeting Type: Annual

Primary ISIN: US00846U1016

Agilent Technologies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Mala Anand	Mgmt	For	For
1.2	Elect Director Koh Boon Hwee	Mgmt	For	For
1.3	Elect Director Michael R. McMullen	Mgmt	For	For
1.4	Elect Director Daniel K. Podolsky	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
4	Adopt Simple Majority Vote	SH	None	For

Blended Rationale: [SF-S0311-001] Supermajority vote requirement serves as an entrenchment device for management.

Air Products and Chemicals, Inc.

Meeting Date: 01/25/2024

Country: USA

Ticker: APD

Record Date: 11/30/2023

Meeting Type: Annual

Primary ISIN: US0091581068

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Tontit M. Calaway	Mgmt	For	For
<i>Blended Rationale: .</i>				
1b	Elect Director Charles Cogut	Mgmt	For	For
1c	Elect Director Lisa A. Davis	Mgmt	For	For
1d	Elect Director Seifollah (Seifi) Ghasemi	Mgmt	For	For
1e	Elect Director Jessica Trocchi Graziano	Mgmt	For	For
1f	Elect Director David H.Y. Ho	Mgmt	For	For
1g	Elect Director Edward L. Monser	Mgmt	For	For
1h	Elect Director Matthew H. Paull	Mgmt	For	For
1i	Elect Director Wayne T. Smith	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For

Analog Devices, Inc.

Meeting Date: 03/13/2024

Country: USA

Ticker: ADI

Record Date: 01/09/2024

Meeting Type: Annual

Primary ISIN: US0326541051

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Vincent Roche	Mgmt	For	For
1b	Elect Director Stephen M. Jennings	Mgmt	For	For
1c	Elect Director Andre Andonian	Mgmt	For	For
1d	Elect Director James A. Champy	Mgmt	For	For
1e	Elect Director Edward H. Frank	Mgmt	For	For
1f	Elect Director Laurie H. Glimcher	Mgmt	For	For
1g	Elect Director Karen M. Golz	Mgmt	For	For
1h	Elect Director Peter B. Henry	Mgmt	For	For
1i	Elect Director Mercedes Johnson	Mgmt	For	For
1j	Elect Director Ray Stata	Mgmt	For	For
1k	Elect Director Susie Wee	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
4	Adopt Simple Majority Vote	SH	Against	For

Blended Rationale: [SF-S0311-001] Supermajority vote requirement serves as an entrenchment device for management.

APA CORPORATION

Meeting Date: 03/27/2024

Country: USA

Ticker: APA

Record Date: 02/15/2024

Meeting Type: Special

Primary ISIN: US03743Q1085

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Issue Shares in Connection with Acquisition	Mgmt	For	For
<i>Blended Rationale: The board seeks shareholder approval to acquire Callon Petroleum Company (CPE). Under the terms of the agreement, CPE shareholders will receive 1.0425 APA shares per CPE share, which was valued at approximately \$38.31 per share and \$2.5 billion in aggregate, at announcement. APA shareholders are expected to own approximately 81 percent of the combined company. Unanimous board support with fairness opinions by Citigroup and Wells Fargo.</i>				
2	Adjourn Meeting	Mgmt	For	For

Apple Inc.

Meeting Date: 02/28/2024

Country: USA

Ticker: AAPL

Record Date: 01/02/2024

Meeting Type: Annual

Primary ISIN: US0378331005

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Wanda Austin	Mgmt	For	For
1b	Elect Director Tim Cook	Mgmt	For	For
1c	Elect Director Alex Gorsky	Mgmt	For	For
1d	Elect Director Andrea Jung	Mgmt	For	For
1e	Elect Director Art Levinson	Mgmt	For	For
1f	Elect Director Monica Lozano	Mgmt	For	For
1g	Elect Director Ron Sugar	Mgmt	For	For
1h	Elect Director Sue Wagner	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	SH	Against	Against
<i>Blended Rationale: The company already provides sufficient disclosure and/or reporting regarding its diversity and inclusion initiatives.</i>				
5	Report on Standards and Procedures to Curate App Content	SH	Against	Against
<i>Blended Rationale: The company already provides sufficient disclosure related to its efforts to respect civil liberties and in managing disputes between government interests and user rights.</i>				
6	Report on Median Gender/Racial Pay Gap	SH	Against	Against
<i>Blended Rationale: The company already provides sufficient disclosure and/or reporting regarding this issue, or is already enhancing its relevant disclosures.</i>				
7	Report on Use of Artificial Intelligence	SH	Against	Against
<i>Blended Rationale: The company already has policies in place to address the request being made by the proposal, or is already enhancing its relevant policies.</i>				
8	Report on Congruency of Company's Privacy and Human Rights Policies with its Actions	SH	Against	Against
<i>Blended Rationale: The Company already maintains significant privacy- and human rights-related disclosures and policies, as well as board oversight of this issue.</i>				

Applied Materials, Inc.

Meeting Date: 03/07/2024

Country: USA

Ticker: AMAT

Record Date: 01/10/2024

Meeting Type: Annual

Primary ISIN: US0382221051

Applied Materials, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Rani Borkar	Mgmt	For	For
1b	Elect Director Judy Bruner	Mgmt	For	For
1c	Elect Director Xun (Eric) Chen	Mgmt	For	For
1d	Elect Director Aart J. de Geus	Mgmt	For	For
1e	Elect Director Gary E. Dickerson	Mgmt	For	For
1f	Elect Director Thomas J. Iannotti	Mgmt	For	For
1g	Elect Director Alexander A. Karsner	Mgmt	For	For
<i>Blended Rationale: .</i>				
1h	Elect Director Kevin P. March	Mgmt	For	For
1i	Elect Director Yvonne McGill	Mgmt	For	For
1j	Elect Director Scott A. McGregor	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For
4	Report on Lobbying Payments and Policy	SH	Against	Against
<i>Blended Rationale: [SF-S0000-022] The company already provides sufficient disclosure and/or reporting regarding this issue, or is already enhancing its relevant disclosures.</i>				
5	Report on Median and Adjusted Gender/Racial Pay Gaps	SH	Against	Against
<i>Blended Rationale: [SF-S0000-022] The company already provides sufficient disclosure and/or reporting regarding this issue, or is already enhancing its relevant disclosures.</i>				

Atmos Energy Corporation

Meeting Date: 02/07/2024

Country: USA

Ticker: ATO

Record Date: 12/12/2023

Meeting Type: Annual

Primary ISIN: US0495601058

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director J. Kevin Akers	Mgmt	For	For
1b	Elect Director John C. Ale	Mgmt	For	For
1c	Elect Director Kim R. Cocklin	Mgmt	For	For
1d	Elect Director Kelly H. Compton	Mgmt	For	For
1e	Elect Director Sean Donohue	Mgmt	For	For
1f	Elect Director Rafael G. Garza	Mgmt	For	For

Atmos Energy Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1g	Elect Director Richard K. Gordon	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-032] Vote against the LID as the Company does not meet our aspirations of having adequate climate risk disclosures against all 4 pillars of TCFD. [SF-M0201-034] The company does not meet our aspirations of having adequate climate-related metrics and targets.</i></p>				
1h	Elect Director Nancy K. Quinn	Mgmt	For	For
1i	Elect Director Richard A. Sampson	Mgmt	For	For
1j	Elect Director Diana J. Walters	Mgmt	For	For
1k	Elect Director Frank Yoho	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-032] Vote against the hair of the Corporate Responsibility, Sustainability, and Safety committee as the Company does not meet our aspirations of having adequate climate risk disclosures against all 4 pillars of TCFD. [SF-M0201-034] The company does not meet our aspirations of having adequate climate-related metrics and targets.</i></p>				
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For

Becton, Dickinson and Company

Meeting Date: 01/23/2024

Country: USA

Ticker: BDX

Record Date: 12/04/2023

Meeting Type: Annual

Primary ISIN: US0758871091

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director William M. Brown	Mgmt	For	For
1.2	Elect Director Catherine M. Burzik	Mgmt	For	For
1.3	Elect Director Carrie L. Byington	Mgmt	For	For
1.4	Elect Director R. Andrew Eckert	Mgmt	For	For
1.5	Elect Director Claire M. Fraser	Mgmt	For	For
1.6	Elect Director Jeffrey W. Henderson	Mgmt	For	For
1.7	Elect Director Christopher Jones	Mgmt	For	For
1.8	Elect Director Thomas E. Polen	Mgmt	For	For
1.9	Elect Director Timothy M. Ring	Mgmt	For	For
1.10	Elect Director Bertram L. Scott	Mgmt	For	For
1.11	Elect Director Joanne Waldstreicher	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For

Catalent, Inc.

Meeting Date: 01/25/2024

Country: USA

Ticker: CTLT

Record Date: 12/04/2023

Meeting Type: Annual

Primary ISIN: US1488061029

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Michael J. Barber	Mgmt	For	For
	<i>Blended Rationale:</i> .			
1b	Elect Director Steven K. Barg	Mgmt	For	For
1c	Elect Director J. Martin Carroll	Mgmt	For	For
	<i>Blended Rationale:</i> .			
1d	Elect Director Rolf Classon	Mgmt	For	For
	<i>Blended Rationale:</i> .			
1e	Elect Director Frank A. D'Amelio	Mgmt	For	For
1f	Elect Director John J. Greisch	Mgmt	For	For
1g	Elect Director Gregory T. Lucier	Mgmt	For	For
1h	Elect Director Alessandro Maselli	Mgmt	For	For
1i	Elect Director Donald E. Morel, Jr.	Mgmt	For	For
1j	Elect Director Stephanie Okey	Mgmt	For	For
1k	Elect Director Michelle R. Ryan	Mgmt	For	For
1l	Elect Director Jack Stahl	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For

Cencora, Inc.

Meeting Date: 03/12/2024

Country: USA

Ticker: COR

Record Date: 01/16/2024

Meeting Type: Annual

Primary ISIN: US03073E1055

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

Cencora, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1e	Elect Director Richard W. Gochnauer	Mgmt	For	For
1f	Elect Director Lon R. Greenberg	Mgmt	For	For
1g	Elect Director Kathleen W. Hyle	Mgmt	For	For
1h	Elect Director Lorence H. Kim	Mgmt	For	For
1i	Elect Director Redonda G. Miller	Mgmt	For	For
1j	Elect Director Dennis M. Nally	Mgmt	For	For
1k	Elect Director Lauren M. Tyler	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	For
5	Amend Certificate of Incorporation	Mgmt	For	For
6	Enhance Majority Vote for the Election of Directors	SH	Against	Against

Blended Rationale: [SF-S0000-021] The company already has policies in place to address the request being made by the proposal, or is already enhancing its relevant policies.

Costco Wholesale Corporation

Meeting Date: 01/18/2024

Country: USA

Ticker: COST

Record Date: 11/10/2023

Meeting Type: Annual

Primary ISIN: US22160K1051

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Susan L. Decker	Mgmt	For	For
1b	Elect Director Kenneth D. Denman	Mgmt	For	For
1c	Elect Director Helena B. Foulkes	Mgmt	For	For
1d	Elect Director Richard A. Galanti	Mgmt	For	For
1e	Elect Director Hamilton E. James	Mgmt	For	For
1f	Elect Director W. Craig Jelinek	Mgmt	For	For
1g	Elect Director Sally Jewell	Mgmt	For	For
1h	Elect Director Jeffrey S. Raikes	Mgmt	For	For
1i	Elect Director John W. Stanton	Mgmt	For	For
1j	Elect Director Ron M. Vachris	Mgmt	For	For
1k	Elect Director Mary Agnes (Maggie) Wilderotter	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For

Costco Wholesale Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Issue Audited Report on Fiduciary Relevance of Decarbonization Goal	SH	Against	Against

Blended Rationale: [SF-S0000-022] The company already provides sufficient disclosure and/or reporting regarding this issue, or is already enhancing its relevant disclosures

D.R. Horton, Inc.

Meeting Date: 01/17/2024

Country: USA

Ticker: DHI

Record Date: 11/30/2023

Meeting Type: Annual

Primary ISIN: US23331A1097

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Donald R. Horton	Mgmt	For	For
1b	Elect Director Barbara K. Allen	Mgmt	For	For
1c	Elect Director Brad S. Anderson	Mgmt	For	For
1d	Elect Director David V. Auld	Mgmt	For	For
1e	Elect Director Michael R. Buchanan	Mgmt	For	For
1f	Elect Director Benjamin S. Carson, Sr.	Mgmt	For	For
1g	Elect Director Maribess L. Miller	Mgmt	For	For
1h	Elect Director Paul J. Romanowski	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
4	Approve Omnibus Stock Plan	Mgmt	For	For
5	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For

Deere & Company

Meeting Date: 02/28/2024

Country: USA

Ticker: DE

Record Date: 01/02/2024

Meeting Type: Annual

Primary ISIN: US2441991054

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Leanne G. Caret	Mgmt	For	For
1b	Elect Director Tamra A. Erwin	Mgmt	For	For

Deere & Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1c	Elect Director Alan C. Heuberger	Mgmt	For	For
1d	Elect Director L. Neil Hunn	Mgmt	For	For
1e	Elect Director Michael O. Johanns	Mgmt	For	For
1f	Elect Director Clayton M. Jones	Mgmt	For	For
1g	Elect Director John C. May	Mgmt	For	For
1h	Elect Director Gregory R. Page	Mgmt	For	For
1i	Elect Director Sherry M. Smith	Mgmt	For	For
1j	Elect Director Dmitri L. Stockton	Mgmt	For	For
1k	Elect Director Sheila G. Talton	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
4	Report on GHG Reduction Policies and Their Impact on Revenue Generation	SH	Against	Against
<i>Blended Rationale: [SF-S0000-101] No demonstrable economical benefit to shareholders</i>				
5	Civil Rights and Non-Discrimination Audit Proposal	SH	Against	Against
<i>Blended Rationale: [SF-S0000-101] No demonstrable economical benefit to shareholders</i>				
6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against
<i>Blended Rationale: [SF-S4578-106] Company already has policies in place to address these issues.</i>				

Emerson Electric Co.

Meeting Date: 02/06/2024

Country: USA

Ticker: EMR

Record Date: 11/28/2023

Meeting Type: Annual

Primary ISIN: US2910111044

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Mark A. Blinn	Mgmt	For	For
1b	Elect Director Leticia Goncalves Lourenco	Mgmt	For	For
1c	Elect Director James M. McKelvey	Mgmt	For	For
1d	Elect Director James S. Turley	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Declassify the Board of Directors	Mgmt	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	For

Emerson Electric Co.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Ratify KPMG LLP as Auditors	Mgmt	For	For
6	Adopt Simple Majority Vote	SH	Against	For

Blended Rationale: [SF-S0311-001] Supermajority vote requirement serves as an entrenchment device for management.

F5, Inc.

Meeting Date: 03/14/2024

Country: USA

Ticker: FFIV

Record Date: 01/08/2024

Meeting Type: Annual

Primary ISIN: US3156161024

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Marianne N. Budnik	Mgmt	For	For
1b	Elect Director Elizabeth L. Buse	Mgmt	For	For
1c	Elect Director Michel Combes	Mgmt	For	For
1d	Elect Director Michael L. Dreyer	Mgmt	For	For
1e	Elect Director Tami Erwin	Mgmt	For	For
1f	Elect Director Alan J. Higginson	Mgmt	For	For
1g	Elect Director Peter S. Klein	Mgmt	For	For
1h	Elect Director Francois Locoh-Donou	Mgmt	For	For
1i	Elect Director Nikhil Mehta	Mgmt	For	For
1j	Elect Director Michael F. Montoya	Mgmt	For	For
1k	Elect Director Sripada Shivananda	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For

Fair Isaac Corporation

Meeting Date: 02/14/2024

Country: USA

Ticker: FICO

Record Date: 12/18/2023

Meeting Type: Annual

Primary ISIN: US3032501047

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Braden R. Kelly	Mgmt	For	For
1b	Elect Director Fabiola R. Arredondo	Mgmt	For	For

Fair Isaac Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1c	Elect Director James D. Kirsner	Mgmt	For	For
1d	Elect Director William J. Lansing	Mgmt	For	For
1e	Elect Director Eva Manolis	Mgmt	For	For
1f	Elect Director Marc F. McMorris	Mgmt	For	For
1g	Elect Director Joanna Rees	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>				
1h	Elect Director David A. Rey	Mgmt	For	For
1i	Elect Director H. Tayloe Stansbury	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
<i>Blended Rationale: [SF-M0500-010] Pay is not aligned with performance and peers.</i>				
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For

Franklin Resources, Inc.

Meeting Date: 02/06/2024

Country: USA

Ticker: BEN

Record Date: 12/11/2023

Meeting Type: Annual

Primary ISIN: US3546131018

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Mariann Byerwalter	Mgmt	For	For
1b	Elect Director Alexander S. Friedman	Mgmt	For	For
1c	Elect Director Gregory E. Johnson	Mgmt	For	For
1d	Elect Director Jennifer M. Johnson	Mgmt	For	For
1e	Elect Director Rupert H. Johnson, Jr.	Mgmt	For	For
1f	Elect Director John Y. Kim	Mgmt	For	For
1g	Elect Director Karen M. King	Mgmt	For	For
1h	Elect Director Anthony J. Noto	Mgmt	For	For
1i	Elect Director John W. Thiel	Mgmt	For	For
1j	Elect Director Seth H. Waugh	Mgmt	For	For
1k	Elect Director Geoffrey Y. Yang	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For

Healthpeak Properties, Inc.

Meeting Date: 02/21/2024

Country: USA

Ticker: PEAK

Record Date: 01/08/2024

Meeting Type: Special

Primary ISIN: US42250P1030

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Issue Shares in Connection with Merger	Mgmt	For	For
2	Increase Authorized Common Stock	Mgmt	For	For
3	Adjourn Meeting	Mgmt	For	For

Hologic, Inc.

Meeting Date: 03/07/2024

Country: USA

Ticker: HOLX

Record Date: 01/11/2024

Meeting Type: Annual

Primary ISIN: US4364401012

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Stephen P. MacMillan	Mgmt	For	For
1b	Elect Director Sally W. Crawford	Mgmt	For	For
1c	Elect Director Charles J. Dockendorff	Mgmt	For	For
1d	Elect Director Scott T. Garrett	Mgmt	For	For
1e	Elect Director Ludwig N. Hantson	Mgmt	For	For
1f	Elect Director Nanaz Mohtashami	Mgmt	For	For
1g	Elect Director Christiana Stamoulis	Mgmt	For	For
1h	Elect Director Stacey D. Stewart	Mgmt	For	For
1i	Elect Director Amy M. Wendell	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For

Hormel Foods Corporation

Meeting Date: 01/30/2024

Country: USA

Ticker: HRL

Record Date: 12/01/2023

Meeting Type: Annual

Primary ISIN: US4404521001

Hormel Foods Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Prama Bhatt	Mgmt	For	For
1b	Elect Director Gary C. Bhojwani	Mgmt	For	For
1c	Elect Director Stephen M. Lacy	Mgmt	For	For
1d	Elect Director Elsa A. Murano	Mgmt	For	For
1e	Elect Director William A. Newlands	Mgmt	For	For
1f	Elect Director Christopher J. Policinski	Mgmt	For	For
1g	Elect Director Jose Luis Prado	Mgmt	For	For
1h	Elect Director Sally J. Smith	Mgmt	For	For
1i	Elect Director James P. Snee	Mgmt	For	For
1j	Elect Director Steven A. White	Mgmt	For	For
<i>Blended Rationale: .</i>				
1k	Elect Director Raymond G. Young	Mgmt	For	For
1l	Elect Director Michael P. Zechmeister	Mgmt	For	For
2	Amend Certificate of Incorporation to Permit the Exculpation of Officers	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For

Intuit Inc.

Meeting Date: 01/18/2024

Country: USA

Ticker: INTU

Record Date: 11/20/2023

Meeting Type: Annual

Primary ISIN: US4612021034

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Eve Burton	Mgmt	For	For
1b	Elect Director Scott D. Cook	Mgmt	For	For
1c	Elect Director Richard L. Dalzell	Mgmt	For	For
1d	Elect Director Sasan K. Goodarzi	Mgmt	For	For
1e	Elect Director Deborah Liu	Mgmt	For	For
1f	Elect Director Tekedra Mawakana	Mgmt	For	For
1g	Elect Director Suzanne Nora Johnson	Mgmt	For	For
1h	Elect Director Ryan Roslansky	Mgmt	For	For

Intuit Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1i	Elect Director Thomas Szkutak	Mgmt	For	For
1j	Elect Director Raul Vazquez	Mgmt	For	For
1k	Elect Director Eric S. Yuan	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
5	Amend Omnibus Stock Plan	Mgmt	For	For
6	Report on Climate Risk in Retirement Plan Options	SH	Against	Against

Blended Rationale: [SF-S0000-021] The company already has policies in place to address the request being made by the proposal, or is already enhancing its relevant policies.

Jacobs Solutions, Inc.

Meeting Date: 01/24/2024

Country: USA

Ticker: J

Record Date: 11/27/2023

Meeting Type: Annual

Primary ISIN: US46982L1089

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Steven J. Demetriou	Mgmt	For	For
1b	Elect Director Christopher M.T. Thompson	Mgmt	For	For
1c	Elect Director Priya Abani	Mgmt	For	For
1d	Elect Director Vincent K. Brooks	Mgmt	For	For
1e	Elect Director Ralph E. (Ed) Eberhart	Mgmt	For	For
1f	Elect Director Manny Fernandez	Mgmt	For	For
1g	Elect Director Georgette D. Kiser	Mgmt	For	For
1h	Elect Director Barbara L. Loughran	Mgmt	For	For
1i	Elect Director Robert A. McNamara	Mgmt	For	For
1j	Elect Director Louis V. Pinkham	Mgmt	For	For
1k	Elect Director Robert V. Pragada	Mgmt	For	For
1l	Elect Director Peter J. Robertson	Mgmt	For	For
1m	Elect Director Julie A. Sloat	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Amend Charter to Provide for the Exculpation of Officers	Mgmt	For	For

Jacobs Solutions, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4	Amend Certificate of Incorporation to Eliminate the Pass-Through Voting Provision	Mgmt	For	For
5	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
6	Adopt Simple Majority Vote	SH	Against	For

Blended Rationale: [SF-S0311-001] Supermajority vote requirement serves as an entrenchment device for management.

Johnson Controls International plc

Meeting Date: 03/13/2024

Country: Ireland

Ticker: JCI

Record Date: 01/08/2024

Meeting Type: Annual

Primary ISIN: IE00BY7QL619

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Timothy Archer	Mgmt	For	For
1b	Elect Director Jean Blackwell	Mgmt	For	For
1c	Elect Director Pierre Cohade	Mgmt	For	For
1d	Elect Director W. Roy Dunbar	Mgmt	For	For
1e	Elect Director Gretchen R. Haggerty	Mgmt	For	For
1f	Elect Director Ayesha Khanna	Mgmt	For	For
1g	Elect Director Seetarama (Swamy) Kotagiri	Mgmt	For	For
1h	Elect Director Simone Menne	Mgmt	For	For
1i	Elect Director George R. Oliver	Mgmt	For	For
1j	Elect Director Jurgen Tinggren	Mgmt	For	For
1k	Elect Director Mark Vergnano	Mgmt	For	For
1l	Elect Director John D. Young	Mgmt	For	For
2a	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
2b	Authorize Board to Fix Remuneration of Auditors	Mgmt	For	For
3	Authorize Market Purchases of Company Shares	Mgmt	For	For
4	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
6	Approve the Directors' Authority to Allot Shares	Mgmt	For	For

Johnson Controls International plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7	Approve the Disapplication of Statutory Pre-Emption Rights	Mgmt	For	For

Keysight Technologies, Inc.

Meeting Date: 03/21/2024

Country: USA

Ticker: KEYS

Record Date: 01/22/2024

Meeting Type: Annual

Primary ISIN: US49338L1035

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Charles J. Dockendorff	Mgmt	For	For
1.2	Elect Director Ronald S. Nersesian	Mgmt	For	For
1.3	Elect Director Robert A. Rango	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For
5	Amend Employee Stock Purchase Plan	Mgmt	For	For
6	Eliminate Supermajority Vote Requirement	Mgmt	For	For
7	Adopt Simple Majority Vote	SH	Against	For

Blended Rationale: [SF-S0311-001] Supermajority vote requirement serves as an entrenchment device for management.

Micron Technology, Inc.

Meeting Date: 01/18/2024

Country: USA

Ticker: MU

Record Date: 11/20/2023

Meeting Type: Annual

Primary ISIN: US5951121038

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Richard M. Beyer	Mgmt	For	For
1b	Elect Director Lynn A. Dugle	Mgmt	For	For
1c	Elect Director Steven J. Gomo	Mgmt	For	For
1d	Elect Director Linnie M. Haynesworth	Mgmt	For	For
1e	Elect Director Mary Pat McCarthy	Mgmt	For	For
1f	Elect Director Sanjay Mehrotra	Mgmt	For	For

Micron Technology, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1g	Elect Director Robert E. Switz	Mgmt	For	For
1h	Elect Director MaryAnn Wright	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against

Blended Rationale: [SF-S0500-102] Executive compensation matters should be left to the board's compensation committee, which can be held accountable for its decisions through the election of directors.

Nordson Corporation

Meeting Date: 03/05/2024

Country: USA

Ticker: NDSN

Record Date: 01/05/2024

Meeting Type: Annual

Primary ISIN: US6556631025

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Frank M. Jaehnert	Mgmt	For	For
1.2	Elect Director Ginger M. Jones	Mgmt	For	For
1.3	Elect Director Christopher L. Mapes	Mgmt	For	For
<i>Blended Rationale: .</i>				
1.4	Elect Director Milton M. Morris	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For

Pioneer Natural Resources Company

Meeting Date: 02/07/2024

Country: USA

Ticker: PXD

Record Date: 01/05/2024

Meeting Type: Special

Primary ISIN: US7237871071

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	For	For

Pioneer Natural Resources Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
<i>Blended Rationale: The board seeks shareholder approval to for the company be acquired by Exxon MobilCorporation (XOM). Under the terms of the agreement, PXD shareholders will receive 2.3234XOM shares per PXD share, which was valued at approximately \$256.62 per share and \$60.0billion in aggregate, at announcement.PXD shareholders are expected to own approximately 12.0 percent of the combined company.The strategic rationale appears sound, the merger is expected to generate \$2 billion in annualsynergies and be accretive to the combined company and shareholders are receiving a premium. Unanimous Board support with fairness opinion from Goldman.</i>				
2	Advisory Vote on Golden Parachutes	Mgmt	For	For

PTC Inc.

Meeting Date: 02/14/2024	Country: USA	Ticker: PTC
Record Date: 12/08/2023	Meeting Type: Annual	Primary ISIN: US69370C1009

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Neil Barua	Mgmt	For	For
1.2	Elect Director Mark Benjamin	Mgmt	For	For
1.3	Elect Director Janice Chaffin	Mgmt	For	For
1.4	Elect Director Amar Hanspal	Mgmt	For	For
1.5	Elect Director Michal Katz	Mgmt	For	For
1.6	Elect Director Paul Lacy	Mgmt	For	For
1.7	Elect Director Corinna Lathan	Mgmt	For	For
1.8	Elect Director Janesh Moorjani	Mgmt	For	For
1.9	Elect Director Robert Schechter	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For

QUALCOMM Incorporated

Meeting Date: 03/05/2024	Country: USA	Ticker: QCOM
Record Date: 01/08/2024	Meeting Type: Annual	Primary ISIN: US7475251036

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Sylvia Acevedo	Mgmt	For	For
1b	Elect Director Cristiano R. Amon	Mgmt	For	For
1c	Elect Director Mark Fields	Mgmt	For	For

QUALCOMM Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1d	Elect Director Jeffrey W. Henderson	Mgmt	For	For
1e	Elect Director Gregory N. Johnson	Mgmt	For	For
1f	Elect Director Ann M. Livermore	Mgmt	For	For
1g	Elect Director Mark D. McLaughlin	Mgmt	For	For
1h	Elect Director Jamie S. Miller	Mgmt	For	For
1i	Elect Director Irene B. Rosenfeld	Mgmt	For	For
1j	Elect Director Kornelis (Neil) Smit	Mgmt	For	For
1k	Elect Director Jean-Pascal Tricoire	Mgmt	For	For
1l	Elect Director Anthony J. Vinciguerra	Mgmt	For	For
<i>Blended Rationale: .</i>				
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For
5	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For
6	Amend Bylaws to Add Federal Forum Selection Provision	Mgmt	For	For

Raymond James Financial, Inc.

Meeting Date: 02/22/2024

Country: USA

Ticker: RJF

Record Date: 12/20/2023

Meeting Type: Annual

Primary ISIN: US7547301090

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Marlene Debel	Mgmt	For	For
1b	Elect Director Robert M. Dutkowsky	Mgmt	For	For
1c	Elect Director Jeffrey N. Edwards	Mgmt	For	For
1d	Elect Director Benjamin C. Esty	Mgmt	For	For
1e	Elect Director Art A. Garcia	Mgmt	For	For
1f	Elect Director Anne Gates	Mgmt	For	For
1g	Elect Director Gordon L. Johnson	Mgmt	For	For
1h	Elect Director Raymond W. McDaniel, Jr.	Mgmt	For	For
1i	Elect Director Roderick C. McGeary	Mgmt	For	For

Raymond James Financial, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1j	Elect Director Paul C. Reilly	Mgmt	For	For
1k	Elect Director Raj Seshadri	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For

Rockwell Automation, Inc.

Meeting Date: 02/06/2024

Country: USA

Ticker: ROK

Record Date: 12/11/2023

Meeting Type: Annual

Primary ISIN: US7739031091

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
A.1	Elect Director Alice L. Jolla	Mgmt	For	For
A.2	Elect Director Lisa A. Payne	Mgmt	For	For
B	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
C	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For

Starbucks Corporation

Meeting Date: 03/13/2024

Country: USA

Ticker: SBUX

Record Date: 01/05/2024

Meeting Type: Annual

Primary ISIN: US8552441094

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Ritch Allison	Mgmt	For	For
1b	Elect Director Andy Campion	Mgmt	For	For
1c	Elect Director Beth Ford	Mgmt	For	For
1d	Elect Director Melody Hobson	Mgmt	For	For
<i>Blended Rationale: .</i>				
1e	Elect Director Jorgen Vig Knudstorp	Mgmt	For	For
1f	Elect Director Neal Mohan	Mgmt	For	For
1g	Elect Director Satya Nadella	Mgmt	For	For
1h	Elect Director Laxman Narasimhan	Mgmt	For	For
1i	Elect Director Daniel Servitje	Mgmt	For	For

Starbucks Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1j	Elect Director Mike Sievert	Mgmt	For	For
1k	Elect Director Wei Zhang	Mgmt	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	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
4	Report on Plant-Based Milk Pricing	SH	Against	Against
<i>Blended Rationale: [SF-S0000-020] The request is either not clearly defined, too prescriptive, not in the purview of shareholders, or unduly constraining on the company</i>				
5	Conduct Audit and Report on Systemic Discrimination	SH	Against	Against
<i>Blended Rationale: [SF-S0000-020] The request is either not clearly defined, too prescriptive, not in the purview of shareholders, or unduly constraining on the company</i>				
6	Report on Congruency of Company's Privacy and Human Rights Policies with its Actions	SH	Against	Against
<i>Blended Rationale: [SF-S0000-020] The request is either not clearly defined, too prescriptive, not in the purview of shareholders, or unduly constraining on the company</i>				

TE Connectivity Ltd.

Meeting Date: 03/13/2024

Country: Switzerland

Ticker: TEL

Record Date: 02/22/2024

Meeting Type: Annual

Primary ISIN: CH0102993182

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Jean-Pierre Clamadieu	Mgmt	For	For
1b	Elect Director Terrence R. Curtin	Mgmt	For	For
1c	Elect Director Carol A. ("John") Davidson	Mgmt	For	For
1d	Elect Director Lynn A. Dugle	Mgmt	For	For
1e	Elect Director William A. Jeffrey	Mgmt	For	For
1f	Elect Director Syaru Shirley Lin	Mgmt	For	For
1g	Elect Director Heath A. Mitts	Mgmt	For	For
1h	Elect Director Abhijit Y. Talwalkar	Mgmt	For	For
1i	Elect Director Mark C. Trudeau	Mgmt	For	For

TE Connectivity Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1j	Elect Director Dawn C. Willoughby	Mgmt	For	For
1k	Elect Director Laura H. Wright	Mgmt	For	For
2	Elect Board Chairman Carol A. ("John") Davidson	Mgmt	For	For
3a	Elect Abhijit Y. Talwalkar as Member of Management Development and Compensation Committee	Mgmt	For	For
3b	Elect Mark C. Trudeau as Member of Management Development and Compensation Committee	Mgmt	For	For
3c	Elect Dawn C. Willoughby as Member of Management Development and Compensation Committee	Mgmt	For	For
4	Designate Proxy Voting Services GmbH as Independent Proxy	Mgmt	For	For
5.1	Accept Annual Report for Fiscal Year Ended September 29,2023	Mgmt	For	For
5.2	Accept Statutory Financial Statements for Fiscal Year Ended September 29,2023	Mgmt	For	For
5.3	Approve Consolidated Financial Statements for Fiscal Year Ended September 29,2023	Mgmt	For	For
6	Approve Discharge of Board and Senior Management	Mgmt	For	For
7.1	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
7.2	Ratify Deloitte AG as Swiss Registered Auditors	Mgmt	For	For
7.3	Ratify PricewaterhouseCoopers AG as Special Auditors	Mgmt	For	For
8	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
9	Approve Remuneration Report	Mgmt	For	For
10	Approve Remuneration of Executive Management in the Amount of USD 61.2 million	Mgmt	For	For
11	Approve Remuneration of Board of Directors in the Amount of USD 3.8 million	Mgmt	For	For
12	Approve Allocation of Available Earnings at September 29, 2023	Mgmt	For	For
13	Approve Declaration of Dividend	Mgmt	For	For
14	Amend Articles to Reflect Changes in Capital	Mgmt	For	For
15	Approve Reduction in Share Capital via Cancellation of Shares	Mgmt	For	For
16.1	Amend Articles Re: General Meeting and Shareholders Matters	Mgmt	For	For

TE Connectivity Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
16.2	Approve Virtual-Only Shareholder Meetings	Mgmt	For	For
16.3	Amend Articles Re: Board of Directors, Compensation and Mandates	Mgmt	For	For
17	Authorize Share Repurchase Program	Mgmt	For	For
18	Approve Omnibus Stock Plan	Mgmt	For	For

The Cooper Companies, Inc.

Meeting Date: 03/19/2024

Country: USA

Ticker: COO

Record Date: 01/24/2024

Meeting Type: Annual

Primary ISIN: US2166485019

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Colleen E. Jay	Mgmt	For	For
1.2	Elect Director William A. Kozy	Mgmt	For	For
1.3	Elect Director Lawrence E. Kurzius	Mgmt	For	For
	<i>Blended Rationale:</i> .			
1.4	Elect Director Cynthia L. Lucchese	Mgmt	For	For
1.5	Elect Director Teresa S. Madden	Mgmt	For	For
1.6	Elect Director Maria Rivas	Mgmt	For	For
1.7	Elect Director Robert S. Weiss	Mgmt	For	For
1.8	Elect Director Albert G. White, III	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For

TransDigm Group Incorporated

Meeting Date: 03/07/2024

Country: USA

Ticker: TDG

Record Date: 01/12/2024

Meeting Type: Annual

Primary ISIN: US8936411003

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director David A. Barr	Mgmt	For	For
	<i>Blended Rationale:</i> .			
1.2	Elect Director Jane M. Cronin	Mgmt	For	For

TransDigm Group Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.3	Elect Director Michael Graff	Mgmt	For	For
1.4	Elect Director Sean P. Hennessy	Mgmt	For	For
1.5	Elect Director W. Nicholas Howley	Mgmt	For	For
1.6	Elect Director Gary E. McCullough	Mgmt	For	For
1.7	Elect Director Michele L. Santana	Mgmt	For	For
1.8	Elect Director Robert J. Small	Mgmt	For	Withhold
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>				
1.9	Elect Director Kevin M. Stein	Mgmt	For	For
1.10	Elect Director Jorge L. Valladares, III	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
<i>Blended Rationale: [SF-M0550-001] Pay is not aligned with performance and peers.</i>				

Tyson Foods, Inc.

Meeting Date: 02/08/2024

Country: USA

Ticker: TSN

Record Date: 12/11/2023

Meeting Type: Annual

Primary ISIN: US9024941034

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director John H. Tyson	Mgmt	For	For
1b	Elect Director Les R. Baledge	Mgmt	For	For
1c	Elect Director Mike Beebe	Mgmt	For	For
1d	Elect Director Maria Claudia Borrás	Mgmt	For	For
1e	Elect Director David J. Bronczek	Mgmt	For	For
1f	Elect Director Mikel A. Durham	Mgmt	For	For
1g	Elect Director Donnie King	Mgmt	For	For
1h	Elect Director Jonathan D. Mariner	Mgmt	For	For
1i	Elect Director Kevin M. McNamara	Mgmt	For	For
1j	Elect Director Cheryl S. Miller	Mgmt	For	For
1k	Elect Director Kate B. Quinn	Mgmt	For	For
<i>Blended Rationale: .</i>				
1l	Elect Director Jeffrey K. Schomburger	Mgmt	For	For
1m	Elect Director Barbara A. Tyson	Mgmt	For	For

Tyson Foods, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1n	Elect Director Noel White	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
3	Report on Climate Lobbying	SH	Against	Against
<i>Blended Rationale: [SF-S0000-022] The company already provides sufficient disclosure and/or reporting regarding this issue, or is already enhancing its relevant disclosures.</i>				
4	Commission Third-Party Audit Assessing Use of Child Labor in Company's Value Chain	SH	Against	Against
<i>Blended Rationale: [SF-S0000-022] The company already provides sufficient disclosure and/or reporting regarding this issue, or is already enhancing its relevant disclosures.</i>				
5	Accelerate Efforts to Eliminate Deforestation from Company's Supply Chains	SH	Against	Against
<i>Blended Rationale: [SF-S0000-022] The company already provides sufficient disclosure and/or reporting regarding this issue, or is already enhancing its relevant disclosures.</i>				
6	Report on Opportunities to Support Circular Economy for Packaging	SH	Against	Against
<i>Blended Rationale: [SF-S0000-022] The company already provides sufficient disclosure and/or reporting regarding this issue, or is already enhancing its relevant disclosures.</i>				

Visa Inc.

Meeting Date: 01/23/2024

Country: USA

Ticker: V

Record Date: 11/24/2023

Meeting Type: Annual

Primary ISIN: US92826C8394

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Lloyd A. Carney	Mgmt	For	For
1b	Elect Director Kermit R. Crawford	Mgmt	For	For
1c	Elect Director Francisco Javier Fernandez-Carbajal	Mgmt	For	For
1d	Elect Director Ramon Laguarta	Mgmt	For	For
1e	Elect Director Teri L. List	Mgmt	For	For
1f	Elect Director John F. Lundgren	Mgmt	For	For
1g	Elect Director Ryan McInerney	Mgmt	For	For
1h	Elect Director Denise M. Morrison	Mgmt	For	For
1i	Elect Director Pamela Murphy	Mgmt	For	For
1j	Elect Director Linda J. Rendle	Mgmt	For	For
1k	Elect Director Maynard G. Webb, Jr.	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For

Visa Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Ratify KPMG LLP as Auditors	Mgmt	For	For
4	Approve Class B Exchange Offer Program Certificate Amendments	Mgmt	For	For
5	Adjourn Meeting	Mgmt	For	For
6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against

Blended Rationale: [SF-S0500-102] Executive compensation matters should be left to the board's compensation committee, which can be held accountable for its decisions through the election of directors.

Walgreens Boots Alliance, Inc.

Meeting Date: 01/25/2024

Country: USA

Ticker: WBA

Record Date: 11/27/2023

Meeting Type: Annual

Primary ISIN: US9314271084

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Janice M. Babiak	Mgmt	For	For
1b	Elect Director Inderpal S. Bhandari	Mgmt	For	For
1c	Elect Director Ginger L. Graham	Mgmt	For	For
1d	Elect Director Bryan C. Hanson	Mgmt	For	For
1e	Elect Director Robert L. Huffines	Mgmt	For	For
1f	Elect Director Valerie B. Jarrett	Mgmt	For	For
1g	Elect Director John A. Lederer	Mgmt	For	For
1h	Elect Director Stefano Pessina	Mgmt	For	For
1i	Elect Director Thomas E. Polen	Mgmt	For	For
1j	Elect Director Nancy M. Schlichting	Mgmt	For	For
1k	Elect Director Timothy C. Wentworth	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
5	Report on Cigarette Waste	SH	Against	Against
6	Require Independent Board Chair	SH	Against	Against

Blended Rationale: [SF-S0000-022] The company already provides sufficient disclosure and/or reporting regarding this issue, or is already enhancing its relevant disclosures.

Blended Rationale: [SF-S0107-101] Company has a designated lead director who fulfills the requirements appropriate to such role.

Walgreens Boots Alliance, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7	Establish a Company Compensation Policy of Paying a Living Wage	SH	Against	Against
<i>Blended Rationale: [SF-S0000-021] The company already has policies in place to address the request being made by the proposal, or is already enhancing its relevant policies.</i>				
8	Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	SH	Against	Against
<i>Blended Rationale: [SF-S0000-021] The company already has policies in place to address the request being made by the proposal, or is already enhancing its relevant policies.</i>				
9	Report on Potential Risks and Costs of Restrictive Reproductive Healthcare Legislation	SH	Against	Against
<i>Blended Rationale: [SF-S0000-021] The company already has policies in place to address the request being made by the proposal, or is already enhancing its relevant policies.</i>				

WestRock Company

Meeting Date: 01/26/2024

Country: USA

Ticker: WRK

Record Date: 12/04/2023

Meeting Type: Annual

Primary ISIN: US96145D1054

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Colleen F. Arnold	Mgmt	For	For
1b	Elect Director Timothy J. Bernlohr	Mgmt	For	For
1c	Elect Director J. Powell Brown	Mgmt	For	For
1d	Elect Director Terrell K. Crews	Mgmt	For	For
1e	Elect Director Russell M. Currey	Mgmt	For	For
1f	Elect Director Suzan F. Harrison	Mgmt	For	For
1g	Elect Director Gracia C. Martore	Mgmt	For	For
1h	Elect Director James E. Nevels	Mgmt	For	For
1i	Elect Director E. Jean Savage	Mgmt	For	For
1j	Elect Director David B. Sewell	Mgmt	For	For
1k	Elect Director Dmitri L. Stockton	Mgmt	For	For
1l	Elect Director Alan D. Wilson	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For

VOTE SUMMARY REPORT

Date range covered : 01/01/2024 to 03/31/2024

Voting Statistics

	Total	Percent
Votable Meetings	564	
Meetings Voted	544	96.45%
Meetings with One or More Votes Against Management	220	39.01%
Votable Ballots	569	
Ballots Voted	549	96.49%

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	6421		64		6485	
Proposals Voted	6063	94.42%	63	98.44%	6126	94.46%
FOR Votes	5291	82.40%	5	7.81%	5296	81.67%
AGAINST Votes	487	7.58%	58	90.63%	545	8.40%
ABSTAIN Votes	284	4.42%	0	0.00%	284	4.38%
WITHHOLD Votes	1	0.02%	0	0.00%	1	0.02%
Votes WITH Management	5552	86.47%	61	95.31%	5613	86.55%
Votes AGAINST Management	511	7.96%	2	3.13%	513	7.91%

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.

Proposal Statistics

	Votable Proposals		Proposals Voted		Management Proposals		Shareholder Proposals		Votes Against Management	
	Total	Percent	Total	Percent	Total	Percent	Total	Percent	Total	Percent
Audit Related	289	4.46%	274	4.23%	284	4.38%	5	0.08%	23	0.35%
Capitalization	418	6.45%	399	6.15%	418	6.45%	0	0.00%	24	0.37%
Company Articles	193	2.98%	180	2.78%	193	2.98%	0	0.00%	17	0.26%
Compensation	694	10.70%	640	9.87%	691	10.66%	3	0.05%	100	1.54%
Corporate Governance	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Director Election	2730	42.10%	2623	40.45%	2714	41.85%	16	0.25%	225	3.47%
Director Related	969	14.94%	904	13.94%	961	14.82%	8	0.12%	71	1.09%
E&S Blended	27	0.42%	15	0.23%	26	0.40%	1	0.02%	0	0.00%
Environmental	6	0.09%	6	0.09%	1	0.02%	5	0.08%	0	0.00%
Miscellaneous	43	0.66%	42	0.65%	33	0.51%	10	0.15%	1	0.02%
Mutual Funds	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
No Research	111	1.71%	110	1.70%	111	1.71%	0	0.00%	0	0.00%
Non-Routine Business	86	1.33%	84	1.30%	80	1.23%	6	0.09%	12	0.19%
Routine Business	807	12.44%	740	11.41%	802	12.37%	5	0.08%	33	0.51%
Social	35	0.54%	34	0.52%	30	0.46%	5	0.08%	1	0.02%
Strategic Transactions	54	0.83%	52	0.80%	54	0.83%	0	0.00%	3	0.05%
Takeover Related	23	0.35%	23	0.35%	23	0.35%	0	0.00%	3	0.05%
Total	6485	100.00%	6126	94.46%	6421	99.01%	64	0.99%	513	7.91%

A.P. Moller-Maersk A/S

Meeting Date: 03/14/2024

Country: Denmark

Ticker: MAERSK.B

Record Date: 03/07/2024

Meeting Type: Annual

Primary ISIN: DK0010244508

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Report of Board	Mgmt		
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Discharge of Management and Board	Mgmt	For	For
4	Approve Allocation of Income and Dividends of DKK 515 Per Share	Mgmt	For	For
5	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
6.1	Reelect Robert Maersk Ugglas as Director	Mgmt	For	Abstain
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>				
6.2	Reelect Marika Frederiksson as Director	Mgmt	For	For
6.3	Reelect Thomas Lindegaard Madsen as Director	Mgmt	For	For
6.4	Reelect Julija Voitiekute as Director	Mgmt	For	For
6.5	Elect Allan Thygesen as New Director	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>				
7	Ratify PricewaterhouseCoopers as Auditor	Mgmt	For	For
8.1	Authorize Board to Declare Extraordinary Dividend	Mgmt	For	For
8.2	Approve DKK 1.7 Billion Reduction in Share Capital via Share Cancellation	Mgmt	For	For
8.3	Approve Indemnification of Members of the Board of Directors	Mgmt	For	For
8.4	Amend Articles Re: Indemnification Scheme	Mgmt	For	For
	Shareholder Proposals Submitted by AkademikerPension and LD Fonde	Mgmt		
8.5	Report on Efforts and Risks Related to Human Rights	SH	Against	Against
<i>Blended Rationale: [SF-S0000-008] Company already largely doing what the request is asking.</i>				
	Shareholder Proposals Submitted by Lotta Aho	Mgmt		
8.6	Approve Enforcement of the Supplier Code of Conduct	SH	For	For
<i>Blended Rationale: [SF-S0000-018] Recognizing the company's efforts to date, accelerating action on this economically material issue may position the company for improved long-term financial performance.</i>				

AB Dynamics Plc

Meeting Date: 02/28/2024

Country: United Kingdom

Ticker: ABDP

Record Date: 02/26/2024

Meeting Type: Annual

Primary ISIN: GB00B9GQVG73

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	For
3	Approve Final Dividend	Mgmt	For	For
4	Re-elect Richard Elsy as Director	Mgmt	For	For
5	Re-elect Louise Evans as Director	Mgmt	For	For
6	Re-elect Richard Hickinbotham as Director	Mgmt	For	For
7	Re-elect Sarah Matthews-DeMers as Director	Mgmt	For	For
8	Re-elect James Routh as Director	Mgmt	For	For
9	Reappoint Grant Thornton UK LLP as Auditors and Authorise Their Remuneration	Mgmt	For	For
10	Authorise Issue of Equity	Mgmt	For	For
11	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For

ABB Ltd.

Meeting Date: 03/21/2024

Country: Switzerland

Ticker: ABBN

Record Date: 03/13/2024

Meeting Type: Annual

Primary ISIN: CH0012221716

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For
3	Approve Sustainability Report (Non-Binding)	Mgmt	For	For
4	Approve Discharge of Board and Senior Management	Mgmt	For	For
5	Approve Allocation of Income and Dividends of CHF 0.87 per Share	Mgmt	For	For
6.1	Approve Remuneration of Directors in the Amount of CHF 4.4 Million	Mgmt	For	For

ABB Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 45.9 Million	Mgmt	For	For
7.1	Reelect David Constable as Director	Mgmt	For	For
7.2	Reelect Frederico Curado as Director	Mgmt	For	For
7.3	Reelect Lars Foerberg as Director	Mgmt	For	For
7.4	Elect Johan Forssell as Director	Mgmt	For	For
7.5	Reelect Denise Johnson as Director	Mgmt	For	For
7.6	Reelect Jennifer Xin-Zhe Li as Director	Mgmt	For	For
7.7	Reelect Geraldine Matchett as Director	Mgmt	For	For
7.8	Reelect David Meline as Director	Mgmt	For	For
7.9	Elect Mats Rahmstrom as Director	Mgmt	For	For
<i>Blended Rationale: .</i>				
7.10	Reelect Peter Voser as Director and Board Chair	Mgmt	For	For
8.1	Reappoint David Constable as Member of the Compensation Committee	Mgmt	For	For
8.2	Reappoint Frederico Curado as Member of the Compensation Committee	Mgmt	For	For
8.3	Reappoint Jennifer Xin-Zhe Li as Member of the Compensation Committee	Mgmt	For	For
9	Designate Zehnder Bolliger & Partner as Independent Proxy	Mgmt	For	For
10	Ratify KPMG AG as Auditors	Mgmt	For	For
11	Transact Other Business (Voting)	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.</i>				

Abu Dhabi Commercial Bank

Meeting Date: 03/07/2024

Country: United Arab Emirates

Ticker: ADCB

Record Date: 03/06/2024

Meeting Type: Annual

Primary ISIN: AEA000201011

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

Abu Dhabi Commercial Bank

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Board Report on Company Operations and Financial Position for FY 2023	Mgmt	For	For
	<i>Blended Rationale: .</i>			
2	Approve Auditors' Report on Company Financial Statements for FY 2023	Mgmt	For	For
3	Approve Internal Shariah Supervisory Committee Report for FY 2023	Mgmt	For	For
4	Approve Reappointment of Internal Shariah Supervisory Committee Members for a Period of Three Years	Mgmt	For	For
5	Accept Financial Statements and Statutory Reports for FY 2023	Mgmt	For	For
6	Approve Dividends of AED 0.56 per Share for FY 2023	Mgmt	For	For
7	Approve Remuneration of Directors Including Board Committees' Sitting Fees for FY 2023	Mgmt	For	For
8	Approve Discharge of Directors for FY 2023	Mgmt	For	For
9	Approve Discharge of Auditors for FY 2023	Mgmt	For	For
10	Ratify Auditors and Fix Their Remuneration for FY 2024	Mgmt	For	For
	Extraordinary Business	Mgmt		
1	Amend First Paragraph of Article 28.1 of Bylaws Re: Board Remuneration	Mgmt	For	For
2.1	Authorize Renewal of the Bank's Debt Issuance Program and Create New Programs on Issuing Non-Convertible Securities into Shares Up to USD 8,000,000,000	Mgmt	For	For
2.2	Authorize Issuance of Debt Instrument on a Standalone Basis up to USD 2,000,000,000	Mgmt	For	For
2.3	Authorize Issuance of Debt Tier Capital instruments Including Additional Tier 1 Capital or Subordinated Tier 2 Capital with an Aggregate Face Amount of up to USD 2,000,000,000	Mgmt	For	For
2.4	Authorize Board, Committee Members, Officer or any Authorized Person to Issue Any Type of Sukuk/Non-Convertible Securities into Shares Up to USD 8,000,000,000	Mgmt	For	For

Abu Dhabi Islamic Bank

Meeting Date: 02/29/2024

Country: United Arab Emirates

Ticker: ADIB

Record Date: 02/28/2024

Meeting Type: Annual

Primary ISIN: AEA000801018

Abu Dhabi Islamic Bank

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Board Report on Company Operations and Its Financial Position for the Fiscal Year Ended 31/12/2023	Mgmt	For	For
2	Approve Auditors' Report on Company Financial Statements for the Fiscal Year Ended 31/12/2023	Mgmt	For	For
3	Approve Internal Shariah Supervisory Committee Report for the Fiscal Year Ended 31/12/2023	Mgmt	For	For
4	Accept Financial Statements and Statutory Reports for the Fiscal Year Ended 31/12/2023	Mgmt	For	For
5	Approve Dividends of AED 0.714612 Per Share for the Fiscal Year 2023	Mgmt	For	For
6	Approve Remuneration of Directors for the Fiscal Year Ended 31/12/2023	Mgmt	For	For
7	Approve Discharge of Directors for the Fiscal Year Ended 31/12/2023	Mgmt	For	For
8	Approve Discharge of Auditors for the Fiscal Year Ended 31/12/2023	Mgmt	For	For
9	Appoint Auditors and Fix Their Remuneration for the Fiscal Year 2024	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
	Extraordinary Business	Mgmt		
10	Amend Articles of Bylaws in Accordance with the Federal Decree Law No. 32 of 2021 Concerning the Commercial Companies	Mgmt	For	For
11	Authorize Board to Issue Sukuk with Preemptive Rights or Any Similar Instruments Non Convertible to Shares Up to USD 5 Billion and to Execute All Necessary Related Matters	Mgmt	For	For

Adani Green Energy Limited

Meeting Date: 01/18/2024

Country: India

Ticker: 541450

Record Date: 01/11/2024

Meeting Type: Extraordinary Shareholders

Primary ISIN: INE364U01010

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Issuance of Securities on Preferential Basis to the Proposed Allottees	Mgmt	For	For

Adani Green Energy Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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Adani Green Energy Limited

Meeting Date: 03/09/2024	Country: India	Ticker: 541450
Record Date: 03/02/2024	Meeting Type: Extraordinary Shareholders	Primary ISIN: INE364U01010

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Material Related Party Transaction with Jash Energy Private Limited	Mgmt	For	For
2	Approve Material Related Party Transaction with Adani Renewable Energy Forty Five Limited	Mgmt	For	For
3	Approve Material Related Party Transaction with Adani Green Energy Twenty Three Limited	Mgmt	For	Against

Blended Rationale: [SF-M0466-001] The proposed transaction lacks disclosures on loans to subsidiaries and/or associates.

Adani Ports & Special Economic Zone Limited

Meeting Date: 01/06/2024	Country: India	Ticker: 532921
Record Date: 12/30/2023	Meeting Type: Extraordinary Shareholders	Primary ISIN: INE742F01042

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Elect Rajkumar Beniwal as Director	Mgmt	For	For
2	Approve Material Related Party Transaction(s) with Colombo West International (Private) Limited	Mgmt	For	Against
<i>Blended Rationale: [SF-M0460-001] The company did not provide sufficient information to support the related party transaction.</i>				
3	Approve Material Related Party Transaction(s) with Mediterranean International Ports A.D.G.D Limited	Mgmt	For	Against
<i>Blended Rationale: [SF-M0460-001] The company did not provide sufficient information to support the related party transaction.</i>				
4	Approve Issuance of Non-Convertible, Redeemable Preference Shares on Private Placement Basis	Mgmt	For	For

Africa Israel Residences Ltd.

Meeting Date: 01/11/2024

Country: Israel

Ticker: AFRE

Record Date: 12/10/2023

Meeting Type: Annual

Primary ISIN: IL0010979487

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Discuss Financial Statements and the Report of the Board	Mgmt		
2	Reelect Jacob Luxenburg as Director	Mgmt	For	Against
<i>Blended Rationale: [LN-MQ201-010] As chairman of the board, responsible for lack of diversity.</i>				
3	Reelect Ariel Speier as Director	Mgmt	For	For
4	Reelect Amir Tirosh as Director	Mgmt	For	For
5	Reelect Eyal Palti as Director	Mgmt	For	For
6	Reelect Amit Vassal as Director	Mgmt	For	For
7	Reelect Daniella Yaron-Zoller as Director	Mgmt	For	For
8	Appoint Ernst & Young as Auditors and Report on Fees Paid to the Auditor	Mgmt	For	For
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Mgmt	None	Against
	Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney	Mgmt		
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	Mgmt	None	For

Africa Israel Residences Ltd.

Meeting Date: 01/23/2024

Country: Israel

Ticker: AFRE

Record Date: 12/10/2023

Meeting Type: Special

Primary ISIN: IL0010979487

Africa Israel Residences Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Compensation Policy for the Directors and Officers of the Company	Mgmt	For	For
2	Approve Service Agreement with Ladipot Capital Ltd.	Mgmt	For	For
3	Approve Service Agreement with Denya Cebus Ltd.	Mgmt	For	For
4	Issue Renewal of Indemnification Agreement to Jacob Luxemburg, Controller and Chairman	Mgmt	For	For
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Mgmt	None	Against
	Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney	Mgmt		
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	Mgmt	None	For

AGC, Inc. (Japan)

Meeting Date: 03/28/2024

Country: Japan

Ticker: 5201

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3112000009

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 105	Mgmt	For	For
2.1	Elect Director Shimamura, Takuya	Mgmt	For	For

AGC, Inc. (Japan)

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2.2	Elect Director Hirai, Yoshinori	Mgmt	For	For
2.3	Elect Director Miyaji, Shinji	Mgmt	For	For
2.4	Elect Director Kurata, Hideyuki	Mgmt	For	For
2.5	Elect Director Yanagi, Hiroyuki	Mgmt	For	For
2.6	Elect Director Honda, Keiko	Mgmt	For	For
2.7	Elect Director Teshirogi, Isao	Mgmt	For	For
3	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For

Air Canada

Meeting Date: 03/28/2024

Country: Canada

Ticker: AC

Record Date: 02/16/2024

Meeting Type: Annual

Primary ISIN: CA0089118776

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Meeting For Class A Variable Voting and Class B Voting Shareholders	Mgmt		
1.1	Elect Director Amee Chande	Mgmt	For	For
1.2	Elect Director Christie J.B. Clark	Mgmt	For	For
1.3	Elect Director Gary A. Doer	Mgmt	For	For
1.4	Elect Director Rob Fyfe	Mgmt	For	For
1.5	Elect Director Michael M. Green	Mgmt	For	For
1.6	Elect Director Jean Marc Huot	Mgmt	For	For
1.7	Elect Director Claudette McGowan	Mgmt	For	For
1.8	Elect Director Madeleine Paquin	Mgmt	For	For
1.9	Elect Director Michael Rousseau	Mgmt	For	For
1.10	Elect Director Vagn Sorensen	Mgmt	For	For
1.11	Elect Director Kathleen Taylor	Mgmt	For	For
1.12	Elect Director Annette Verschuren	Mgmt	For	For
1.13	Elect Director Michael M. Wilson	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
3	Amend Long-Term Incentive Plan	Mgmt	For	For
4	Advisory Vote on Executive Compensation Approach	Mgmt	For	For
	Shareholder Proposals	Mgmt		

Air Canada

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	SP 1: Approve Incentive Compensation Relating to ESG Goals - *Withdrawn Resolution*	SH		
6	SP 2: Hold Annual Meetings of the Company in Person with Virtual Meetings as Complements	SH	None	Against
<i>Blended Rationale: [SF-S4578-106] Company already has policies in place to address these issues.</i>				
7	SP 3: Disclosure of Languages Mastered by Executives - *Withdrawn Resolution*	SH		
8	SP 4: Disclosure of Languages Mastered by Directors - *Withdrawn Resolution*	SH		
9	SP 5: Auditor Rotation	SH	Against	Against
<i>Blended Rationale: [SF-S4578-106] Company already has policies in place to address these issues.</i>				
A	The Undersigned Certifies The Shares Represented by this Proxy Are Owned And Controlled By: FOR = Canadian, AGT = Non-Canadian Holder Authorized To Provide Air Service, ABN = Non-Canadian Who Is Not A Non-Canadian Holder Authorized To Provide Air Service.	Mgmt	None	Abstain
B	Vote FOR if Undersigned Certifies that Shares Owned and Controlled by Undersigned, Including Shares Held by Persons in Affiliation with the Undersigned Represent 10% or More of Company's IOS. Vote AGAINST if Shares Owned and Controlled is Less Than 10%.	Mgmt	None	Against

Airport City Ltd.

Meeting Date: 03/27/2024

Country: Israel

Ticker: ARPT

Record Date: 02/25/2024

Meeting Type: Special

Primary ISIN: IL0010958358

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Authorize Haim Tsuff, Board Chairman, to Serve as CEO	Mgmt	For	For
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Mgmt	None	Against

Airport City Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney	Mgmt		
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	Mgmt	None	For

AJ Bell Plc

Meeting Date: 01/30/2024

Country: United Kingdom

Ticker: AJB

Record Date: 01/26/2024

Meeting Type: Annual

Primary ISIN: GB00BFZNLB60

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	For
3	Approve Final Dividend	Mgmt	For	For
4	Elect Fiona Clutterbuck as Director	Mgmt	For	For
5	Re-elect Michael Summersgill as Director	Mgmt	For	For
6	Re-elect Peter Birch as Director	Mgmt	For	For
7	Re-elect Roger Stott as Director	Mgmt	For	For
8	Re-elect Evelyn Bourke as Director	Mgmt	For	For
9	Re-elect Eamonn Flanagan as Director	Mgmt	For	For
10	Elect Fiona Fry as Director	Mgmt	For	For
11	Re-elect Margaret Hassall as Director	Mgmt	For	For
12	Re-elect Les Platts as Director	Mgmt	For	For
13	Re-elect Simon Turner as Director	Mgmt	For	For
14	Reappoint BDO LLP as Auditors	Mgmt	For	For

AJ Bell Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
16	Authorise Issue of Equity	Mgmt	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

Al Dawaa Medical Services Co.

Meeting Date: 02/13/2024

Country: Saudi Arabia

Ticker: 4163

Record Date:

Meeting Type: Extraordinary Shareholders

Primary ISIN: SA15H14I11H6

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Extraordinary Business	Mgmt		
1	Amend Audit Committee Charter	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0100-001] On balance, we find that shareholders' rights are likely to be diminished in material ways under the new Charter/Articles/Bylaws.</i>			
2	Approve Remuneration Policy of Board Members, Committees, and Executive Management	Mgmt	For	For
3	Approve Interim Dividends Semi Annually or Quarterly for FY 2024	Mgmt	For	For
4	Amend Article 33 of Bylaws Re: Remuneration of Board Members	Mgmt	For	For
5	Amend Article 40 of Bylaws Re: Quorum for the Ordinary General Assembly	Mgmt	For	For
6	Amend Article 41 of Bylaws Re: Quorum for the Extraordinary General Assembly	Mgmt	For	For
7	Amend Article 56 of Bylaws Re: Distribution of Profits	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0100-001] On balance, we find that shareholders' rights are likely to be diminished in material ways under the new Charter/Articles/Bylaws.</i>			
8	Approve Transfer of the Statutory Reserve Balance of SAR 59,459,361 as Shown in the Financial Statement of FY Ended 31 December 2022, to Retained Earnings	Mgmt	For	For

Meeting Date: 03/06/2024

Country: Saudi Arabia

Ticker: 4320

Record Date:

Meeting Type: Extraordinary Shareholders

Primary ISIN: SA13U0923G19

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Extraordinary Business	Mgmt		
1.1	Elect Abdulsalam Al Aqeel as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
1.2	Elect Salih Al Habeeb as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
1.3	Elect Ahmed Al Mousa as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
1.4	Elect Faysal Al Zakri as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
1.5	Elect Abdulrahman Al Barrak as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
1.6	Elect Sulayman Al Hadheef as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
1.7	Elect Faysal Al Nasir as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
1.8	Elect Faysal Al Judayee as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
1.9	Elect Nawaf Al Fouzan as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
1.10	Elect Abdullah Al Mishaal as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
1.11	Elect Mishari Al Shaman as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
1.12	Elect Abdullah Al Mousa as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
1.13	Elect Ayoub Al Dakheel as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
1.14	Elect Ahmed Khoqeer as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			

Alandalus Property Co.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.15	Elect Tariq Mulla Niyazi as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
1.16	Elect Abdulazeez Al Sudees as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
1.17	Elect Omar Al Mishaal as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
1.18	Elect Ali Ali Waheebi as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
1.19	Elect Mohammed Abahuseen as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
1.20	Elect Mohammed Al Qurayshah as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
1.21	Elect Mohammed Al Shammari as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
1.22	Elect Salah Kamil as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
1.23	Elect Abdullah Al Nahdi as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
1.24	Elect Ghassan Kashmeeri as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
1.25	Elect Isam Al Saqeer as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
1.26	Elect Hani Damanhour as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
1.27	Elect Atif Al Shihri as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
1.28	Elect Ahmed Al Baqshi as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
1.29	Elect Zahir Al Hajjaj as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
1.30	Elect Fahd Al Dhufeeri as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			

Alandalus Property Co.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Amend Articles of Bylaws According to the New Companies' Law, Rearranging and Renumbering of Articles of Bylaws in Accordance to the Proposed Amendments	Mgmt	For	Against
<i>Blended Rationale: [SF-M0100-001] On balance, we find that shareholders' rights are likely to be diminished in material ways under the new Charter/Articles/Bylaws.</i>				
3	Amend Article 4 of Bylaws Re: Corporate Purpose	Mgmt	For	For
4	Amend Article 11 of Bylaws Re: Purchase, Sale and Pledging of Company's Shares	Mgmt	For	For
5	Amend Article 19 of Bylaws Re: Boards' Authority	Mgmt	For	For
6	Amend Article 21 of Bylaws Re: Authorities of the Chairman, Deputy Chairman, Managing Director, CEO and Board Secretary	Mgmt	For	For
7	Amend Article 43 of Bylaws Re: Dividend Distribution for Preference Shares	Mgmt	For	For
8	Amend Audit Committee Charter	Mgmt	For	Against
<i>Blended Rationale: [SF-M0100-001] On balance, we find that shareholders' rights are likely to be diminished in material ways under the new Charter/Articles/Bylaws.</i>				
9	Amend Remuneration and Nomination Committee Charter	Mgmt	For	For

Alfa SAB de CV

Meeting Date: 03/06/2024

Country: Mexico

Ticker: ALFAA

Record Date: 02/22/2024

Meeting Type: Annual

Primary ISIN: MXP000511016

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Annual Meeting for Only Mexican Series A Shareholders	Mgmt		
1	Approve Financial Statements and Statutory Reports	Mgmt	For	Abstain
<i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i>				
2	Approve Allocation of Income and Cash Dividends of USD 0.01 per Share; Approve Maximum Amount for Repurchase of Shares	Mgmt	For	For

Alfa SAB de CV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Elect Directors and Chairmen of Audit and Corporate Practices Committees; Fix Their Remuneration	Mgmt	For	For
<i>Blended Rationale: 1- [SF-M0201-032] The Company does not meet our aspirations of having adequate climate risk disclosures against all 4 pillars of TCFD.2- [SF-M0201-034] The company does not meet our aspirations of having adequate climate-related metrics and targets.</i>				
4	Appoint Legal Representatives	Mgmt	For	For
5	Approve Minutes of Meeting	Mgmt	For	For

Alfa SAB de CV

Meeting Date: 03/06/2024

Country: Mexico

Ticker: ALFAA

Record Date: 02/22/2024

Meeting Type: Extraordinary Shareholders

Primary ISIN: MXP000511016

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Extraordinary Meeting for Only Mexican Series A Shareholders	Mgmt		
1	Amend Articles	Mgmt	For	For
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
2	Appoint Legal Representatives	Mgmt	For	For
3	Approve Minutes of Meeting	Mgmt	For	For

ALK-Abello A/S

Meeting Date: 03/14/2024

Country: Denmark

Ticker: ALK.B

Record Date: 03/07/2024

Meeting Type: Annual

Primary ISIN: DK0061802139

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Report of Board	Mgmt		
2	Accept Financial Statements and Statutory Reports; Approve Discharge of Management and Board	Mgmt	For	For
3	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For

ALK-Abello A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.[LN-M0550-004] Poor use of remuneration committee discretion regarding the grant of a one-off award.</i></p>				
5	Approve Remuneration of Directors in the Amount of DKK 1.05 Million for Chairman, DKK 700,000 for Vice Chairman and DKK 350,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
6.a	Reelect Anders Hedegaard (Chair) as Director	Mgmt	For	Abstain
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-002] Remuneration committee discretion has been used poorly.[LN-M0550-001] Remuneration arrangements are poorly structured.[RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i></p>				
7.a	Reelect Lene Skole (Vice Chair) as Director	Mgmt	For	Abstain
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-002] Remuneration committee discretion has been used poorly.[LN-M0550-001] Remuneration arrangements are poorly structured.[RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i></p>				
8.a	Reelect Gitte Aabo as Director	Mgmt	For	For
8.b	Reelect Lars Holmqvist as Director	Mgmt	For	Abstain
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i></p>				
8.c	Reelect Jesper Hoiland as Director	Mgmt	For	For
8.d	Reelect Bertil Lindmark as Director	Mgmt	For	For
8.e	Reelect Alan Main as Director	Mgmt	For	Abstain
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-002] Remuneration committee discretion has been used poorly.[LN-M0550-001] Remuneration arrangements are poorly structured.[RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i></p>				
9	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For
10.a	Approve Indemnification of Members of the Board of Directors and Executive Management	Mgmt	For	For
10.b	Amend Articles Re: Indemnification	Mgmt	For	For
10.c	Amend Remuneration Policy	Mgmt	For	For
<p><i>Blended Rationale: .</i></p>				
10.d	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For
11	Other Business	Mgmt		

Alpek SAB de CV

Meeting Date: 03/06/2024

Country: Mexico

Ticker: ALPEKA

Record Date: 02/22/2024

Meeting Type: Annual

Primary ISIN: MX01ALOC0004

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	Mgmt	For	Abstain
<i>Blended Rationale: [LN-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a later date.</i>				
2	Approve Allocation of Income; Set Maximum Amount of Share Repurchase Reserve	Mgmt	For	For
3	Elect Directors and Chairman of Audit and Corporate Practices Committee; Fix Their Remuneration	Mgmt	For	For
4	Appoint Legal Representatives	Mgmt	For	For
5	Approve Minutes of Meeting	Mgmt	For	For

Alpek SAB de CV

Meeting Date: 03/06/2024

Country: Mexico

Ticker: ALPEKA

Record Date: 02/22/2024

Meeting Type: Extraordinary Shareholders

Primary ISIN: MX01ALOC0004

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Amend Articles	Mgmt	For	For
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
2	Appoint Legal Representatives	Mgmt	For	For
3	Approve Minutes of Meeting	Mgmt	For	For

ALSO Holding AG

Meeting Date: 03/21/2024

Country: Switzerland

Ticker: ALSN

Record Date:

Meeting Type: Annual

Primary ISIN: CH0024590272

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For

ALSO Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.2	Approve Non-Financial Report	Mgmt	For	For
2	Approve Remuneration Report (Non-Binding)	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured. [LN-M0550-004] Poor use of remuneration committee discretion regarding the grant of a one-off award.</i></p>				
3	Approve Allocation of Income and Dividends of CHF 4.80 per Share	Mgmt	For	For
4	Approve Discharge of Board and Senior Management	Mgmt	For	For
5	Amend Articles Re: Compensation of Board and Senior Management	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.[SD-M0500-001] NEDs receive options on the same terms and conditions as executives.</i></p>				
6.1	Approve Remuneration of Directors in the Amount of CHF 1.8 Million	Mgmt	For	For
6.2	Approve Fixed Remuneration of Executive Committee in the Amount of EUR 3 Million	Mgmt	For	For
<p><i>Blended Rationale: .</i></p>				
6.3	Approve Variable Remuneration of Executive Committee in the Amount of EUR 4.5 Million	Mgmt	For	For
<p><i>Blended Rationale: .</i></p>				
7.1.1	Reelect Peter Athanas as Director	Mgmt	For	For
7.1.2	Reelect Walter Droege as Director	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0200-001] Re-appointment of this director is not in shareholders' best interest.</i></p>				
7.1.3	Reelect Frank Tanski as Director	Mgmt	For	For
7.1.4	Reelect Ernest-W. Droege as Director	Mgmt	For	For
7.1.5	Reelect Thomas Fuerer as Director	Mgmt	For	For
7.1.6	Reelect Gustavo Moeller-Hergt as Director	Mgmt	For	For
7.2	Reelect Gustavo Moeller-Hergt as Board Chair	Mgmt	For	For
7.3.1	Reappoint Peter Athanas as Member of the Compensation and Nomination Committee	Mgmt	For	Against
<p><i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.[SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>				
7.3.2	Reappoint Walter Droege as Member of the Compensation and Nomination Committee	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee.[RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.[SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-002] Remuneration committee discretion has been used poorly.[LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>				

ALSO Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7.3.3	Reappoint Frank Tanski as Member of the Compensation and Nomination Committee	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee.[RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.[SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-002] Remuneration committee discretion has been used poorly.[LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>				
7.4	Ratify Ernst and Young AG as Auditors	Mgmt	For	For
7.5	Designate Adrian von Segesser as Independent Proxy	Mgmt	For	For
8	Transact Other Business (Voting)	Mgmt	For	Abstain
<p><i>Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.</i></p>				

Andritz AG

Meeting Date: 03/21/2024

Country: Austria

Ticker: ANDR

Record Date: 03/11/2024

Meeting Type: Annual

Primary ISIN: AT0000730007

Proposal Number	Proposal Text	Proponent	Mgmt 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 2.50 per Share	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.[SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i></p>				
5	Approve Remuneration of Supervisory Board Members	Mgmt	For	For
6.1	Ratify KPMG Austria GmbH as Auditors for Financial Statements and Consolidated Financial Statements for Fiscal Year 2024	Mgmt	For	For
6.2	Ratify KPMG Austria GmbH as Auditors of Sustainability Report for Fiscal Year 2024	Mgmt	For	For
7.1	Elect Regina Prehofer as Supervisory Board Member	Mgmt	For	For

Andritz AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7.2	Elect Elisabeth Stadler as Supervisory Board Member	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>				
8	Approve Remuneration Report	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>				
9	Approve Virtual-Only or Hybrid Shareholder Meetings Until 2027	Mgmt	For	For
10.1	New/Amended Proposals from Shareholders	Mgmt	None	Abstain
<i>Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.</i>				
10.2	New/Amended Proposals from Management and Supervisory Board	Mgmt	None	Abstain
<i>Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.</i>				

Anima Holding SpA

Meeting Date: 03/28/2024

Country: Italy

Ticker: ANIM

Record Date: 03/19/2024

Meeting Type: Annual/Special

Primary ISIN: IT0004998065

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
1.2	Approve Allocation of Income	Mgmt	For	For
2.1	Approve Remuneration Policy	Mgmt	For	For
2.2	Approve Second Section of the Remuneration Report	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>				
3	Approve Medium-Long Term Incentive Plan 2024-2026	Mgmt	For	For
4	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For

Anima Holding SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Extraordinary Business	Mgmt		
1	Authorize Cancellation of Treasury Shares without Reduction of Share Capital; Amend Article 5	Mgmt	For	For
2	Authorize Board to Increase Capital to Service Medium-Long Term Incentive Plan 2024-2026	Mgmt	For	For
3	Amend Company Bylaws	Mgmt	For	Against

Blended Rationale: [SF-M0100-001] On balance, we find that shareholders' rights are likely to be diminished in material ways under the new Charter/Articles/Bylaws.

APL Apollo Tubes Limited

Meeting Date: 01/26/2024

Country: India

Ticker: 533758

Record Date: 12/22/2023

Meeting Type: Special

Primary ISIN: INE702C01027

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt		
1	Elect H S Upendra Kamath as Director	Mgmt	For	For
2	Elect Asha Anil Agarwal as Director	Mgmt	For	For

Appier Group, Inc.

Meeting Date: 03/27/2024

Country: Japan

Ticker: 4180

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3160960005

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Chih-Han Yu	Mgmt	For	For
1.2	Elect Director Wan-Ling Lee	Mgmt	For	For
1.3	Elect Director Chia-Yung Su	Mgmt	For	For
1.4	Elect Director Jeng-Ting Tu	Mgmt	For	For
2.1	Elect Director and Audit Committee Member Oshita, Daisuke	Mgmt	For	For
2.2	Elect Director and Audit Committee Member Ching-Hua Ho	Mgmt	For	For
2.3	Elect Director and Audit Committee Member Choun Chee Kong	Mgmt	For	For

Appier Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	Mgmt	For	For
4	Approve Deep Discount Stock Option Plan	Mgmt	For	For

Arad Investment & Industrial Development Ltd.

Meeting Date: 01/15/2024

Country: Israel

Ticker: ARAD

Record Date: 12/14/2023

Meeting Type: Annual

Primary ISIN: IL0007310183

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Discuss Financial Statements and the Report of the Board and Report on Auditor's Fees	Mgmt		
2	Reappoint Kost, Forer Gabbay & Kasierer as Auditors	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
3.1	Reelect Shlomo Eisenberg as Director	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.[LN-M0201-010] As chairman of the board, responsible for lack of diversity.</i>				
3.2	Reelect Yael Efron as Director	Mgmt	For	For
3.3	Reelect Itzhak Chalamish as Director	Mgmt	For	For

Arca Continental SAB de CV

Meeting Date: 03/21/2024

Country: Mexico

Ticker: AC

Record Date: 03/07/2024

Meeting Type: Annual

Primary ISIN: MX01AC100006

Proposal Number	Proposal Text	Proponent	Mgmt 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	Abstain
<i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i>				

Arca Continental SAB de CV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Approve Allocation of Income and Cash Dividends of MXN 3.80 Per Share	Mgmt	For	For
3	Set Maximum Amount of Share Repurchase Reserve	Mgmt	For	For
4	Authorize Reduction in Variable Portion of Capital via Cancellation of Repurchased Shares	Mgmt	For	For
5	Elect Directors, Verify their Independence Classification, Approve their Remuneration and Elect Secretaries	Mgmt	For	For
<i>Blended Rationale:</i> .				
6	Elect Chairman of Audit and Corporate Practices Committee; Approve Remuneration of Board Committee Members	Mgmt	For	For
<i>Blended Rationale:</i> .				
7	Appoint Legal Representatives	Mgmt	For	For
8	Approve Minutes of Meeting	Mgmt	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 ISIN: MX01AC100006

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

AREIT, Inc.

Meeting Date: 02/12/2024

Country: Philippines

Ticker: AREIT

Record Date: 01/15/2024

Meeting Type: Special

Primary ISIN: PHY1001D1010

AREIT, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Issuance of Common Shares in Exchange for Properties	Mgmt	For	For

Aristocrat Leisure Limited

Meeting Date: 02/22/2024

Country: Australia

Ticker: ALL

Record Date: 02/20/2024

Meeting Type: Annual

Primary ISIN: AU000000ALL7

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Elect Neil Chatfield as Director	Mgmt	For	For
2	***Withdrawn Resolution*** Elect Jennifer Aument as Director	Mgmt		
3	Approve Grant of Performance Share Rights to Trevor Croker under the Long-Term Incentive Program	Mgmt	For	For
4	Approve Non-Executive Director Rights Plan	Mgmt	None	For
5	Approve Remuneration Report	Mgmt	For	For

artience Co. Ltd.

Meeting Date: 03/26/2024

Country: Japan

Ticker: 4634

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3606600009

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 45	Mgmt	For	For
2.1	Elect Director Kitagawa, Katsumi	Mgmt	For	For
2.2	Elect Director Takashima, Satoru	Mgmt	For	For
2.3	Elect Director Hamada, Hiroyuki	Mgmt	For	For
2.4	Elect Director Kaneko, Shingo	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-028] AGAINST affiliated outsiders at board with audit committee structure.</i>				
2.5	Elect Director Onodera, Chise	Mgmt	For	For
2.6	Elect Director Adachi, Tomoko	Mgmt	For	For

artience Co. Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2.7	Elect Director Sato, Tetsuaki	Mgmt	For	For
2.8	Elect Director Fujimoto, Yoshinobu	Mgmt	For	For
3.1	Elect Director and Audit Committee Member Yokoi, Yutaka	Mgmt	For	For
3.2	Elect Director and Audit Committee Member Kimura, Keiko	Mgmt	For	For
3.3	Elect Director and Audit Committee Member Matsumoto, Minoru	Mgmt	For	For
3.4	Elect Director and Audit Committee Member Kano, Masayuki	Mgmt	For	For
4	Initiate Share Repurchase Program	SH	Against	Against

Blended Rationale: [RJ-S0152-002] AGAINST shareholder proposal as the proposed capital policy is inappropriate considering the financial performance of the company.

Asahi Group Holdings Ltd.

Meeting Date: 03/26/2024

Country: Japan

Ticker: 2502

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3116000005

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 65	Mgmt	For	For
2.1	Elect Director Koji, Akiyoshi	Mgmt	For	For
2.2	Elect Director Katsuki, Atsushi	Mgmt	For	For
2.3	Elect Director Tanimura, Keizo	Mgmt	For	For
2.4	Elect Director Sakita, Kaoru	Mgmt	For	For
2.5	Elect Director Christina L. Ahmadjian	Mgmt	For	For
2.6	Elect Director Sasae, Kenichiro	Mgmt	For	For
2.7	Elect Director Ohashi, Tetsuji	Mgmt	For	For
2.8	Elect Director Matsunaga, Mari	Mgmt	For	For
2.9	Elect Director Nishinaka, Naoko	Mgmt	For	For
2.10	Elect Director Sato, Chika	Mgmt	For	For
2.11	Elect Director Melanie Brock	Mgmt	For	For
3	Appoint Statutory Auditor Oshima, Akiko	Mgmt	For	For
4	Approve Compensation Ceiling for Directors	Mgmt	For	For
5	Approve Compensation Ceiling for Statutory Auditors	Mgmt	For	For

Ashok Leyland Limited

Meeting Date: 01/10/2024

Country: India

Ticker: 500477

Record Date: 12/01/2023

Meeting Type: Special

Primary ISIN: INE208A01029

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Postal Ballot Approve Material Related Party Transactions	Mgmt	For	For

ASICS Corp.

Meeting Date: 03/22/2024

Country: Japan

Ticker: 7936

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3118000003

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 40	Mgmt	For	For
2.1	Elect Director Hirota, Yasuhito	Mgmt	For	For
2.2	Elect Director Tominaga, Mitsuyuki	Mgmt	For	For
2.3	Elect Director Sumi, Kazuo	Mgmt	For	For
<i>Blended Rationale: .</i>				
2.4	Elect Director Murai, Mitsuru	Mgmt	For	For
2.5	Elect Director Suto, Miwa	Mgmt	For	For
3.1	Elect Director and Audit Committee Member Kuramoto, Manabu	Mgmt	For	For
3.2	Elect Director and Audit Committee Member Yokoi, Yasushi	Mgmt	For	For
3.3	Elect Director and Audit Committee Member Eto, Mariko	Mgmt	For	For
4	Elect Alternate Director and Audit Committee Member Mihara, Hideaki	Mgmt	For	For
5	Approve Restricted Stock Plan	Mgmt	For	For

Astral Foods Ltd.

Meeting Date: 02/01/2024

Country: South Africa

Ticker: ARL

Record Date: 01/26/2024

Meeting Type: Annual

Primary ISIN: ZAE000029757

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for the Year Ended 30 September 2023	Mgmt	For	For
2	Elect Johan Ferreira as Director	Mgmt	For	For
3.1	Re-elect Diederik Fouche as Director	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-002] Remuneration committee discretion has been used poorly.[LN-M0550-001] Remuneration arrangements are poorly structured.</i>				
3.2	Re-elect Saleh Mayet as Director	Mgmt	For	For
4.1	Re-elect Diederik Fouche as Member of the Audit and Risk Management Committee	Mgmt	For	For
4.2	Re-elect Saleh Mayet as Member of the Audit and Risk Management Committee	Mgmt	For	For
4.3	Re-elect Tshepo Shabangu as Member of the Audit and Risk Management Committee	Mgmt	For	For
5.1	Re-elect Tshepo Shabangu as Member of the Social and Ethics Committee	Mgmt	For	For
5.2	Re-elect Dr Theunis Eloff as Member of the Social and Ethics Committee	Mgmt	For	For
5.3	Re-elect Gary Arnold as Member of the Social and Ethics Committee	Mgmt	For	For
5.4	Re-elect Len Hansen as Member of the Social and Ethics Committee	Mgmt	For	For
6	Reappoint Deloitte and Touche as Auditors with S Carter as the Individual Designated Auditor	Mgmt	For	For
7	Approve Remuneration Policy	Mgmt	For	For
8	Approve Implementation of the Remuneration Policy	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.[LN-M0550-004] Poor use of remuneration committee discretion regarding the grant of a one-off award.[SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>				
9	Authorise Ratification of Approved Resolutions	Mgmt	For	For
10	Approve Fees Payable to Non-executive Directors	Mgmt	For	For
11	Approve Financial Assistance to Related and Inter-related Companies	Mgmt	For	For
12	Authorise Repurchase of Issued Share Capital	Mgmt	For	For

Astral Limited

Meeting Date: 03/07/2024

Country: India

Ticker: 532830

Record Date: 02/02/2024

Meeting Type: Special

Primary ISIN: INE006I01046

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Postal Ballot Approve Loan or Guarantee or Providing Security in Connection with Loan Availed by Any of the Company's Subsidiary(ies) or Any Other Person Specified Under Section 185 of the Companies Act, 2013	Mgmt	For	Against

Blended Rationale: [SF-M0466-001] The proposed transaction lacks disclosures on loans to subsidiaries and/or associates.

Ataa Educational Co.

Meeting Date: 01/29/2024

Country: Saudi Arabia

Ticker: 4292

Record Date:

Meeting Type: Annual

Primary ISIN: SA11RGEI3218

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Ordinary Business	Mgmt		
1	Review and Discuss Board Report on Company Operations for FY Ended 31/07/2023	Mgmt	For	For
2	Approve Auditors' Report on Company Financial Statements for FY Ended 31/07/2023	Mgmt	For	For
3	Review and Discuss Financial Statements and Statutory Reports for FY Ended 31/07/2023	Mgmt	For	For
4	Approve Dividends of SAR 1.10 Per Share for FY Ended 31/07/2023	Mgmt	For	For
5	Approve Related Party Transactions with Dr. Ahmed Al Muteab Re: Lease Contracts for the Middle East and Al Feker Complexes	Mgmt	For	For
6	Approve Discharge of Directors for FY Ended 31/07/2023	Mgmt	For	For
7	Approve Remuneration of Directors of SAR 1,331,507 for FY Ended 31/07/2023	Mgmt	For	For

Ataa Educational Co.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8	Ratify Auditors and Fix Their Remuneration for Q2, Q3, Q4 and Annual Statement of FY Ending on 31/07/2024 and Q1 of FY Ending on 31/07/2025	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
9	Ratify the Appointment of Khalid Al Muaammar as a Non-Executive Director	Mgmt	For	For
10	Ratify the Appointment of Reem Al Muteab as a Non-Executive Director	Mgmt	For	For

Atrium Ljungberg AB

Meeting Date: 03/21/2024

Country: Sweden

Ticker: ATRLJ.B

Record Date: 03/13/2024

Meeting Type: Annual

Primary ISIN: SE0000191827

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For	For
2	Approve Agenda of Meeting	Mgmt	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For
4	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt		
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For
8.1	Approve Discharge of Johan Ljungberg	Mgmt	For	For
8.2	Approve Discharge of Conny Fogelstrom	Mgmt	For	For
8.3	Approve Discharge of Johan Thorell	Mgmt	For	For
8.4	Approve Discharge of Sara Laurell	Mgmt	For	For
8.5	Approve Discharge of Simon de Chateau	Mgmt	For	For
8.6	Approve Discharge of Gunilla Berg	Mgmt	For	For
8.7	Approve Discharge of CEO Annica Anas	Mgmt	For	For
9	Approve Allocation of Income and Dividends of SEK 3.50 Per Share	Mgmt	For	For
10	Determine Number of Members (6) and Deputy Members (0) of Board	Mgmt	For	For

Atrium Ljungberg AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
11	Approve Remuneration of Directors in the Amount of SEK 480,000 for Chairman, and SEK 240,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
12.11	Reelect Johan Ljungberg as Director	Mgmt	For	For
12.12	Reelect Gunilla Berg as Director	Mgmt	For	For
12.13	Reelect Simon de Chateau as Director	Mgmt	For	For
12.14	Reelect Conny Fogelstrom as Director	Mgmt	For	For
12.15	Reelect Sara Laurell as Director	Mgmt	For	For
12.16	Reelect Johan Thorell as Director	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>				
12.2	Reelect Johan Ljungberg as Board Chairman	Mgmt	For	For
13.1	Ratify Deloitte AB as Auditors	Mgmt	For	For
14	Approve Remuneration Report	Mgmt	For	For
15	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For
16	Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights	Mgmt	For	For
17	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
18	Close Meeting	Mgmt		

AU Small Finance Bank Limited

Meeting Date: 01/26/2024

Country: India

Ticker: 540611

Record Date: 12/22/2023

Meeting Type: Special

Primary ISIN: INE949L01017

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Appointment of Harun Rasid Khan as Part-Time Chairman	Mgmt	For	For
	Postal Ballot	Mgmt		

Auction Technology Group Plc

Meeting Date: 01/30/2024

Country: United Kingdom

Ticker: ATG

Record Date: 01/26/2024

Meeting Type: Annual

Primary ISIN: GB00BMVQDZ64

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	For
3	Re-elect Breon Corcoran as Director	Mgmt	For	For
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>				
4	Re-elect John-Paul Savant as Director	Mgmt	For	For
5	Re-elect Tom Hargreaves as Director	Mgmt	For	For
6	Re-elect Scott Forbes as Director	Mgmt	For	For
7	Re-elect Morgan Seigler as Director	Mgmt	For	For
8	Re-elect Pauline Reader as Director	Mgmt	For	For
9	Re-elect Suzanne Baxter as Director	Mgmt	For	For
10	Re-elect Tamsin Todd as Director	Mgmt	For	For
11	Appoint Ernst & Young LLP as Auditors	Mgmt	For	For
12	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For
13	Authorise UK Political Donations and Expenditure	Mgmt	For	For
14	Authorise Issue of Equity	Mgmt	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

Aurobindo Pharma Limited

Meeting Date: 03/26/2024

Country: India

Ticker: 524804

Record Date: 02/16/2024

Meeting Type: Special

Primary ISIN: INE406A01037

Aurobindo Pharma Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Postal Ballot Elect Deepali Pant Joshi as Director	Mgmt	For	For

Aurubis AG

Meeting Date: 02/15/2024

Country: Germany

Ticker: NDA

Record Date: 01/24/2024

Meeting Type: Annual

Primary ISIN: DE0006766504

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022/23 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 1.40 per Share	Mgmt	For	For
3	Postpone Discharge of Management Board for Fiscal Year 2022/23	Mgmt	For	For
4	Postpone Discharge of Supervisory Board for Fiscal Year 2022/23	Mgmt	For	For
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2023/24 and for the Review of the Interim Financial Reports for Fiscal Year 2024/25	Mgmt	For	For
6	Approve Remuneration Report	Mgmt	For	For
7	Amend Articles Re: Supervisory Board Remuneration; Proof of Entitlement	Mgmt	For	For

Avenue Supermarts Limited

Meeting Date: 02/23/2024

Country: India

Ticker: 540376

Record Date: 01/19/2024

Meeting Type: Special

Primary ISIN: INE192R01011

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Postal Ballot Elect Harishchandra M. Bharuka as Director	Mgmt	For	For

Meeting Date: 03/20/2024

Country: Sweden

Ticker: AXFO

Record Date: 03/12/2024

Meeting Type: Annual

Primary ISIN: SE0006993770

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Elect Chairman of Meeting	Mgmt	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For
4	Approve Agenda of Meeting	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt		
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For
7	Receive Financial Statements and Statutory Reports	Mgmt		
8	Receive President's Report	Mgmt		
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For
10.1	Approve Discharge of Mia Brunell Livfors	Mgmt	For	For
10.2	Approve Discharge of Fabian Bengtsson	Mgmt	For	For
10.3	Approve Discharge of Caroline Berg	Mgmt	For	For
10.4	Approve Discharge of Christian Luiga	Mgmt	For	For
10.5	Approve Discharge of Peter Ruzicka	Mgmt	For	For
10.6	Approve Discharge of Thomas Ekman	Mgmt	For	For
10.7	Approve Discharge of Sara Ohrvall	Mgmt	For	For
10.8	Approve Discharge of Christer Aberg	Mgmt	For	For
10.9	Approve Discharge of Anders Helsing	Mgmt	For	For
10.10	Approve Discharge of Michael Sjoren	Mgmt	For	For
10.11	Approve Discharge of Lars Ostberg	Mgmt	For	For
10.12	Approve Discharge of Frida Antbrink	Mgmt	For	For
10.13	Approve Discharge of Ann-Katrin Alnervik	Mgmt	For	For
10.14	Approve Discharge of Patrik Thorin	Mgmt	For	For
10.15	Approve Discharge of CEO Klas Balkow	Mgmt	For	For
11	Approve Allocation of Income and Dividends of SEK 8.50 Per Share	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
12	Approve Remuneration Report	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>				
13.1	Determine Number of Members (7) and Deputy Members (0)	Mgmt	For	For
13.2	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For
14.1	Approve Remuneration of Directors in the Amount of SEK 820,000 for Chairman and SEK 525,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
14.2	Approve Remuneration of Auditors	Mgmt	For	For
15.1	Reelect Mia Brunell Livfors as Director	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[SD-M0201-005] Nominee is not independent and serves on a key committee.</i>				
15.2	Reelect Fabian Bengtsson as Director	Mgmt	For	For
15.3	Reelect Caroline Berg as Director	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[SD-M0201-005] Nominee is not independent and serves on a key committee.</i>				
15.4	Reelect Christian Luiga as Director	Mgmt	For	For
15.5	Reelect Peter Ruzicka as Director	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>				
15.6	Reelect Sara Ohrvall as Director	Mgmt	For	For
15.7	Reelect Thomas Ekman as Director	Mgmt	For	For
15.8	Elect Thomas Ekman as Board Chair	Mgmt	For	For
16.1	Ratify Deloitte AB as Auditors	Mgmt	For	For
17	Approve Nomination Committee Procedures	Mgmt	For	For
18.a	Approve Performance Share Plan LTIP 2024 for Key Employees	Mgmt	For	For
18.b	Approve Equity Plan Financing Through Repurchase and Transfer of Shares	Mgmt	For	For
19	Allow Shareholder Meetings to be Held by Electronic Means	Mgmt	For	For
<i>Blended Rationale: [RU-S0000-001] Proposal is not in shareholders' best interests</i>				
20	Close Meeting	Mgmt		

Azrieli Group Ltd.

Meeting Date: 01/01/2024

Country: Israel

Ticker: AZRG

Record Date: 12/04/2023

Meeting Type: Annual

Primary ISIN: IL0011194789

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Reelect Danna Azrieli as Director	Mgmt	For	For
1.2	Reelect Sharon Azrieli as Director	Mgmt	For	For
1.3	Reelect Naomi Azrieli as Director	Mgmt	For	For
1.4	Reelect Menachem Einan as Director	Mgmt	For	For
1.5	Reelect Dan Yitzhak Gillerman as Director	Mgmt	For	For
1.6	Reelect Ariel Kor as Director	Mgmt	For	For
2	Reappoint Deloitte Brightman, Almagor, Zohar & Co. as Auditors	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
3	Discuss Financial Statements and the Report of the Board	Mgmt		

Bajaj Auto Limited

Meeting Date: 02/13/2024

Country: India

Ticker: 532977

Record Date: 01/05/2024

Meeting Type: Special

Primary ISIN: INE917101010

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Postal Ballot	Mgmt		
1	Approve Buyback of Equity Shares	Mgmt	For	For

Bajaj Auto Limited

Meeting Date: 03/05/2024

Country: India

Ticker: 532977

Record Date: 01/25/2024

Meeting Type: Special

Primary ISIN: INE917101010

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Postal Ballot	Mgmt		

Bajaj Auto Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Reelect Pradip Panalal Shah as Director	Mgmt	For	Against
<i>Blended Rationale: [HK-M0100-002] Without explanation, non-audit fees exceed audit fees which may impair the independence of the external audit process.</i>				
2	Elect Vinita Bali as Director	Mgmt	For	For
3	Approve Continuation of Directorship of Rishabhayan Baja as Divisional Manager (Product Strategy - EV)	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				

Bajaj Finance Limited

Meeting Date: 03/19/2024

Country: India

Ticker: 500034

Record Date: 02/09/2024

Meeting Type: Special

Primary ISIN: INE296A01024

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Postal Ballot	Mgmt		
1	Approve Increase in Borrowing Powers	Mgmt	For	For
2	Approve Pledging of Assets for Debt	Mgmt	For	For
3	Reelect Anami N Roy as Director	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on a number of public company boards which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>				
4	Reelect Naushad Darius Forbes as Director	Mgmt	For	For
5	Approve Re-designation of Anup Kumar Saha as Deputy Managing Director	Mgmt	For	For
6	Amend Employee Stock Option Scheme, 2009	Mgmt	For	Against
<i>Blended Rationale: [SD-M0503-999] AGAINST Management - not in shareholders' best interest.</i>				
7	Approve Extension of Benefits and Grant of Options Under the Employee Stock Option Scheme, 2009 to the Employees of Holding / Subsidiary Companies of the Company	Mgmt	For	Against
<i>Blended Rationale: [SD-M0555-999] AGAINST Management - not in shareholders' best interest.</i>				

Bajaj Finserv Limited

Meeting Date: 03/23/2024

Country: India

Ticker: 532978

Record Date: 02/16/2024

Meeting Type: Special

Primary ISIN: INE918I01026

Bajaj Finserv Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Postal Ballot	Mgmt		
1	Approve Modification to Bajaj Finserv Limited Employee Stock Option Scheme	Mgmt	For	For
2	Approve Extension of Benefits and Grant of Options to the Employee(s) of Holding and/or Subsidiary Company(ies) under the Bajaj Finserv Limited Employee Stock Option Scheme	Mgmt	For	For

Banco Bilbao Vizcaya Argentaria SA

Meeting Date: 03/14/2024

Country: Spain

Ticker: BBVA

Record Date: 03/08/2024

Meeting Type: Annual

Primary ISIN: ES0113211835

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For
1.2	Approve Non-Financial Information Statement	Mgmt	For	For
1.3	Approve Allocation of Income and Dividends	Mgmt	For	For
1.4	Approve Discharge of Board	Mgmt	For	For
2.1	Reelect Jose Miguel Andres Torrecillas as Director	Mgmt	For	For
2.2	Reelect Jaime Felix Caruana Lacorte as Director	Mgmt	For	For
2.3	Reelect Belen Garijo Lopez as Director	Mgmt	For	For
2.4	Reelect Ana Cristina Peralta Moreno as Director	Mgmt	For	For
2.5	Reelect Jan Paul Marie Francis Verplancke as Director	Mgmt	For	For
2.6	Elect Enrique Casanueva Nardiz as Director	Mgmt	For	For
2.7	Elect Cristina de Parias Halcon as Director	Mgmt	For	For
3	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For
4	Fix Maximum Variable Compensation Ratio	Mgmt	For	For
5	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For

Banco Bilbao Vizcaya Argentaria SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6	Advisory Vote on Remuneration Report	Mgmt	For	For

Banco Bradesco SA

Meeting Date: 03/11/2024

Country: Brazil

Ticker: BBDC4

Record Date:

Meeting Type: Extraordinary Shareholders

Primary ISIN: BRBBDCACNPR8

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Agreement to Absorb BRAM - Bradesco Asset Management S.A. Distribuidora de Titulos e Valores Mobiliarios	Mgmt	For	For
2	Ratify KPMG Auditores Independentes as Independent Firm to Appraise Proposed Transaction	Mgmt	For	For
3	Approve Absorption of BRAM - Bradesco Asset Management S.A. Distribuidora de Titulos e Valores Mobiliarios	Mgmt	For	For
4	Amend Article 5 Re: Corporate Purpose	Mgmt	For	For
5	Amend Article 6 Re: Authorized Capital	Mgmt	For	For
6	Amend Article 7	Mgmt	For	For
7	Amend Article 8	Mgmt	For	For
8	Amend Article 9 Re: Letter "f"	Mgmt	For	For
9	Amend Article 9 Re: Letter "i"	Mgmt	For	For
10	Amend Article 9 Re: Add Letter "j"	Mgmt	For	For
11	Amend Article 9 Re: Remove Letter "m"	Mgmt	For	For
12	Amend Article 9 Re: Add Letter "t"	Mgmt	For	For
13	Amend Article 11	Mgmt	For	For
14	Amend Article 12	Mgmt	For	For
15	Amend Article 12 Re: Paragraph 1	Mgmt	For	For
16	Amend Article 12 Re: Remove Paragraph 2	Mgmt	For	For
17	Amend Article 12 Re: Add New Paragraph 2	Mgmt	For	For
18	Amend Article 13	Mgmt	For	For
19	Amend Article 13 Re: Remove Paragraph 4	Mgmt	For	For
20	Amend Article 14	Mgmt	For	For

Banco Bradesco SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
21	Amend Article 15	Mgmt	For	For
22	Remove Articles 18 and 19	Mgmt	For	For
23	Amend Article 21	Mgmt	For	For
24	Amend Article 23	Mgmt	For	For

Banco Bradesco SA

Meeting Date: 03/11/2024

Country: Brazil

Ticker: BBDC4

Record Date:

Meeting Type: Annual

Primary ISIN: BRBBDCACNPR8

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2023	Mgmt	For	Abstain
<i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i>				
2	Approve Allocation of Income and Dividends	Mgmt	For	For
3	Fix Number of Directors at 11	Mgmt	For	For
4	Do You Wish to Adopt Cumulative Voting for the Election of the Members of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>				
5.1	Elect Luiz Carlos Trabuco Cappi as Director	Mgmt	For	For
5.2	Elect Alexandre da Silva Gluher as Director	Mgmt	For	For
5.3	Elect Denise Aguiar Alvarez as Director	Mgmt	For	For
5.4	Elect Milton Matsumoto as Director	Mgmt	For	For
5.5	Elect Mauricio Machado de Minas as Director	Mgmt	For	For
5.6	Elect Samuel Monteiro dos Santos Junior as Independent Director	Mgmt	For	For
5.7	Elect Walter Luis Bernardes Albertoni as Independent Director	Mgmt	For	For
5.8	Elect Paulo Roberto Simoes da Cunha as Independent Director	Mgmt	For	For
5.9	Elect Rubens Aguiar Alvarez as Director	Mgmt	For	For

Banco Bradesco SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5.10	Elect Denise Pauli Pavarina as Independent Director	Mgmt	For	For
5.11	Elect Octavio de Lazari Junior as Director	Mgmt	For	For
	If Voting FOR on Item 6, Votes Are Distributed in Equal % Amongst Nominees voted FOR. If You Vote AGST, Contact Your Client Service Rep to Unequally Allocate % of Votes. If You Vote ABST, You Will Not Participate in Cumulative Voting.	Mgmt		
6	In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>				
7.1	Percentage of Votes to Be Assigned - Elect Luiz Carlos Trabuco Cappi as Director	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>				
7.2	Percentage of Votes to Be Assigned - Elect Alexandre da Silva Gluher as Director	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>				
7.3	Percentage of Votes to Be Assigned - Elect Denise Aguiar Alvarez as Director	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>				
7.4	Percentage of Votes to Be Assigned - Elect Milton Matsumoto as Director	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>				
7.5	Percentage of Votes to Be Assigned - Elect Mauricio Machado de Minas as Director	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>				
7.6	Percentage of Votes to Be Assigned - Elect Samuel Monteiro dos Santos Junior as Independent Director	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>				
7.7	Percentage of Votes to Be Assigned - Elect Walter Luis Bernardes Albertoni as Independent Director	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>				

Banco Bradesco SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7.8	Percentage of Votes to Be Assigned - Elect Paulo Roberto Simoes da Cunha as Independent Director	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>				
7.9	Percentage of Votes to Be Assigned - Elect Rubens Aguiar Alvarez as Director	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>				
7.10	Percentage of Votes to Be Assigned - Elect Denise Pauli Pavarina as Independent Director	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>				
7.11	Percentage of Votes to Be Assigned - Elect Octavio de Lazari Junior as Director	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>				
8	Elect Fiscal Council Members	Mgmt	For	Abstain
<i>Blended Rationale: [RU-M0201-037] We are abstaining from this director due to operational voting requirements in this market.</i>				
9	In Case One of the Nominees Leaves the Fiscal Council Slate Due to a Separate Minority Election, as Allowed Under Articles 161 and 240 of the Brazilian Corporate Law, May Your Votes Still Be Counted for the Proposed Slate?	Mgmt	None	Abstain
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
10	Elect Monica Pires da Silva as Fiscal Council Member and Ludmila de Melo Souza as Alternate Appointed by Minority Shareholder	SH	None	For
<i>Blended Rationale: [LN-S0275-101] This slate better represents the interests of minority shareholders.</i>				
11	Approve Remuneration of Company's Management	Mgmt	For	For
12	Approve Remuneration of Fiscal Council Members	Mgmt	For	For

Banco Bradesco SA

Meeting Date: 03/11/2024

Country: Brazil

Ticker: BBDC4

Record Date:

Meeting Type: Annual

Primary ISIN: BRBBDACNPR8

Banco Bradesco SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Meeting for Preferred Shareholders Elect Ava Cohn as Fiscal Council Member and Jose Luis Elias as Alternate Appointed by Preferred Shareholder	Mgmt SH	None	For

Blended Rationale: [LN-S0275-101] This slate better represents the interests of minority shareholders.

Banco do Brasil SA

Meeting Date: 02/02/2024

Country: Brazil

Ticker: BBAS3

Record Date:

Meeting Type: Extraordinary Shareholders

Primary ISIN: BRBBASACNOR3

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve 2-for-1 Stock Split and Amend Article 7 Accordingly	Mgmt	For	For
2	Amend Articles	Mgmt	For	For
3	In the Event of a Second Call, Can the Voting Instructions Contained in this Proxy Card Be Considered Valid for the Second Call?	Mgmt	None	For

Banco Santander SA

Meeting Date: 03/21/2024

Country: Spain

Ticker: SAN

Record Date: 03/15/2024

Meeting Type: Annual

Primary ISIN: ES0113900J37

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.A	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For
1.B	Approve Non-Financial Information Statement	Mgmt	For	For
1.C	Approve Discharge of Board	Mgmt	For	For
2	Approve Allocation of Income and Dividends	Mgmt	For	For
3.A	Fix Number of Directors at 15	Mgmt	For	For
3.B	Elect Juan Carlos Barrabes Consul as Director	Mgmt	For	For

Banco Santander SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3.C	Elect Antonio Francesco Weiss as Director	Mgmt	For	For
3.D	Reelect Javier Botin-Sanz de Sautuola y O'Shea as Director	Mgmt	For	For
3.E	Reelect German de la Fuente Escamilla as Director	Mgmt	For	For
3.F	Reelect Henrique de Castro as Director	Mgmt	For	For
<i>Blended Rationale: .</i>				
3.G	Reelect Jose Antonio Alvarez Alvarez as Director	Mgmt	For	For
3.H	Reelect Belen Romana Garcia as Director	Mgmt	For	For
4	Renew Appointment of PricewaterhouseCoopers as Auditor	Mgmt	For	For
5.A	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 10 Percent	Mgmt	For	For
5.B	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For
5.C	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For
6.A	Approve Remuneration Policy	Mgmt	For	For
<i>Blended Rationale: .</i>				
6.B	Approve Remuneration of Directors	Mgmt	For	For
6.C	Fix Maximum Variable Compensation Ratio	Mgmt	For	For
6.D	Approve Deferred Multiyear Objectives Variable Remuneration Plan	Mgmt	For	For
6.E	Approve Buy-out Policy	Mgmt	For	For
6.F	Advisory Vote on Remuneration Report	Mgmt	For	For
7	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For

Bank Leumi Le-Israel Ltd.

Meeting Date: 01/04/2024

Country: Israel

Ticker: LUMI

Record Date: 12/06/2023

Meeting Type: Special

Primary ISIN: IL0006046119

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Employment Terms of Shmuel Ben Zvi, Chairman	Mgmt	For	For

Bank Leumi Le-Israel Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
A	<p>Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager</p> <p>Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney</p>	Mgmt	None	Against
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	Mgmt	None	For

Bank Millennium SA

Meeting Date: 03/27/2024

Country: Poland

Ticker: MIL

Record Date: 03/11/2024

Meeting Type: Annual

Primary ISIN: PLBIG0000016

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Receive Information on Voting Procedures	Mgmt		
3	Elect Meeting Chairman	Mgmt	For	For
4	Acknowledge Proper Convening of Meeting	Mgmt		
5	Receive Agenda of Meeting	Mgmt		
6	Elect Members of Vote Counting Commission	Mgmt		
7	Approve Financial Statements, Management Board Reports on Company's and Group's Operations and Non-Financial Information	Mgmt	For	For
8	Approve Consolidated Financial Statements	Mgmt	For	For

Bank Millennium SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
9	Approve Supervisory Board Reports	Mgmt	For	For
10	Approve Allocation of Income	Mgmt	For	For
11.1	Approve Discharge of Joao Nuno Lima Bras Jorge (CEO)	Mgmt	For	For
11.2	Approve Discharge of Fernando Maria Cardoso Rodrigues Bicho (Deputy CEO)	Mgmt	For	For
11.3	Approve Discharge of Wojciech Haase (Management Board Member)	Mgmt	For	For
11.4	Approve Discharge of Andrzej Glinski (Management Board Member)	Mgmt	For	For
11.5	Approve Discharge of Wojciech Rybak (Management Board Member)	Mgmt	For	For
11.6	Approve Discharge of Antonio Ferreira Pinto Junior (Management Board Member)	Mgmt	For	For
11.7	Approve Discharge of Jaroslaw Hermann (Management Board Member)	Mgmt	For	For
11.8	Approve Discharge of Boguslaw Kott (Supervisory Board Chairman)	Mgmt	For	Against
<p><i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.[SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i></p>				
11.9	Approve Discharge of Nuno Manuel da Silva Amado (Supervisory Board Deputy Chairman)	Mgmt	For	For
11.10	Approve Discharge of Dariusz Rosati (Supervisory Board Deputy Chairman and Secretary)	Mgmt	For	For
11.11	Approve Discharge of Miguel de Campos Pereira de Braganca (Supervisory Board Member)	Mgmt	For	Against
<p><i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.[SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i></p>				
11.12	Approve Discharge of Anna Jakubowski (Supervisory Board Member)	Mgmt	For	Against
<p><i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.[SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i></p>				
11.13	Approve Discharge of Grzegorz Jedrys (Supervisory Board Member)	Mgmt	For	For
11.14	Approve Discharge of Alojzy Nowak (Supervisory Board Member)	Mgmt	For	Against
<p><i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.[SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i></p>				
11.15	Approve Discharge of Jose Miguel Bensliman Schorcht da Silva Pessanha (Supervisory Board Member)	Mgmt	For	For

Bank Millennium SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
11.16	Approve Discharge of Miguel Maya Dias Pinheiro (Supervisory Board Member)	Mgmt	For	For
11.17	Approve Discharge of Lingjiang Xu (Supervisory Board Member)	Mgmt	For	For
11.18	Approve Discharge of Olga Grygier-Siddons (Supervisory Board Member)	Mgmt	For	Against
<p><i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.[SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i></p>				
11.19	Approve Discharge of Beata Stelmach (Supervisory Board Member)	Mgmt	For	For
12	Approve Assessment of Remuneration Policy	Mgmt	For	For
13	Approve Remuneration Report	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>				
14	Approve Policy on Selection and Suitability of Supervisory Board Members	Mgmt	For	For
15	Approve Assessment of Adequacy of Regulations on Supervisory Board	Mgmt	For	For
16	Approve Information on Regulations on Supervisory Board	Mgmt	For	For
17.1	Amend Statute	Mgmt	For	For
17.2	Amend Statute Re: Corporate Purpose	Mgmt	For	For
17.3	Amend Statute Re: Corporate Purpose	Mgmt	For	For
18	Close Meeting	Mgmt		

Bank of Georgia Group Plc

Meeting Date: 03/14/2024

Country: United Kingdom

Ticker: BGEO

Record Date: 03/12/2024

Meeting Type: Special

Primary ISIN: GB00BF4HYT85

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Proposed Acquisition of the Entire Issued Share Capital of Ameriabank	Mgmt	For	For

Bankinter SA

Meeting Date: 03/21/2024

Country: Spain

Ticker: BKT

Record Date: 03/15/2024

Meeting Type: Annual

Primary ISIN: ES0113679137

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For
2	Approve Non-Financial Information Statement	Mgmt	For	For
3	Approve Discharge of Board	Mgmt	For	For
4	Approve Allocation of Income and Dividends	Mgmt	For	For
5	Renew Appointment of PricewaterhouseCoopers as Auditor	Mgmt	For	For
6.1	Elect Gloria Ortiz Portero as Director	Mgmt	For	For
6.2	Elect Teresa Paz-Ares Rodriguez as Director	Mgmt	For	For
6.3	Fix Number of Directors at 11	Mgmt	For	For
7	Approve Restricted Capitalization Reserve	Mgmt	For	For
8	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 10 Percent	Mgmt	For	For
9	Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities up to EUR 1 Billion with Exclusion of Preemptive Rights up to 10 Percent of Capital	Mgmt	For	For
10.1	Approve Remuneration Policy	Mgmt	For	For
10.2	Approve Delivery of Shares under FY 2023 Variable Pay Scheme	Mgmt	For	For
10.3	Fix Maximum Variable Compensation Ratio	Mgmt	For	For
11	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For
12	Advisory Vote on Remuneration Report	Mgmt	For	For

Barloworld Ltd.

Meeting Date: 02/16/2024

Country: South Africa

Ticker: BAW

Record Date: 02/09/2024

Meeting Type: Annual

Primary ISIN: ZAE000026639

Barloworld Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Resolutions	Mgmt		
1	Accept Financial Statements and Statutory Reports for the Year Ended 30 September 2023	Mgmt	For	For
2	Re-elect Neo Mokhesi as Director	Mgmt	For	For
3	Re-elect Hugh Molotsi as Director	Mgmt	For	For
4	Re-elect Nicola Chiaranda as Director	Mgmt	For	For
5	Elect Vuyisa Nkonyeni as Director	Mgmt	For	For
6	Elect Bashirat Odunewu as Director	Mgmt	For	For
7	Elect Vuyisa Nkonyeni as Chairman of the Audit Committee	Mgmt	For	For
8	Re-elect Nicola Chiaranda as Member of the Audit Committee	Mgmt	For	For
9	Re-elect Nomavuso Mnxasana as Member of the Audit Committee	Mgmt	For	For
10	Elect Bashirat Odunewu as Member of the Audit Committee	Mgmt	For	For
11	Reappoint Ernst & Young and SNG Grant Thornton as Joint Statutory Auditors with S Sithebe and J Ramapela as Individual Registered Auditors and Authorise Their Remuneration	Mgmt	For	For
12	Approve Remuneration Policy	Mgmt	For	For
13	Approve Remuneration Implementation Report	Mgmt	For	For
	Special Resolutions	Mgmt		
1	Approve Non-executive Directors' Fees	Mgmt	For	For
2	Approve Financial Assistance in Terms of Section 45 of the Companies Act	Mgmt	For	For
3	Authorise Repurchase of Issued Share Capital	Mgmt	For	For

Base Co., Ltd.

Meeting Date: 03/28/2024

Country: Japan

Ticker: 4481

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3835210000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Nakayama, Katsunari	Mgmt	For	For

Base Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.2	Elect Director Takano, Noriyuki	Mgmt	For	For
1.3	Elect Director Wada, Shigefumi	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-028] AGAINST affiliated outsiders at board with audit committee structure.</i>				
1.4	Elect Director Ueno, Toru	Mgmt	For	For

BELIMO Holding AG

Meeting Date: 03/25/2024

Country: Switzerland

Ticker: BEAN

Record Date: 03/14/2024

Meeting Type: Annual

Primary ISIN: CH1101098163

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	Do Not Vote
2	Approve Allocation of Income and Dividends of CHF 8.50 per Share	Mgmt	For	Do Not Vote
3	Approve Non-Financial Report	Mgmt	For	Do Not Vote
4	Approve Remuneration Report	Mgmt	For	Do Not Vote
5	Approve Discharge of Board of Directors	Mgmt	For	Do Not Vote
6.1	Amend Articles Re: General Meetings	Mgmt	For	Do Not Vote
6.2	Amend Articles Re: Board Composition; Term of Office and External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	Do Not Vote
6.3	Amend Articles Re: Remuneration of Board and Senior Management	Mgmt	For	Do Not Vote
6.4	Amend Articles of Association	Mgmt	For	Do Not Vote
7.1	Approve Remuneration of Directors in the Amount of CHF 350,000 for the Period from Jan 1, 2024 until 2024 AGM, if Item 6.3 is Approved	Mgmt	For	Do Not Vote
7.2	Approve Remuneration of Directors in the Amount of CHF 1.4 Million for the Period from 2024 AGM until 2025 AGM, if Item 6.3 is Approved	Mgmt	For	Do Not Vote
7.3	Approve Remuneration of Directors in the Amount of CHF 1.4 Million for Fiscal Year 2024, if Item 6.3 is Rejected	Mgmt	For	Do Not Vote

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8.1	Approve Remuneration of Executive Committee in the Amount of CHF 7.3 Million for Fiscal Year 2024	Mgmt	For	Do Not Vote
8.2	Approve Remuneration of Executive Committee in the Amount of CHF 7.5 Million for Fiscal Year 2025, if Item 6.3 is Approved	Mgmt	For	Do Not Vote
9.1.1	Reelect Adrian Altenburger as Director	Mgmt	For	Do Not Vote
9.1.2	Reelect Patrick Burkhalter as Director	Mgmt	For	Do Not Vote
<i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee.</i>				
9.1.3	Reelect Sandra Emme as Director	Mgmt	For	Do Not Vote
9.1.4	Reelect Urban Linsi as Director	Mgmt	For	Do Not Vote
9.1.5	Reelect Ines Poeschel as Director	Mgmt	For	Do Not Vote
9.1.6	Reelect Stefan Ranstrand as Director	Mgmt	For	Do Not Vote
9.1.7	Reelect Martin Zwysig as Director	Mgmt	For	Do Not Vote
<i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee.</i>				
9.2.1	Reelect Patrick Burkhalter as Board Chair	Mgmt	For	Do Not Vote
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>				
9.2.2	Reelect Martin Zwysig as Deputy Chair	Mgmt	For	Do Not Vote
9.3.1	Reappoint Sandra Emme as Member of the Nomination and Compensation Committee	Mgmt	For	Do Not Vote
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i>				
9.3.2	Reappoint Urban Linsi as Member of the Nomination and Compensation Committee	Mgmt	For	Do Not Vote
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i>				
9.3.3	Reappoint Ines Poeschel as Member of the Nomination and Compensation Committee	Mgmt	For	Do Not Vote
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i>				
9.3.4	Reappoint Stefan Ranstrand as Member of the Nomination and Compensation Committee	Mgmt	For	Do Not Vote
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i>				
9.4	Designate Proxy Voting Services GmbH as Independent Proxy	Mgmt	For	Do Not Vote

BELIMO Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
9.5	Ratify Ernst & Young AG as Auditors	Mgmt	For	Do Not Vote
10	Transact Other Business (Voting)	Mgmt	For	Do Not Vote

Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.

Bertrandt AG

Meeting Date: 02/21/2024

Country: Germany

Ticker: BDT

Record Date: 01/30/2024

Meeting Type: Annual

Primary ISIN: DE0005232805

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022/23 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 1.20 per Share	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022/23	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022/23	Mgmt	For	For
5	Approve Remuneration Report	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>				
6.1	Elect Dietmar Bichler to the Supervisory Board	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.[RU-M0201-005] Length of proposed tenure exceeds typical market standards without rationale provided by company.[SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>				
6.2	Elect Udo Baeder to the Supervisory Board	Mgmt	For	Against
<i>Blended Rationale: [RU-M0201-005] Length of proposed tenure exceeds typical market standards without rationale provided by company.[SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>				
6.3	Elect Matthias Benz to the Supervisory Board	Mgmt	For	Against
<i>Blended Rationale: [RU-M0201-005] Length of proposed tenure exceeds typical market standards without rationale provided by company.</i>				
6.4	Elect Karin Himmelreich to the Supervisory Board	Mgmt	For	Against
<i>Blended Rationale: [RU-M0201-005] Length of proposed tenure exceeds typical market standards without rationale provided by company.</i>				
7	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For

Bertrandt AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8	Ratify KPMG AG as Auditors for Fiscal Year 2023/24	Mgmt	For	For

Bezeq The Israeli Telecommunication Corp. Ltd.

Meeting Date: 02/05/2024

Country: Israel

Ticker: BEZQ

Record Date: 01/04/2024

Meeting Type: Special

Primary ISIN: IL0002300114

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve One Time Special Grant to Gil Sharon, Exiting Chairman	Mgmt	For	For
2	Approve Employment Terms of Tomer Raved, Incoming Chairman	Mgmt	For	For
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Mgmt	None	Against
	Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney	Mgmt		
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	Mgmt	None	For

Bezeq The Israeli Telecommunication Corp. Ltd.

Meeting Date: 03/03/2024

Country: Israel

Ticker: BEZQ

Record Date: 02/12/2024

Meeting Type: Special

Primary ISIN: IL0002300114

Bezeq The Israeli Telecommunication Corp. Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Amend Memorandum	Mgmt	For	For
2	Approve Correction of Company's Name and Amend Articles Accordingly	Mgmt	For	For

Bharat Petroleum Corporation Limited

Meeting Date: 03/27/2024

Country: India

Ticker: 500547

Record Date: 02/16/2024

Meeting Type: Special

Primary ISIN: INE029A01011

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Postal Ballot	Mgmt		
1	Amend Object Clause of Memorandum of Association	Mgmt	For	For
2	Approve Material Related Party Transaction(s) with Falcon Oil and Gas B.V.	Mgmt	For	For
3	Approve Material Related Party Transaction(s) with Indraprastha Gas Limited	Mgmt	For	For
4	Approve Material Related Party Transaction(s) with Petronet LNG Limited	Mgmt	For	For
5	Approve Material Related Party Transaction(s) with Sabarmati Gas Limited	Mgmt	For	For
6	Approve Material Related Party Transaction(s) to be Entered into for Transfer of Relevant Golfinho-Atum Project Assets held by BPRL Venture Mozambique BV, a Step Down Wholly Owned Subsidiary of BPCL to Moz LNG1 AssetCo Limitada	Mgmt	For	For

Bharti Airtel Limited

Meeting Date: 01/28/2024

Country: India

Ticker: 532454

Record Date: 12/23/2023

Meeting Type: Special

Primary ISIN: INE397D01024

Bharti Airtel Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Postal Ballot Elect Douglas Anderson Baillie as Director	Mgmt	For	For

BIG Shopping Centers Ltd.

Meeting Date: 03/12/2024	Country: Israel	Ticker: BIG
Record Date: 02/13/2024	Meeting Type: Special	Primary ISIN: IL0010972607

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Reelect Noga Knaz Breier as External Director	Mgmt	For	For
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Mgmt	None	Against
B1	Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	Mgmt	None	For

Boubyan Bank KSC

Meeting Date: 03/24/2024	Country: Kuwait	Ticker: BOUBYAN
Record Date: 03/10/2024	Meeting Type: Annual	Primary ISIN: KW0EQ0102065

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Board Report on Company Operations for the Fiscal Year Ended 31/12/2023	Mgmt	For	For
2	Approve Auditors' Report on Company Financial Statements for the Fiscal Year Ended 31/12/2023	Mgmt	For	For
3	Approve Shariah Supervisory Board Report for the Fiscal Year Ended 31/12/2023	Mgmt	For	For
4	Approve External Shariah Auditor Report for the Fiscal Year Ended 31/12/2023	Mgmt	For	For
5	Accept Financial Statements and Statutory Reports for the Fiscal Year Ended 31/12/2023	Mgmt	For	For
6	Approve Special Report on Penalties for the Fiscal Year Ended 31/12/2023	Mgmt	For	For
7	Approve Related Party Transactions and Providing Banking Facilities to Directors for FY 2024	Mgmt	For	Against
<i>Blended Rationale: [SF-M0460-001] The company did not provide sufficient information to support the related party transaction.</i>				
8	Approve Transfer of 10 Percent of Net Income to Statutory Reserve, and Discontinue Transfer to Optional Reserve for the Fiscal Year Ended 31/12/2023	Mgmt	For	For
9	Approve Discharge of Directors for the Fiscal Year Ended 31/12/2023	Mgmt	For	For
10	Appoint or Reappoint Auditors and Authorize Board to Fix Their Remuneration for the Fiscal Year Ending 31/12/2024	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
11	Appoint or Reappoint Shariah Supervisory Board Members and Authorize Board to Fix Their Remuneration for the Fiscal Year Ending 31/12/2024	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
12	Appoint or Reappoint External Shariah Auditors and Authorize Board to Fix Their Remuneration for the Fiscal Year Ending 31/12/2024	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
13	Approve Proposal of Board to Distribute Annual or Semi Annual Dividends and Authorize Board to Ratify and Execute Resolutions	Mgmt	For	For

Boubyan Bank KSC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
14	Approve Dividends of KWD 0.008 per Share for the Fiscal Year Ended 31/12/2023	Mgmt	For	For
15	Authorize Distribution of Bonus Shares of 6 Percent of the Issued and Paid Up Capital	Mgmt	For	For
16	Approve Timeline of Due Date and Distribution Date of Cash Dividends and Bonus Shares and Authorize the Board to Dispose Shares Fractions and Amend Timeline	Mgmt	For	For
17	Authorize Share Repurchase Program of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
18	Approve Remuneration of Directors of KWD 580,000 for the Fiscal Year Ended 31/12/2023	Mgmt	For	For
19	Authorize Issuance of Sukuk or Other Shariah Compliant Instruments and Authorize Board to Set Terms of Issuance	Mgmt	For	Against

Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.

Boubyan Bank KSC

Meeting Date: 03/24/2024

Country: Kuwait

Ticker: BOUBYAN

Record Date: 03/10/2024

Meeting Type: Extraordinary Shareholders

Primary ISIN: KW0EQ0102065

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Extraordinary Business	Mgmt		
1	Authorize Increase of Authorized, Issued and Paid Up Capital Representing 6 Percent of Capital and Authorize the Board to Dispose Shares Fractions	Mgmt	For	For
2	Amend Article 6 of Memorandum of Association and Article 5 of Articles of Association to Reflect Changes in Capital	Mgmt	For	For

Bridgestone Corp.

Meeting Date: 03/26/2024

Country: Japan

Ticker: 5108

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3830800003

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 100	Mgmt	For	For
2.1	Elect Director Ishibashi, Shuichi	Mgmt	For	For
2.2	Elect Director Higashi, Masahiro	Mgmt	For	For
2.3	Elect Director Scott Trevor Davis	Mgmt	For	For
<i>Blended Rationale: .</i>				
2.4	Elect Director Okina, Yuri	Mgmt	For	For
2.5	Elect Director Masuda, Kenichi	Mgmt	For	For
<i>Blended Rationale: .</i>				
2.6	Elect Director Yamamoto, Kenzo	Mgmt	For	For
2.7	Elect Director Shiba, Yojiro	Mgmt	For	For
2.8	Elect Director Suzuki, Yoko	Mgmt	For	For
2.9	Elect Director Kobayashi, Yukari	Mgmt	For	For
2.10	Elect Director Nakajima, Yasuhiro	Mgmt	For	For
2.11	Elect Director Matsuda, Akira	Mgmt	For	For
2.12	Elect Director Yoshimi, Tsuyoshi	Mgmt	For	For

Britvic Plc

Meeting Date: 01/25/2024

Country: United Kingdom

Ticker: BVIC

Record Date: 01/23/2024

Meeting Type: Annual

Primary ISIN: GB00B0N8QD54

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Final Dividend	Mgmt	For	For
3	Approve Remuneration Report	Mgmt	For	For
4	Elect Ian Durant as Director	Mgmt	For	For
5	Elect Rebecca Napier as Director	Mgmt	For	For
6	Re-elect Sue Clark as Director	Mgmt	For	For
7	Re-elect William Eccleshare as Director	Mgmt	For	For
8	Re-elect Emer Finnan as Director	Mgmt	For	For
9	Re-elect Hounaida Lasry as Director	Mgmt	For	For

Britvic Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
10	Re-elect Simon Litherland as Director	Mgmt	For	For
11	Re-elect Euan Sutherland as Director (WITHDRAWN)	Mgmt	None	Abstain
<i>Blended Rationale: [LN-AB000-001] This proposal will be removed at the shareholder meeting.</i>				
12	Reappoint Deloitte LLP as Auditors	Mgmt	For	For
13	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
14	Authorise UK Political Donations and Expenditure	Mgmt	For	For
15	Authorise Issue of Equity	Mgmt	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
19	Adopt New Articles of Association	Mgmt	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

BW LPG Ltd.

Meeting Date: 02/14/2024

Country: Bermuda

Ticker: BWLPG

Record Date: 02/09/2024

Meeting Type: Special

Primary ISIN: BMG173841013

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Confirm Notice of Special General Meeting	Mgmt		
2	Elect Sanjiv Misra as Director	Mgmt	For	For
3	Adopt New By-Laws	Mgmt	For	For

Cadeler A/S

Meeting Date: 02/20/2024

Country: Denmark

Ticker: CADLR

Record Date: 02/13/2024

Meeting Type: Extraordinary Shareholders

Primary ISIN: DK0061412772

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For	For
2.a	Elect Emanuele Lauro as New Director	Mgmt	For	For
2.b	Elect James Nish as New Director	Mgmt	For	For
3	Elect Emanuele Lauro as Vice Chair	Mgmt	For	For
4	Amend Articles	Mgmt	For	For
5	Adopt New Articles of Association	Mgmt	For	For

CaixaBank SA

Meeting Date: 03/21/2024

Country: Spain

Ticker: CABK

Record Date: 03/15/2024

Meeting Type: Annual

Primary ISIN: ES0140609019

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For
1.2	Approve Non-Financial Information Statement	Mgmt	For	For
1.3	Approve Discharge of Board	Mgmt	For	For
2	Approve Allocation of Income and Dividends	Mgmt	For	For
3	Renew Appointment of PricewaterhouseCoopers as Auditor	Mgmt	For	For
4	Reelect Maria Veronica Fisas Verges as Director	Mgmt	For	For
5.1	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For
5.2	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For
5.3	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 10 Percent	Mgmt	For	For
5.4	Authorize Board to Issue Contingent Convertible Securities for up to EUR 3.5 Billion	Mgmt	For	For
6.1	Amend Remuneration Policy	Mgmt	For	For
6.2	Approve 2024 Variable Remuneration Scheme	Mgmt	For	For
6.3	Fix Maximum Variable Compensation Ratio	Mgmt	For	For

CaixaBank SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6.4	Advisory Vote on Remuneration Report	Mgmt	For	For
7	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For
8.1	Receive Amendments to Board of Directors Regulations	Mgmt		
8.2	Receive Board of Directors Report	Mgmt		

Calian Group Ltd.

Meeting Date: 02/15/2024

Country: Canada

Ticker: CGY

Record Date: 12/18/2023

Meeting Type: Annual/Special

Primary ISIN: CA12989J1084

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director George Weber	Mgmt	For	For
1b	Elect Director Ray Basler	Mgmt	For	For
1c	Elect Director Lori O'Neill	Mgmt	For	For
1d	Elect Director Young Park	Mgmt	For	For
1e	Elect Director Jo-Anne Poirier	Mgmt	For	For
1f	Elect Director Royden Ronald Richardson	Mgmt	For	For
1g	Elect Director Valerie Sorbie	Mgmt	For	For
1h	Elect Director Kevin Ford	Mgmt	For	For
2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
3	Re-approve Stock Option Plan	Mgmt	For	For
4	Approve Restricted Share Unit Plan	Mgmt	For	For

Calibre Mining Corp.

Meeting Date: 01/16/2024

Country: Canada

Ticker: CXB

Record Date: 11/27/2023

Meeting Type: Special

Primary ISIN: CA13000C2058

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Issuance of Shares in Connection with the Acquisition of Marathon Gold Corporation	Mgmt	For	For

Calibre Mining Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	<i>Blended Rationale: [SF-M0400-001] Calibre Mining Corp. has entered into a merger agreement with Marathon Gold Corporation. Shareholders will receive \$0.84 per share. The merger consideration represents a premium of approx. 31.9% to the closing price 1 day prior to announcement.</i>			
2	Amend Long-Term Incentive Plan	Mgmt	For	For
	<i>Blended Rationale: .</i>			

Canon Electronics, Inc.

Meeting Date: 03/27/2024	Country: Japan	Ticker: 7739
Record Date: 12/31/2023	Meeting Type: Annual	Primary ISIN: JP3243200007

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 30	Mgmt	For	For
2.1	Elect Director Sakamaki, Hisashi	Mgmt	For	For
2.2	Elect Director Hashimoto, Takeshi	Mgmt	For	For
2.3	Elect Director Yaomin Zhou	Mgmt	For	For
2.4	Elect Director Uchiyama, Takeshi	Mgmt	For	For
2.5	Elect Director Okita, Hiroyuki	Mgmt	For	For
2.6	Elect Director Katsuyama, Akira	Mgmt	For	For
2.7	Elect Director Kamura, Taku	Mgmt	For	For
2.8	Elect Director Sako, Nobutada	Mgmt	For	For
2.9	Elect Director Togari, Toshikazu	Mgmt	For	For
2.10	Elect Director Maekawa, Atsushi	Mgmt	For	For
2.11	Elect Director Sugimoto, Kazuyuki	Mgmt	For	For
2.12	Elect Director Kondo, Tomohiro	Mgmt	For	For
2.13	Elect Director Yamagami, Keiko	Mgmt	For	For
3	Approve Annual Bonus	Mgmt	For	For

Canon Marketing Japan, Inc.

Meeting Date: 03/27/2024	Country: Japan	Ticker: 8060
Record Date: 12/31/2023	Meeting Type: Annual	Primary ISIN: JP3243600008

Canon Marketing Japan, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 70	Mgmt	For	For
2.1	Elect Director Adachi, Masachika	Mgmt	For	For
2.2	Elect Director Mizoguchi, Minoru	Mgmt	For	For
2.3	Elect Director Hirukawa, Hatsumi	Mgmt	For	For
2.4	Elect Director Osato, Tsuyoshi	Mgmt	For	For
2.5	Elect Director Osawa, Yoshio	Mgmt	For	For
2.6	Elect Director Hasebe, Toshiharu	Mgmt	For	For
2.7	Elect Director Kawamoto, Hiroko	Mgmt	For	For
3.1	Appoint Statutory Auditor Hashimoto, Yoshihiro	Mgmt	For	For
3.2	Appoint Statutory Auditor Hashimoto, Iwao	Mgmt	For	For
3.3	Appoint Statutory Auditor Suzuki, Seijun	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0280-001] AGAINST affiliated outsiders.</i>				
4	Approve Annual Bonus	Mgmt	For	For

Canon, Inc.

Meeting Date: 03/28/2024

Country: Japan

Ticker: 7751

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3242800005

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 70	Mgmt	For	For
2.1	Elect Director Mitarai, Fujio	Mgmt	For	For
<i>Blended Rationale: .</i>				
2.2	Elect Director Tanaka, Toshizo	Mgmt	For	For
2.3	Elect Director Homma, Toshio	Mgmt	For	For
2.4	Elect Director Ogawa, Kazuto	Mgmt	For	For
2.5	Elect Director Takeishi, Hiroaki	Mgmt	For	For
2.6	Elect Director Asada, Minoru	Mgmt	For	For
2.7	Elect Director Kawamura, Yusuke	Mgmt	For	For
2.8	Elect Director Ikegami, Masayuki	Mgmt	For	For

Canon, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2.9	Elect Director Suzuki, Masaki	Mgmt	For	For
2.10	Elect Director Ito, Akiko	Mgmt	For	For
3	Appoint Statutory Auditor Okayama, Chikahiro	Mgmt	For	For
4	Approve Annual Bonus	Mgmt	For	For
5	Approve Deep Discount Stock Option Plan	Mgmt	For	For

Carl Zeiss Meditec AG

Meeting Date: 03/21/2024

Country: Germany

Ticker: AFX

Record Date: 02/28/2024

Meeting Type: Annual

Primary ISIN: DE0005313704

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022/23 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 1.10 per Share	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022/23	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022/23	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>				
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023/24	Mgmt	For	For
6	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For
7	Amend Articles Re: Proof of Entitlement	Mgmt	For	For
8	Elect Stefan Mueller to the Supervisory Board	Mgmt	For	Against
<i>Blended Rationale: [RU-M0201-005] Length of proposed tenure exceeds typical market standards without rationale provided by company</i>				
9	Approve Remuneration Report	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.[LN-M0550-002] Remuneration committee discretion has been used poorly.</i>				

Meeting Date: 03/11/2024

Country: Denmark

Ticker: CARL.B

Record Date: 03/04/2024

Meeting Type: Annual

Primary ISIN: DK0010181759

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Report of Board	Mgmt		
2	Accept Financial Statements and Statutory Reports; Approve Discharge of Management and Board	Mgmt	For	For
3	Approve Allocation of Income and Dividends of DKK 27 Per Share	Mgmt	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
5.A	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	For
5.B	Approve Remuneration of Directors	Mgmt	For	For
5.C	Approve DKK 62 Million Reduction in Share Capital via Share Cancellation	Mgmt	For	For
6.a	Reelect Henrik Poulsen as New Director	Mgmt	For	Abstain
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>				
6.b	Reelect Majken Schultz as New Director	Mgmt	For	For
6.c	Reelect Mikael Aro as Director	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>				
6.d	Reelect Magdi Batato as Director	Mgmt	For	For
6.e	Reelect Lilian Fossum Biner as Director	Mgmt	For	For
6.f	Reelect Richard Burrows as Director	Mgmt	For	Abstain
<i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee</i>				
6.g	Reelect Punita Lal as Director	Mgmt	For	For
6.h	Reelect Soren-Peter Fuchs Olesen as Director	Mgmt	For	For
6.i	Elect Bob Kunze-Concewitz as Director	Mgmt	For	For
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>				
7	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For

Carlsberg A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For

CCC SA

Meeting Date: 03/26/2024 **Country:** Poland **Ticker:** CCC
Record Date: 03/10/2024 **Meeting Type:** Special
Primary ISIN: PLCCC0000016

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Elect Meeting Chairman	Mgmt	For	For
3	Acknowledge Proper Convening of Meeting	Mgmt		
4	Approve Agenda of Meeting	Mgmt	For	For
5	Grant Consent to Voting by the Company on the Sale of Organized Part of Enterprise of CCC.eu sp. z o.o.	Mgmt	For	For
6	Close Meeting	Mgmt		

CD Projekt SA

Meeting Date: 02/20/2024 **Country:** Poland **Ticker:** CDR
Record Date: 02/04/2024 **Meeting Type:** Special
Primary ISIN: PLOPTTC00011

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Elect Meeting Chairman	Mgmt	For	For
3	Acknowledge Proper Convening of Meeting	Mgmt		
4	Approve Agenda of Meeting	Mgmt	For	For
5	Amend April 18, 2023, EGM, Resolution Re: Incentive Plan B	Mgmt	For	For
6	Close Meeting	Mgmt		

CECONOMY AG

Meeting Date: 02/14/2024

Country: Germany

Ticker: CEC

Record Date: 01/23/2024

Meeting Type: Annual

Primary ISIN: DE0007257503

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022/23 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022/23	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022/23	Mgmt	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023/24 and for the Review of Interim Financial Reports for the First Half of Fiscal Year 2023/24	Mgmt	For	For
6.1	Elect Thomas Dannenfeldt to the Supervisory Board	Mgmt	For	For
6.2	Elect Karin Dohm to the Supervisory Board	Mgmt	For	For
6.3	Elect Sabine Eckhardt to the Supervisory Board	Mgmt	For	For
6.4	Elect Birgit Kretschmer to the Supervisory Board	Mgmt	For	For
7	Approve Remuneration Report	Mgmt	For	For
8	Amend Articles Re: Proof of Entitlement	Mgmt	For	For

CEMEX SAB de CV

Meeting Date: 03/22/2024

Country: Mexico

Ticker: CEMXCPO

Record Date: 03/08/2024

Meeting Type: Annual

Primary ISIN: MXP225611567

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Meeting for Holders of CPOs of Mexican Nationality Can Exercise Their Voting Rights with Respect to Series A and B Shares, While Those of Foreign Nationality Can Only Do so for Series B Shares	Mgmt		

CEMEX SAB de CV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	Mgmt	For	Abstain
<i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i>				
2	Approve Allocation of Income and Cash Dividends of USD 120 Millions	Mgmt	For	For
3	Set Maximum Amount of Share Repurchase Reserve	Mgmt	For	For
4	Approve Five Year Extension of Current Restricted Stock Incentive Plan for Executives, Officers and Employees	Mgmt	For	For
<i>Blended Rationale: .</i>				
5.a	Elect Rogelio Zambrano Lozano as Board Chairman	Mgmt	For	For
5.b	Elect Fernando Angel Gonzalez Olivieri as Director	Mgmt	For	For
5.c	Elect Marcelo Zambrano Lozano as Director	Mgmt	For	For
5.d	Elect Armando J. Garcia Segovia as Director	Mgmt	For	For
5.e	Elect Francisco Javier Fernandez Carbajal as Director	Mgmt	For	For
5.f	Elect Rodolfo Garcia Muriel as Director	Mgmt	For	For
5.g	Elect Armando Garza Sada as Director	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>				
5.h	Elect David Martinez Guzman as Director	Mgmt	For	For
5.i	Elect Everardo Elizondo Almaguer as Director	Mgmt	For	For
5.j	Elect Ramiro Gerardo Villarreal Morales as Director	Mgmt	For	For
5.k	Elect Gabriel Jaramillo Sanint as Director	Mgmt	For	For
5.l	Elect Isabel Maria Aguilera Navarro as Director	Mgmt	For	For
5.m	Elect Maria de Lourdes Melgar Palacios as Director	Mgmt	For	For
5.n	Elect Roger Saldana Madero as Board Secretary	Mgmt	For	For
5.o	Elect Rene Delgadillo Galvan as Deputy Secretary	Mgmt	For	For
6.a	Elect Everardo Elizondo Almaguer as Chairman of Audit Committee	Mgmt	For	For
6.b	Elect Francisco Javier Fernandez Carbajal as Member of Audit Committee	Mgmt	For	For

CEMEX SAB de CV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6.c	Elect Gabriel Jaramillo Sanint as Member of Audit Committee	Mgmt	For	For
6.d	Elect Roger Saldana Madero as Secretary of Audit Committee	Mgmt	For	For
6.e	Elect Rene Delgadillo Galvan as Deputy Secretary of Audit Committee	Mgmt	For	For
7.a	Elect Francisco Javier Fernandez Carbajal as Chairman of Corporate Practices and Finance Committee	Mgmt	For	For
7.b	Elect Rodolfo Garcia Muriel as Member of Corporate Practices and Finance Committee	Mgmt	For	For
7.c	Elect Ramiro Gerardo Villareal Morales as Member of Corporate Practices and Finance Committee	Mgmt	For	For
7.d	Elect Roger Saldana Madero as Secretary of Corporate Practices and Finance Committee	Mgmt	For	For
7.e	Elect Rene Delgadillo Galvan as Deputy Secretary of Corporate Practices and Finance Committee	Mgmt	For	For
8.a	Elect Armando J. Garcia Segovia as Chairman of Sustainability, Climate Action, Social Impact and Diversity Committee	Mgmt	For	For
8.b	Elect Marcelo Zambrano Lozano as Member of Sustainability, Climate Action, Social Impact and Diversity Committee	Mgmt	For	For
8.c	Elect Isabel Maria Aguilera Navarro as Member of Sustainability, Climate Action, Social Impact and Diversity Committee	Mgmt	For	For
8.d	Elect Maria de Lourdes Melgar Palacios as Member of Sustainability, Climate Action, Social Impact and Diversity Committee	Mgmt	For	For
8.e	Elect Roger Saldana Madero as Secretary of Sustainability, Climate Action, Social Impact and Diversity Committee	Mgmt	For	For
8.f	Elect Rene Delgadillo Galvan as Deputy Secretary of Sustainability, Climate Action, Social Impact and Diversity Committee	Mgmt	For	For
9	Approve Remuneration of Directors and Members of Audit, Corporate Practices and Finance, Sustainability, Climate Action, Social Impact and Diversity Committees	Mgmt	For	For
10	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For

CGI Inc.

Meeting Date: 01/31/2024

Country: Canada

Ticker: GIB.A

Record Date: 12/04/2023

Meeting Type: Annual

Primary ISIN: CA12532H1047

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Meeting for Class A Subordinate Voting and Class B Shares	Mgmt		
1.1	Elect Director Sophie Brochu	Mgmt	For	For
1.2	Elect Director George A. Cope	Mgmt	For	For
1.3	Elect Director Jacynthe Cote	Mgmt	For	For
1.4	Elect Director Julie Godin	Mgmt	For	For
1.5	Elect Director Serge Godin	Mgmt	For	For
1.6	Elect Director Andre Imbeau	Mgmt	For	For
1.7	Elect Director Gilles Labbe	Mgmt	For	For
1.8	Elect Director Michael B. Pedersen	Mgmt	For	For
1.9	Elect Director Stephen S. Poloz	Mgmt	For	For
1.10	Elect Director Mary G. Powell	Mgmt	For	For
1.11	Elect Director Alison C. Reed	Mgmt	For	For
1.12	Elect Director Michael E. Roach	Mgmt	For	For
1.13	Elect Director George D. Schindler	Mgmt	For	For
1.14	Elect Director Kathy N. Waller	Mgmt	For	For
1.15	Elect Director Frank Witter	Mgmt	For	For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
	Shareholder Proposals	Mgmt		
3	SP 1: Approve Incentive Compensation Relating to ESG Goals	SH	Against	Against
	<i>Blended Rationale: [SF-S0500-102] Executive compensation matters should be left to the board's compensation committee, which can be held accountable for its decisions through the election of directors.</i>			
4	SP 2: Approve In-person Annual Shareholder Meetings with Complementary Virtual Meetings	SH	Against	Against
	<i>Blended Rationale: [SF-S4578-108] Corporate policy decisions are best left to the board absent demonstrable harm to shareholders by prior board action or inaction. The board can be held accountable for its decisions through the election of directors.</i>			

Chemring Group Plc

Meeting Date: 02/23/2024

Country: United Kingdom

Ticker: CHG

Record Date: 02/21/2024

Meeting Type: Annual

Primary ISIN: GB00B45C9X44

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	For
3	Approve Final Dividend	Mgmt	For	For
4	Re-elect Carl-Peter Forster as Director	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i></p>				
5	Elect Alpna Amar as Director	Mgmt	For	For
6	Re-elect Laurie Bowen as Director	Mgmt	For	For
7	Re-elect Andrew Davies as Director	Mgmt	For	For
8	Re-elect Sarah Ellard as Director	Mgmt	For	For
9	Re-elect Stephen King as Director	Mgmt	For	For
10	Re-elect Fiona MacAulay as Director	Mgmt	For	For
11	Elect James Mortensen as Director	Mgmt	For	For
12	Re-elect Michael Ord as Director	Mgmt	For	For
13	Reappoint KPMG LLP as Auditors	Mgmt	For	For
14	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For
15	Authorise UK Political Donations and Expenditure	Mgmt	For	For
16	Authorise Issue of Equity	Mgmt	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

Chofu Seisakusho Co., Ltd.

Meeting Date: 03/28/2024

Country: Japan

Ticker: 5946

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3527800001

Chofu Seisakusho Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 23	Mgmt	For	For
2.1	Elect Director Kawakami, Yasuo	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-029] AGAINST directors responsible as the board is less than 1/3 independent at board with audit committee structure.[RJ-M0201-030] Against directors responsible for lack of transparent capital policy.[RJ-M0201-002] AGAINST incumbents for company's poor financial performance.</i>				
2.2	Elect Director Taneda, Kiyotaka	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-029] AGAINST directors responsible as the board is less than 1/3 independent at board with audit committee structure.[RJ-M0201-030] Against directors responsible for lack of transparent capital policy.[RJ-M0201-002] AGAINST incumbents for company's poor financial performance.</i>				
2.3	Elect Director Kawakami, Yasuhiro	Mgmt	For	For
2.4	Elect Director Wada, Takeshi	Mgmt	For	For
2.5	Elect Director Hayashi, Tetsuro	Mgmt	For	For
2.6	Elect Director Mikubo, Tadatoshi	Mgmt	For	For
2.7	Elect Director Nishijima, Kazuyuki	Mgmt	For	For
2.8	Elect Director Saito, Tetsuya	Mgmt	For	For
2.9	Elect Director Yamashita, Gaku	Mgmt	For	For
3.1	Elect Director and Audit Committee Member Imuta, Shigeru	Mgmt	For	For
3.2	Elect Director and Audit Committee Member Yamamoto, Hiroshi	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-028] AGAINST affiliated outsiders at board with audit committee structure.</i>				
3.3	Elect Director and Audit Committee Member Mukunashi, Keisuke	Mgmt	For	For

Chugai Pharmaceutical Co., Ltd.

Meeting Date: 03/28/2024

Country: Japan

Ticker: 4519

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3519400000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 40	Mgmt	For	For
2	Amend Articles to Reduce Directors' Term	Mgmt	For	For
3.1	Elect Director Okuda, Osamu	Mgmt	For	For
3.2	Elect Director Taniguchi, Iwaaki	Mgmt	For	For

Chugai Pharmaceutical Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3.3	Elect Director Iikura, Hitoshi	Mgmt	For	For
3.4	Elect Director Momoi, Mariko	Mgmt	For	For
3.5	Elect Director Tateishi, Fumio	Mgmt	For	For
3.6	Elect Director Teramoto, Hideo	Mgmt	For	For
3.7	Elect Director Christoph Franz	Mgmt	For	For
3.8	Elect Director James H. Sabry	Mgmt	For	For
3.9	Elect Director Teresa A. Graham	Mgmt	For	For
4.1	Appoint Statutory Auditor Masuda, Kenichi	Mgmt	For	For
4.2	Appoint Statutory Auditor Yunoki, Mami	Mgmt	For	For
5	Approve Compensation Ceiling for Statutory Auditors	Mgmt	For	For

Citycon Oyj

Meeting Date: 03/19/2024

Country: Finland

Ticker: CTY1S

Record Date: 03/07/2024

Meeting Type: Annual

Primary ISIN: FI4000369947

Proposal Number	Proposal Text	Proponent	Mgmt 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 CEO Review	Mgmt		
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For
8	Approve Allocation of Income and Dividends of EUR 0.30 Per Share	Mgmt	For	For
9	Approve Discharge of Board and President	Mgmt	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against

Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.[SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.

Citycon Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
11	Approve Remuneration of Directors in the Amount of EUR 160,000 for Chairman, EUR 70,000 for Deputy Chairmen and EUR 50,000 for Other Directors	Mgmt	For	For
12	Fix Number of Directors at Nine	Mgmt	For	For
13	Reelect Chaim Katzman, Yehuda (Judah) L. Angster, F. Scott Ball, Zvi Gordon, Alexandre (Sandy) Koifman, David Lukes, Per-Anders Ovin, Ljudmila Popova and Adi Jemini as Directors	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.[RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.[SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>				
14	Approve Remuneration of Auditors	Mgmt	For	For
15	Ratify Deloitte Oy as Auditors	Mgmt	For	For
16	Approve Issuance of up to 16 Million Shares without Preemptive Rights	Mgmt	For	For
17	Authorize Share Repurchase Program	Mgmt	For	For
18	Close Meeting	Mgmt		

Clicks Group Ltd.

Meeting Date: 02/01/2024

Country: South Africa

Ticker: CLS

Record Date: 01/26/2024

Meeting Type: Annual

Primary ISIN: ZAE000134854

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for the Year Ended 31 August 2023	Mgmt	For	For
2	Appoint KPMG Inc as Auditors with Ivan Engels as the Designated Auditor	Mgmt	For	For
3	Re-elect Bertina Engelbrecht as Director	Mgmt	For	For
4	Elect Richard Inskip as Director	Mgmt	For	For
5	Re-elect Mfundiso Njeke as Director	Mgmt	For	For
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i></p>				
6	Elect Kandimathie Ramon as Director	Mgmt	For	For
7.1	Elect Richard Inskip as Member of the Audit and Risk Committee	Mgmt	For	For

Clicks Group Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7.2	Re-elect Nomgando Matyumza as Member of the Audit and Risk Committee	Mgmt	For	For
7.3	Re-elect Mfundiso Njeke as Member of the Audit and Risk Committee	Mgmt	For	For
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>				
7.4	Re-elect Sango Ntsaluba as Member of the Audit and Risk Committee	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>				
7.5	Elect Kandimathie Ramon as Member of the Audit and Risk Committee	Mgmt	For	For
8	Approve Remuneration Policy	Mgmt	For	For
9	Approve Remuneration Implementation Report	Mgmt	For	For
10	Authorise Repurchase of Issued Share Capital	Mgmt	For	For
11	Approve Directors' Fees	Mgmt	For	For
12	Approve Financial Assistance in Terms of Section 45 of the Companies Act	Mgmt	For	For

Coca-Cola Bottlers Japan Holdings, Inc.

Meeting Date: 03/26/2024

Country: Japan

Ticker: 2579

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3293200006

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 25	Mgmt	For	For
2.1	Elect Director Calin Dragan	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-002] AGAINST incumbents for company's poor financial performance.</i>				
2.2	Elect Director Bjorn Ivar Ulgenes	Mgmt	For	For
2.3	Elect Director Wada, Hiroko	Mgmt	For	For
2.4	Elect Director Yamura, Hirokazu	Mgmt	For	For
2.5	Elect Director Gyotoku, Celso	Mgmt	For	For

Coca-Cola FEMSA SAB de CV

Meeting Date: 03/19/2024

Country: Mexico

Ticker: KOFUBL

Record Date: 03/08/2024

Meeting Type: Annual

Primary ISIN: MX01K0000002

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	Mgmt	For	Abstain
	<i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i>			
2	Approve Allocation of Income and Cash Dividends	Mgmt	For	For
3	Set Maximum Amount of Share Repurchase Reserve	Mgmt	For	For
	Election of Series A Directors - Not Subject to Vote by Series B or Series L Shareholders	Mgmt		
4.a	Elect Jose Antonio Fernandez Carbajal as Director Representing Series A Shareholders	Mgmt		
4.b	Elect Javier Gerardo Astaburuaga Sanjines as Director Representing Series A Shareholders	Mgmt		
4.c	Elect Federico Jose Reyes Garcia as Director Representing Series A Shareholders	Mgmt		
4.d	Elect Ricardo Guajardo Touche as Director Representing Series A Shareholders	Mgmt		
4.e	Elect Enrique F. Senior Hernandez as Director Representing Series A Shareholders	Mgmt		
4.f	Elect Jose Henrique Cutrale as Director Representing Series A Shareholders	Mgmt		
4.g	Elect Luis Alfonso Nicolau Gutierrez as Director Representing Series A Shareholders	Mgmt		
4.h	Elect Francisco Zambrano Rodriguez as Director Representing Series A Shareholders	Mgmt		
4.i	Elect Luis Rubio Freidberg as Director Representing Series A Shareholders	Mgmt		
	Election of Series D Directors - Not Subject to Vote by Series B or Series L Shareholders	Mgmt		
4.j	Elect John Murphy as Director Representing Series D Shareholders	Mgmt		
4.k	Elect Jose Octavio Reyes Lagunes as Director Representing Series D Shareholders	Mgmt		
4.l	Elect Nikos Koumettis as Director Representing Series D Shareholders	Mgmt		

Coca-Cola FEMSA SAB de CV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.m	Elect Jennifer Mann as Director Representing Series D Shareholders	Mgmt		
	Election of Series L Directors	Mgmt		
4.n	Elect Victor Alberto Tiburcio Celorio as Director Representing Series L Shareholders	Mgmt	For	For
4.o	Elect Olga Gonzalez Aponte as Director Representing Series L Shareholders	Mgmt	For	For
4.p	Elect Amy Eschliman as Director Representing Series L Shareholders	Mgmt	For	For
5	Elect Board Chairman and Secretaries; Approve Remuneration of Directors; Verify Director's Independence Classification	Mgmt	For	For
6	Elect Members of Planning and Financing Committee, Audit Committee and Corporate Practices Committee; Elect Chairman of Committees and Fix their Remuneration	Mgmt	For	For
7	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For
8	Approve Minutes of Meeting	Mgmt	For	For

Cogeco Communications Inc.

Meeting Date: 01/11/2024

Country: Canada

Ticker: CCA

Record Date: 11/30/2023

Meeting Type: Annual/Special

Primary ISIN: CA19239C1068

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Meeting for Multiple Voting and Subordinate Voting Shareholders	Mgmt		
1.1	Elect Director Colleen Abdoulah	Mgmt	For	For
1.2	Elect Director Louis Audet	Mgmt	For	For
1.3	Elect Director Arun Bajaj	Mgmt	For	For
1.4	Elect Director Mary-Ann Bell	Mgmt	For	For
1.5	Elect Director James C. Cherry	Mgmt	For	For
1.6	Elect Director Pippa Dunn	Mgmt	For	For
1.7	Elect Director Joanne Ferstman	Mgmt	For	For
1.8	Elect Director Philippe Jette	Mgmt	For	For
1.9	Elect Director Normand Legault	Mgmt	For	For
1.10	Elect Director Bernard Lord	Mgmt	For	For

Cogeco Communications Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For
4	Amend Stock Option Plan	Mgmt	For	For

Cogeco Inc.

Meeting Date: 01/11/2024

Country: Canada

Ticker: CGO

Record Date: 11/30/2023

Meeting Type: Annual

Primary ISIN: CA19238T1003

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Meeting for Multiple Voting and Subordinate Voting Shareholders	Mgmt		
1.1	Elect Director Louis Audet	Mgmt	For	For
1.2	Elect Director Mary-Ann Bell	Mgmt	For	For
1.3	Elect Director Robin Bienenstock	Mgmt	For	For
1.4	Elect Director James C. Cherry	Mgmt	For	For
1.5	Elect Director Samih Elhage	Mgmt	For	For
1.6	Elect Director Philippe Jette	Mgmt	For	For
1.7	Elect Director Normand Legault	Mgmt	For	For
1.8	Elect Director Caroline Papadatos	Mgmt	For	For
2	Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For

Colgate-Palmolive (India) Limited

Meeting Date: 03/02/2024

Country: India

Ticker: 500830

Record Date: 01/26/2024

Meeting Type: Special

Primary ISIN: INE259A01022

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Postal Ballot	Mgmt		
1	Elect Sanjay Gupta as Director	Mgmt	For	For

Compagnie des Alpes SA

Meeting Date: 03/14/2024

Country: France

Ticker: CDA

Record Date: 03/12/2024

Meeting Type: Annual/Special

Primary ISIN: FR0000053324

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 0.91 per Share	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For
5	Reelect Paul-Francois Fournier as Director	Mgmt	For	For
6	Reelect Arnaud Taverne as Director	Mgmt	For	Against
	<i>Blended Rationale: [LN-M0201-005] Non-independent director on inadequately independent board.</i>			
7	Elect Societe Alpes du Nord Amenagement Touristique as Director	Mgmt	For	For
8	Appoint KPMG SA as Auditor	Mgmt	For	For
9	Approve Compensation of Dominique Marcel, Chairman of the Board Until October 31, 2022	Mgmt	For	For
10	Approve Compensation of Gisele Rossat-Mignod, Chairman of the Board Since November 1, 2022	Mgmt	For	For
11	Approve Compensation of Dominique Thillaud, CEO	Mgmt	For	Against
	<i>Blended Rationale: [SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>			
12	Approve Compensation of Loic Bonhoure, Vice-CEO	Mgmt	For	Against
	<i>Blended Rationale: [SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company</i>			
13	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For
14	Approve Remuneration Policy of CEO	Mgmt	For	Against
	<i>Blended Rationale: [SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company [LN-M0550-001] Remuneration arrangements are poorly structured.</i>			
15	Approve Remuneration Policy of Vice-CEO	Mgmt	For	Against
	<i>Blended Rationale: [SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company [LN-M0550-001] Remuneration arrangements are poorly structured.</i>			

Compagnie des Alpes SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
16	Approve Remuneration Policy of Directors	Mgmt	For	For
17	Approve Compensation Report of Corporate Officers	Mgmt	For	For
18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
19	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
20	Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For
	Ordinary Business	Mgmt		
21	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

Compania de Distribucion Integral Logista Holdings, SA

Meeting Date: 02/02/2024

Country: Spain

Ticker: LOG

Record Date: 01/26/2024

Meeting Type: Annual

Primary ISIN: ES0105027009

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Approve Standalone Financial Statements	Mgmt	For	For
1.2	Approve Consolidated Financial Statements	Mgmt	For	For
2	Approve Non-Financial Information Statement	Mgmt	For	For
3	Approve Discharge of Board	Mgmt	For	For
4	Approve Allocation of Income and Dividends	Mgmt	For	For
5	Change Company Name and Amend Article 1 Accordingly	Mgmt	For	For
6.1	Ratify Appointment of and Elect David Michael Tillekeratne as Director	Mgmt	For	For
6.2	Ratify Appointment of and Elect Julia Lefevre as Director	Mgmt	For	For
6.3	Ratify Appointment of and Elect Teresa Paz-Ares Rodriguez as Director	Mgmt	For	For
6.4	Elect Manuel Gonzalez Cid as Director	Mgmt	For	For
6.5	Reelect Inigo Meiras Amusco as Director	Mgmt	For	For

Compania de Distribucion Integral Logista Holdings, SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6.6	Reelect Maria Echenique Moscoso del Prado as Director	Mgmt	For	For
6.7	Reelect Pilar Platero Sanz as Director	Mgmt	For	For
6.8	Reelect Richard Guy Hathaway as Director	Mgmt	For	For
7	Approve Remuneration Policy	Mgmt	For	For
8	Approve Long-Term Incentive Plan	Mgmt	For	For
9	Advisory Vote on Remuneration Report	Mgmt	For	For
10	Receive Amendments to Board of Directors Regulations	Mgmt		
11	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For

Compass Group Plc

Meeting Date: 02/08/2024

Country: United Kingdom

Ticker: CPG

Record Date: 02/06/2024

Meeting Type: Annual

Primary ISIN: GB00BD6K4575

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	For
3	Approve Final Dividend	Mgmt	For	For
4	Elect Petros Parras as Director	Mgmt	For	For
5	Elect Leanne Wood as Director	Mgmt	For	For
6	Re-elect Ian Meakins as Director	Mgmt	For	For
7	Re-elect Dominic Blakemore as Director	Mgmt	For	For
8	Re-elect Palmer Brown as Director	Mgmt	For	For
9	Re-elect Stefan Bomhard as Director	Mgmt	For	For
10	Re-elect John Bryant as Director	Mgmt	For	Abstain
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i></p>				
11	Re-elect Arlene Isaacs-Lowe as Director	Mgmt	For	For
12	Re-elect Anne-Francoise Nesmes as Director	Mgmt	For	For
13	Re-elect Sundar Raman as Director	Mgmt	For	For
14	Re-elect Nelson Silva as Director	Mgmt	For	For

Compass Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
15	Re-elect Ireena Vittal as Director	Mgmt	For	For
16	Reappoint KPMG LLP as Auditors	Mgmt	For	For
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For
19	Authorise Issue of Equity	Mgmt	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
23	Authorise the Company to Call General Meeting with 14 Clear Days' Notice	Mgmt	For	For

Concentradora Fibra Danhos SA de CV

Meeting Date: 03/20/2024

Country: Mexico

Ticker: DANHOS13

Record Date: 03/11/2024

Meeting Type: Annual

Primary ISIN: MXCFDA020005

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Meeting for Holders of REITs - ISIN MXCFDA020005	Mgmt		
1	Open Meeting	Mgmt	For	For
2	Approve Financial Statements	Mgmt	For	Abstain
<i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i>				
3.1	Ratify David Daniel Kabbaz Chiver as Member of Technical Committee	Mgmt	For	For
3.2	Ratify Celia Daniel Kabbaz Zaga (Alternate of David Daniel Kabbaz Chiver) as Alternate Member of Technical Committee	Mgmt	For	For
3.3	Ratify Salvador Daniel Kabbaz Zaga as Member of Technical Committee	Mgmt	For	For
3.4	Ratify Elias Mizrahi Daniel (Alternate of Salvador Daniel Kabbaz Zaga) as Alternate Member of Technical Committee	Mgmt	For	For
3.5	Ratify David Daniel Kabbaz Cherem as Member of Technical Committee to Replace Carlos Daniel Kabbaz Chiver	Mgmt	For	For

Concentradora Fibra Danhos SA de CV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3.6	Ratify Jose Daniel Kabbaz Cherem as Alternate Member of Technical Committee	Mgmt	For	For
3.7	Ratify Luis Moussali Mizrahi as Member of Technical Committee	Mgmt	For	For
3.8	Ratify Eduardo Moussali Mustri as Alternate Member of Technical Committee to Replace Luis Moussali Mizrahi	Mgmt	For	For
3.9	Ratify Isaac Becherano Chiprut as Member of Technical Committee	Mgmt	For	For
3.10	Ratify Gaston Becherano Maya (Alternate of Isaac Becherano Chiprut) as Member of Technical Committee	Mgmt	For	For
3.11	Ratify Blanca Estela Canela Talancon as Member of Technical Committee	Mgmt	For	For
3.12	Ratify David Cherem Daniel (Alternate of Blanca Estela Canela Talancon) as Member of Technical Committee	Mgmt	For	For
3.13	Ratify Lino de Prado Sampedro as Member of Technical Committee	Mgmt	For	For
3.14	Ratify Maria Jose de Prado Freyre (Alternate of Lino de Prado Sampedro) as Member of Technical Committee	Mgmt	For	For
3.15	Ratify Adolfo Kalach Romano as Member of Technical Committee	Mgmt	For	For
3.16	Ratify Rafael Kalach Romano (Alternate of Adolfo Kalach Romano) as Member of Technical Committee	Mgmt	For	For
3.17	Ratify Francisco Gil Diaz as Member of Technical Committee	Mgmt	For	For
3.18	Ratify Jose Antonio Chedraui Obeso as Member of Technical Committee	Mgmt	For	For
3.19	Ratify Pilar Aguilar Pariente as Member of Technical Committee	Mgmt	For	For
3.20	Elect Pedro Carlos Aspe Armella as Member of Technical Committee as Proposed by Nominating and Technical Committees	Mgmt	For	For
3.21	Ratify Michell Nader Schekaiban as Secretary (Non-Member) and Ana Paula Telleria Ramirez as Alternate Secretary of Technical Committee	Mgmt	For	For
4.1	Receive Report Re: No Repurchase of Certificates of Maximum Amount for Repurchases Approved by Holders Meeting Held on March 31, 2023	Mgmt	For	For
4.2	Approve to Carry out Purchase of Number of Certificates Equivalent to Five Percent of Total Number of Certificates Issued by Fibra Danhos	Mgmt	For	For

Concentradora Fibra Danhos SA de CV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.3	Set Maximum Amount Which Results from Multiplying Number of Issued Certificates Five Percent Times Weighted Average Closing Price of Certificates in Mexican Stock Exchange (BMV) During Period from March 31, 2024 to March 31, 2025	Mgmt	For	For
4.4	Keep Repurchased Certificate in Trust's Treasury and will not Grant Economic and Corporate Rights Until Technical Committee Decides to Grant them Economic and/or Corporate Rights, and/or They are Placed Among Investment Public Again	Mgmt	For	For
4.5	Approve Management and Trustee Shall Comply with Applicable Securities Regulation: Rule 3.21.2.7 of Tax Rules and Trust Shall not Repurchase more Than Five Percent of All Certificates	Mgmt	For	For
4.6	Approve Certificates that are Repurchased may Be Cancelled or Placed/Sold, as Determined by Management Subsidiary, within a Maximum Period of One Year from Date in Which those Certificates were Repurchased	Mgmt	For	For
5	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For

Coronation Fund Managers Ltd.

Meeting Date: 02/20/2024

Country: South Africa

Ticker: CML

Record Date: 02/09/2024

Meeting Type: Annual

Primary ISIN: ZAE000047353

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Resolutions	Mgmt		
1a	Re-elect Hugo Nelson as Director	Mgmt	For	For
1b	Re-elect Alexandra Watson as Director	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>				
2	Elect Alethea Conrad as Director	Mgmt	For	For
3	Reappoint KPMG Incorporated as Auditors with Zola Beseti as the Designated Audit Partner	Mgmt	For	For
4a	Re-elect Lulama Boyce as Member of the Audit Committee	Mgmt	For	For

Coronation Fund Managers Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4b	Re-elect Hugo Nelson as Member of the Audit Committee	Mgmt	For	Against
<i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee.</i>				
4c	Re-elect Madichaba Nhlumayo as Member of the Audit Committee	Mgmt	For	For
4d	Re-elect Saks Ntombela as Member of the Audit Committee	Mgmt	For	For
5	Approve Remuneration Policy	Mgmt	For	For
6	Approve Remuneration Policy Implementation Report	Mgmt	For	For
	Special Resolutions	Mgmt		
1	Approve Financial Assistance in Terms of Section 45 of the Companies Act	Mgmt	For	For
2	Approve Financial Assistance in Terms of Section 44 of the Companies Act	Mgmt	For	For
3	Approve Remuneration of Non-Executive Directors	Mgmt	For	For
4	Authorise Repurchase of Issued Share Capital	Mgmt	For	For
5	Amend Memorandum of Incorporation Re: Odd-lot Offer	Mgmt	For	For

Corporacion Inmobiliaria Vesta SAB de CV

Meeting Date: 03/21/2024

Country: Mexico

Ticker: VESTA

Record Date: 03/12/2024

Meeting Type: Extraordinary Shareholders

Primary ISIN: MX01VE0M0003

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Extraordinary Business	Mgmt		
1	Amend Articles 6, 7, 8, 11, 12, 15, 18, 23, 30 and 31	Mgmt	For	For
2	Authorize Increase in Capital via Issuance of Shares without Preemptive Rights	Mgmt	For	For
3	Approve Granting of Powers	Mgmt	For	For
4	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For

Corporacion Inmobiliaria Vesta SAB de CV

Meeting Date: 03/21/2024

Country: Mexico

Ticker: VESTA

Record Date: 03/12/2024

Meeting Type: Annual

Primary ISIN: MX01VE0M0003

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Annual Ordinary Business Approve CEO's Report	Mgmt	For	Abstain
	<i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i>			
2	Approve Board's Report	Mgmt	For	Abstain
	<i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i>			
3	Approve Report of Audit, Corporate Practices, Investment, Ethics, Debt and Capital, and Environmental, Social and Corporate Governance Committees	Mgmt	For	Abstain
	<i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i>			
4	Receive Report on Adherence to Fiscal Obligations	Mgmt	For	Abstain
	<i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i>			
5	Approve Audited and Consolidated Financial Statements	Mgmt	For	Abstain
	<i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i>			
6	Approve Cash Dividends	Mgmt	For	For
7	Approve Report on Share Repurchase for FY 2023	Mgmt	For	For
8	Authorize Share Repurchase Reserve for FY 2024	Mgmt	For	For
9	Elect or Ratify Directors; Elect or Ratify Chairmen of Audit and Corporate Practices Committees	Mgmt	For	For
10	Approve Remuneration of Directors and Members of Committees	Mgmt	For	For
11	Approve Long-Term Incentive Plan for Company's Executives	Mgmt	For	For
12	Approve Cancellation of Shares	Mgmt	For	For
13	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For

Costa Group Holdings Limited

Meeting Date: 01/30/2024

Country: Australia

Ticker: CGC

Record Date: 01/28/2024

Meeting Type: Court

Primary ISIN: AU000000CGC2

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Court-Ordered Meeting	Mgmt		
	Approve Scheme of Arrangement in Relation to the Proposed Acquisition of the Company by Paine Schwartz Partners, LLC ("PSP"), Driscoll's, Inc ("Driscoll's") and British Columbia Investment Management Corporation ("BCI") (together the "Consortium")	Mgmt	For	For

COWAY Co., Ltd.

Meeting Date: 03/22/2024

Country: South Korea

Ticker: 021240

Record Date: 02/22/2024

Meeting Type: Special

Primary ISIN: KR7021240007

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Split-Off Agreement	Mgmt	For	For

Crest Nicholson Holdings Plc

Meeting Date: 03/19/2024

Country: United Kingdom

Ticker: CRST

Record Date: 03/15/2024

Meeting Type: Annual

Primary ISIN: GB00B8VZXT93

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Final Dividend	Mgmt	For	For
3	Elect Bill Floyd as Director	Mgmt	For	For
4	Elect Maggie Semple as Director	Mgmt	For	For
5	Re-elect Iain Ferguson as Director	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>				
6	Re-elect Peter Truscott as Director	Mgmt	For	For

Crest Nicholson Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7	Re-elect David Arnold as Director	Mgmt	For	For
8	Re-elect Louise Hardy as Director	Mgmt	For	For
9	Re-elect Octavia Morley as Director	Mgmt	For	For
10	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
11	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For
12	Approve Remuneration Report	Mgmt	For	For
13	Authorise Issue of Equity	Mgmt	For	For
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

Cybozu, Inc.

Meeting Date: 03/30/2024

Country: Japan

Ticker: 4776

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3312100005

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Amend Corporate Philosophy	Mgmt	For	For
2.1	Elect Director Nishibata, Yoshihisa	Mgmt	For	For
2.2	Elect Director Okada, Riku	Mgmt	For	For
2.3	Elect Director Kumahira, Mika	Mgmt	For	For
2.4	Elect Director Taoka, Tomoya	Mgmt	For	For
2.5	Elect Director Morioka, Takakazu	Mgmt	For	For
2.6	Elect Director Watanabe, Yuko	Mgmt	For	For
3	Approve Allocation of Income, With a Final Dividend of JPY 14	Mgmt	For	For

D/S Norden A/S

Meeting Date: 03/12/2024

Country: Denmark

Ticker: DNORD

Record Date: 03/05/2024

Meeting Type: Annual

Primary ISIN: DK0060083210

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
A	Receive Report of Board	Mgmt		
B	Accept Financial Statements and Statutory Reports	Mgmt	For	For
C	Approve Allocation of Income and Dividends of DKK 10.00 Per Share	Mgmt	For	For
D.1	Reelect Klaus Nyborg as Director	Mgmt	For	Abstain
<p><i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.[SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.[SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>				
D.2	Reelect Johanne Riegels Ostergard as Director	Mgmt	For	For
D.3	Reelect Karsten Knudsen as Director	Mgmt	For	Abstain
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>				
D.4	Reelect Robert Hvide Macleod as Director	Mgmt	For	Abstain
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>				
D.5	Reelect Vibeke Bak Solok as Director	Mgmt	For	For
D.6	Reelect Ian McIntosh as Director	Mgmt	For	For
E	Ratify Ernst & Young as Auditor	Mgmt	For	For
F.1	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.[LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>				
F.2	Authorize Share Repurchase Program	Mgmt	For	For
F.3	Amend Articles Re: Trading Name; Reduction in Share Capital; Sustainability Auditor; Electronic Communication	Mgmt	For	For

D/S Norden A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
F.4	Amend Remuneration Policy	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>				
F.5	Approve Remuneration of Directors	Mgmt	For	For
G	Other Business	Mgmt		

D/S Norden A/S

Meeting Date: 03/19/2024

Country: Denmark

Ticker: DNORD

Record Date: 03/12/2024

Meeting Type: Extraordinary Shareholders

Primary ISIN: DK0060083210

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Amend Articles Re: Trading Name; Reduction in Share Capital; Sustainability Auditor; Electronic Communication	Mgmt	For	For

Daetwyler Holding AG

Meeting Date: 03/14/2024

Country: Switzerland

Ticker: DAE

Record Date:

Meeting Type: Annual

Primary ISIN: CH0030486770

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	Do Not Vote
1.2	Approve Sustainability Report	Mgmt	For	Do Not Vote
1.3	Approve Remuneration Report (Non-Binding)	Mgmt	For	Do Not Vote
2	Approve Allocation of Income and Dividends of CHF 0.64 per Registered Share and CHF 3.20 per Bearer Share	Mgmt	For	Do Not Vote
3	Approve Discharge of Board and Senior Management	Mgmt	For	Do Not Vote
4.1.1	Renominate Jens Breu as Candidate at the Special Meeting of Holders of Bearer Shares	Mgmt	For	Do Not Vote
4.1.2	Renominate Martin Hirzel as Candidate at the Special Meeting of Holders of Bearer Shares	Mgmt	For	Do Not Vote

Daetwyler Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.1.3	Nominate Dirk Lambrecht as Candidate at the Special Meeting of Holders of Bearer Shares	Mgmt	For	Do Not Vote
4.2	Reelect Paul Haelg as Director and Board Chair	Mgmt	For	Do Not Vote
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>				
4.3	Reelect Hanspeter Faessler as Director	Mgmt	For	Do Not Vote
4.4	Reelect Claude Cornaz as Director	Mgmt	For	Do Not Vote
4.5	Reelect Juerg Fedier as Director	Mgmt	For	Do Not Vote
<i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee.</i>				
4.6	Reelect Gabi Huber as Director	Mgmt	For	Do Not Vote
<i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee.</i>				
4.7.1	Reelect Jens Breu as Director	Mgmt	For	Do Not Vote
4.7.2	Reelect Martin Hirzel as Director	Mgmt	For	Do Not Vote
4.7.3	Elect Dirk Lambrecht as Director	Mgmt	For	Do Not Vote
5.1	Reappoint Hanspeter Faessler as Member of the Nomination and Compensation Committee	Mgmt	For	Do Not Vote
<i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee.[LN-M0201-007] As nomination committee member, responsible for lack of independence.[RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i>				
5.2	Reappoint Claude Cornaz as Member of the Nomination and Compensation Committee	Mgmt	For	Do Not Vote
<i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee.[LN-M0201-007] As nomination committee member, responsible for lack of independence.[RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i>				
5.3	Reappoint Jens Breu as Member of the Nomination and Compensation Committee	Mgmt	For	Do Not Vote
<i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence.[RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i>				
6	Ratify KPMG as Auditors	Mgmt	For	Do Not Vote
7	Designate Remo Baumann as Independent Proxy	Mgmt	For	Do Not Vote
8.1	Approve Remuneration of Directors in the Amount of CHF 2.35 Million	Mgmt	For	Do Not Vote
8.2	Approve Remuneration of Executive Committee in the Amount of CHF 6.3 Million	Mgmt	For	Do Not Vote

Daetwyler Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
9	Transact Other Business (Voting)	Mgmt	For	Do Not Vote

Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.

DAIWA INDUSTRIES LTD.

Meeting Date: 03/28/2024

Country: Japan

Ticker: 6459

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3505800007

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Ozaki, Atsushi	Mgmt	For	For
1.2	Elect Director Ozaki, Masahiro	Mgmt	For	For
1.3	Elect Director Sugita, Toshihiro	Mgmt	For	For
1.4	Elect Director Kudo, Tetsuro	Mgmt	For	For
1.5	Elect Director Suido, Yoshihiro	Mgmt	For	For
1.6	Elect Director Soeda, Chinatsu	Mgmt	For	For
1.7	Elect Director Taoda, Akihiro	Mgmt	For	For
1.8	Elect Director Nakanishi, Misato	Mgmt	For	For
1.9	Elect Director Furuya, Eiji	Mgmt	For	For
2	Appoint Statutory Auditor Kamo, Masaki	Mgmt	For	For
3	Approve Bonus Related to Retirement Bonus System Abolition	Mgmt	For	For

Danel (Adir Yeoshua) Ltd.

Meeting Date: 01/03/2024

Country: Israel

Ticker: DANE

Record Date: 11/29/2023

Meeting Type: Special

Primary ISIN: IL0003140139

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Ari Shamiss as Director	Mgmt	For	For
1.2	Approve Employment Terms of Ari Shamiss as Active Chairman (Subject to His Election)	Mgmt	For	For

Danel (Adir Yeoshua) Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2.1	Elect Amit Ron as Director	SH	None	Against
	<i>Blended Rationale: [RU-S0000-001] Proposal is not in shareholders' best interests.</i>			
2.2	Elect Tal Parlok as Director	SH	None	Against
	<i>Blended Rationale: [RU-S0000-001] Proposal is not in shareholders' best interests.</i>			
2.3	Removal of Any Director Which Was Appointed or Will Be Appointed by the Board Until the Meeting	SH	Against	Against
	<i>Blended Rationale: [RU-S0000-001] Proposal is not in shareholders' best interests.</i>			
2.4	Amend Article 18.1 Re: Board Size	SH	None	Against
	<i>Blended Rationale: [RU-S0000-001] Proposal is not in shareholders' best interests.</i>			
2.5	Amend Article 18.3 Re: Board Vacancies	SH	Against	Against
	<i>Blended Rationale: [RU-S0000-001] Proposal is not in shareholders' best interests.</i>			
2.6	Amend Article 18.7 Re: Board Vacancies	SH	Against	Against
	<i>Blended Rationale: [RU-S0000-001] Proposal is not in shareholders' best interests.</i>			

Danel (Adir Yeoshua) Ltd.

Meeting Date: 03/06/2024

Country: Israel

Ticker: DANE

Record Date: 01/31/2024

Meeting Type: Special

Primary ISIN: IL0003140139

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Employment Terms of Sigal Regev, Chairwoman	Mgmt	For	For
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Mgmt	None	Against
	Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney	Mgmt		
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against

Danel (Adir Yeoshua) Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	Mgmt	None	For

Danske Bank A/S

Meeting Date: 03/21/2024

Country: Denmark

Ticker: DANSKE

Record Date: 03/14/2024

Meeting Type: Annual

Primary ISIN: DK0010274414

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Report of Board	Mgmt		
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of DKK 7.50 Per Share	Mgmt	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
5	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	For
6	Determine Number of Members and Deputy Members of Board	Mgmt	For	For
6.a	Reelect Martin Blessing as Director	Mgmt	For	For
6.b	Reelect Lars-Erik Brenoe Director	Mgmt	For	For
6.c	Reelect Jacob Dahl as Director	Mgmt	For	For
6.d	Reelect Raija-Leena Hankonen-Nybom as Director	Mgmt	For	For
6.e	Reelect Allan Polack as Director	Mgmt	For	For
6.f	Reelect Helle Valentin as Director	Mgmt	For	For
6.g	Elect Lieve Mostrey as New Director	Mgmt	For	For
6.h	Elect Martin Norkaer Larsen as New Director	Mgmt	For	For
7	Ratify Deloitte as Auditors	Mgmt	For	For
8	Approve Creation of Pool of Capital without Preemptive Rights	Mgmt	For	For

Danske Bank A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
9	Authorize Share Repurchase Program	Mgmt	For	For
10	Approve Remuneration of Directors in the Amount of DKK 2.6 Million for Chairman, DKK 1.3 Million for Vice Chair and DKK 790,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
11	Approve Indemnification of Members of the Board of Directors and Executive Management	Mgmt	For	For
	Shareholder Proposals Submitted by Thomas Kudsk Larsen	Mgmt		
12.a	Approve Banking Benefits for Shareholders	SH	Against	Against
<i>Blended Rationale: [RU-S0000-001] Proposal is not in shareholders' best interests.</i>				
	Shareholder Proposals Submitted by ActionAid Denmark	Mgmt		
12.b1	Streamlining Climate Policy and Approach to Fossil Companies	SH	Against	Against
<i>Blended Rationale: [RU-S0000-001] Proposal is not in shareholders' best interests.</i>				
12.b2	Exclusion of Shares in Companies within Exploration and Production of Oil and Gas	SH	Against	Against
<i>Blended Rationale: [RU-S0000-001] Proposal is not in shareholders' best interests.</i>				
	Management Proposals	Mgmt		
13	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For
14	Other Business	Mgmt		

DATAGROUP SE

Meeting Date: 03/14/2024

Country: Germany

Ticker: D6H

Record Date: 02/21/2024

Meeting Type: Annual

Primary ISIN: DE000A0JC8S7

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022/23 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 1.50 per Share	Mgmt	For	For
3.1	Approve Discharge of Management Board Member Andreas Baresel for Fiscal Year 2022/23	Mgmt	For	For

DATAGROUP SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3.2	Approve Discharge of Management Board Member Sabine Laukemann for Fiscal Year 2022/23	Mgmt	For	For
3.3	Approve Discharge of Management Board Member Oliver Thome for Fiscal Year 2022/23	Mgmt	For	For
4.1	Approve Discharge of Supervisory Board Member Heinz Hilgert for Fiscal Year 2022/23	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.[LN-M0201-010] As chairman of the board, responsible for lack of diversity.</i></p>				
4.2	Approve Discharge of Supervisory Board Member Hubert Deutsch for Fiscal Year 2022/23	Mgmt	For	For
4.3	Approve Discharge of Supervisory Board Member Hans-Hermann Schaber for Fiscal Year 2022/23	Mgmt	For	For
5	Ratify BANSBACH GmbH as Auditors for Fiscal Year 2023/24	Mgmt	For	For

DBS Group Holdings Ltd.

Meeting Date: 03/28/2024

Country: Singapore

Ticker: D05

Record Date: 03/26/2024

Meeting Type: Annual

Primary ISIN: SG1L01001701

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Adopt Financial Statements and Directors' and Auditors' Reports	Mgmt	For	For
2	Approve Final Dividend	Mgmt	For	For
3	Approve Directors' Fees	Mgmt	For	For
4	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
5	Elect Piyush Gupta as Director	Mgmt	For	For
6	Elect Chng Kai Fong as Director	Mgmt	For	For
7	Elect Judy Lee as Director	Mgmt	For	For
8	Elect David Ho Hing-Yuen as Director	Mgmt	For	For
9	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For
10	Approve Issuance of Shares Pursuant to the DBSH Scrip Dividend Scheme	Mgmt	For	For
11	Authorize Share Repurchase Program	Mgmt	For	For

Demant A/S

Meeting Date: 03/06/2024

Country: Denmark

Ticker: DEMANT

Record Date: 02/28/2024

Meeting Type: Annual

Primary ISIN: DK0060738599

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Report of Board	Mgmt		
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>				
5	Approve Remuneration of Directors; Approve Remuneration for Committee Work	Mgmt	For	For
6.a	Reelect Niels B. Christiansen as Director	Mgmt	For	Abstain
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.[LN-M0550-001] Remuneration arrangements are poorly structured.</i>				
6.b	Reelect Niels Jacobsen as Director	Mgmt	For	Abstain
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>				
6.c	Reelect Sisse Fjelsted Rasmussen as Director	Mgmt	For	For
6.d	Reelect Kristian Villumsen as Director	Mgmt	For	For
7	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For
8.a	Amend Articles Re: Board-Related	Mgmt	For	For
8.b	Approve DKK 569,929.60 Reduction in Share Capital via Share Cancellation for Transfer to Shareholders	Mgmt	For	For
8.c	Authorize Share Repurchase Program	Mgmt	For	For
8.d	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For
9	Other Business	Mgmt		

Dentsu Group, Inc.

Meeting Date: 03/28/2024

Country: Japan

Ticker: 4324

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3551520004

Dentsu Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Timothy Andree	Mgmt	For	For
1.2	Elect Director Igarashi, Hiroshi	Mgmt	For	For
1.3	Elect Director Soga, Arinobu	Mgmt	For	For
1.4	Elect Director Matsui, Gan	Mgmt	For	For
<i>Blended Rationale: .</i>				
1.5	Elect Director Paul Candland	Mgmt	For	For
1.6	Elect Director Andrew House	Mgmt	For	For
1.7	Elect Director Sagawa, Keiichi	Mgmt	For	For
1.8	Elect Director Sogabe, Mihoko	Mgmt	For	For
<i>Blended Rationale: .</i>				
1.9	Elect Director Matsuda, Yuka	Mgmt	For	For

Dentsu Soken, Inc.

Meeting Date: 03/22/2024

Country: Japan

Ticker: 4812

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3551530003

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 56	Mgmt	For	For
2.1	Elect Director Iwamoto, Hirohisa	Mgmt	For	For
2.2	Elect Director Ogane, Shinichi	Mgmt	For	For
2.3	Elect Director Ichijo, Kazuo	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-028] AGAINST affiliated outsiders at board with audit committee structure.</i>				
2.4	Elect Director Takaoka, Mio	Mgmt	For	For
2.5	Elect Director Wada, Tomoko	Mgmt	For	For
2.6	Elect Director Matsumoto, Chisato	Mgmt	For	For
3	Elect Alternate Director and Audit Committee Member Tanaka, Koichiro	Mgmt	For	For

Derichbourg SA

Meeting Date: 01/30/2024

Country: France

Ticker: DBG

Record Date: 01/26/2024

Meeting Type: Annual/Special

Primary ISIN: FR0000053381

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Discharge Directors	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 0.16 per Share	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0460-001] The company did not provide sufficient information to support the related party transaction.</i>			
5	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	Against
	<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.[LN-M0550-001] Remuneration arrangements are poorly structured.[LN-M0550-004] Poor use of remuneration committee discretion regarding the grant of a one-off award.</i>			
6	Approve Remuneration Policy of CEO	Mgmt	For	Against
	<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.[LN-M0550-001] Remuneration arrangements are poorly structured.[LN-M0550-004] Poor use of remuneration committee discretion regarding the grant of a one-off award.</i>			
7	Approve Remuneration Policy of Vice-CEO	Mgmt	For	Against
	<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.[LN-M0550-001] Remuneration arrangements are poorly structured.[LN-M0550-004] Poor use of remuneration committee discretion regarding the grant of a one-off award.</i>			
8	Approve Remuneration Policy of Corporate Officers	Mgmt	For	For
9	Approve Compensation Report of Corporate Officers	Mgmt	For	Against
	<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.[LN-M0550-001] Remuneration arrangements are poorly structured.[LN-M0550-004] Poor use of remuneration committee discretion regarding the grant of a one-off award.</i>			
10	Approve Compensation of Daniel Derichebourg, Chairman of the Board	Mgmt	For	Against
	<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>			
11	Approve Compensation of Abderrahmane El Aoufir, CEO	Mgmt	For	Against
	<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.[LN-M0550-001] Remuneration arrangements are poorly structured.</i>			
12	Approve Compensation of Thomas Derichebourg, Vice-CEO	Mgmt	For	Against
	<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>			
13	Reelect CFER as Director	Mgmt	For	For
14	Renew Appointment of BM&A as Auditor	Mgmt	For	For

Derichebourg SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
15	Acknowledge End of Mandate of Pascal de Rocquigny du Fayel as Alternate Auditor and Decision Not to Replace	Mgmt	For	For
16	Approve Remuneration of Directors in the Aggregate Amount of EUR 375,000	Mgmt	For	For
17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	Against
<i>Blended Rationale: [RU-M3600-001] Authority has antitakeover potential.</i>				
	Extraordinary Business	Mgmt		
18	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 50 Million	Mgmt	For	Against
<i>Blended Rationale: [RU-M3600-001] Authority has antitakeover potential.[RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>				
20	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Against
<i>Blended Rationale: [RU-M3600-001] Authority has antitakeover potential.[RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>				
21	Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to Aggregate Nominal Amount of EUR 50 Million	Mgmt	For	Against
<i>Blended Rationale: [RU-M3600-001] Authority has antitakeover potential.[RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>				
22	Authorize Capital Increase of Up to EUR 50 Million for Future Exchange Offers	Mgmt	For	Against
<i>Blended Rationale: [RU-M3600-001] Authority has antitakeover potential.[RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>				
23	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 50 Million	Mgmt	For	For
24	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	Against	For
<i>Blended Rationale: [LN-M0510-999] This issuance would be in company's interest.</i>				
25	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

DFDS A/S

Meeting Date: 03/15/2024

Country: Denmark

Ticker: DFDS

Record Date: 03/08/2024

Meeting Type: Annual

Primary ISIN: DK0060655629

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Report of Board	Mgmt		
2	Accept Financial Statements and Statutory Reports; Approve Discharge of Management and Board	Mgmt	For	For
3	Approve Allocation of Income and Dividends of DKK 3.00 per Share	Mgmt	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
5.a	Reelect Claus V. Hemmingsen as Director	Mgmt	For	Abstain
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board. [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>				
5.b	Reelect Klaus Nyborg as Director	Mgmt	For	For
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>				
5.c	Reelect Jill Lauritzen Melby as Director	Mgmt	For	For
5.d	Reelect Anders Gotzsche as Director	Mgmt	For	For
5.e	Reelect Dirk Reich as Director	Mgmt	For	For
5.f	Reelect Minna Aila as Director	Mgmt	For	For
6	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For
7.a	Approve DKK 13.2 Million Reduction in Share Capital via Share Cancellation	Mgmt	For	For
7.b	Approve Remuneration of Directors in the Amount of DKK 1.1 Million for Chairman, DKK 750,000 for Vice Chairman and DKK 375,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
7.c	Authorize Share Repurchase Program	Mgmt	For	For

DIC Corp.

Meeting Date: 03/28/2024

Country: Japan

Ticker: 4631

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3493400000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 30	Mgmt	For	For

DIC Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2.1	Elect Director Ino, Kaoru	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-021] AGAINST incumbent top executives for company's poor ROE/ROA performance.</i>				
2.2	Elect Director Ikeda, Takashi	Mgmt	For	For
2.3	Elect Director Furuta, Shuji	Mgmt	For	For
2.4	Elect Director Kawamura, Yoshihisa	Mgmt	For	For
2.5	Elect Director Asai, Takeshi	Mgmt	For	For
2.6	Elect Director Nakafuji, Masaya	Mgmt	For	For
2.7	Elect Director Shoji, Kuniko	Mgmt	For	For
2.8	Elect Director Fujita, Masami	Mgmt	For	For
2.9	Elect Director Saito, Shiro	Mgmt	For	For
2.10	Elect Director Donna Costa	Mgmt	For	For
3	Appoint Statutory Auditor Kitamura, Toshinobu	Mgmt	For	For

Dino Polska SA

Meeting Date: 01/24/2024

Country: Poland

Ticker: DNP

Record Date: 01/08/2024

Meeting Type: Special

Primary ISIN: PLDINPL00011

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Elect Meeting Chairman	Mgmt	For	For
3	Acknowledge Proper Convening of Meeting	Mgmt		
4	Approve Agenda of Meeting	Mgmt	For	For
5	Elect Supervisory Board Member	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
6	Approve Remuneration of Newly Elected Supervisory Board Member	Mgmt	For	For
7	Close Meeting	Mgmt		

Diploma Plc

Meeting Date: 01/17/2024

Country: United Kingdom

Ticker: DPLM

Record Date: 01/15/2024

Meeting Type: Annual

Primary ISIN: GB0001826634

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Final Dividend	Mgmt	For	For
3	Re-elect David Lowden as Director	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>				
4	Re-elect Johnny Thomson as Director	Mgmt	For	For
5	Re-elect Chris Davies as Director	Mgmt	For	For
6	Re-elect Andy Smith as Director	Mgmt	For	For
<i>Blended Rationale: .</i>				
7	Re-elect Anne Thorburn as Director	Mgmt	For	For
<i>Blended Rationale: .</i>				
8	Elect Jennifer Ward as Director	Mgmt	For	For
9	Re-elect Geraldine Huse as Director	Mgmt	For	For
<i>Blended Rationale: .</i>				
10	Re-elect Dean Finch as Director	Mgmt	For	For
<i>Blended Rationale: .</i>				
11	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
12	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For
13	Approve Remuneration Report	Mgmt	For	For
14	Authorise Issue of Equity	Mgmt	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
18	Approve Matters Relating to the Dividend Rectification	Mgmt	None	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

Meeting Date: 03/26/2024

Country: Switzerland

Ticker: DKSH

Record Date:

Meeting Type: Annual

Primary ISIN: CH0126673539

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	Do Not Vote
2	Approve Sustainability Report	Mgmt	For	Do Not Vote
3	Approve Allocation of Income and Dividends of CHF 2.25 per Share	Mgmt	For	Do Not Vote
4	Approve Discharge of Board and Senior Management	Mgmt	For	Do Not Vote
5.1	Approve Remuneration of Directors in the Amount of CHF 2.8 Million	Mgmt	For	Do Not Vote
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 19.5 Million	Mgmt	For	Do Not Vote
5.3	Approve Remuneration Report	Mgmt	For	Do Not Vote
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.[LN-M0550-002] Remuneration committee discretion has been used poorly.</i></p>				
6.1.1	Reelect Gabriel Baertschi as Director	Mgmt	For	Do Not Vote
6.1.2	Reelect Wolfgang Baier as Director	Mgmt	For	Do Not Vote
6.1.3	Reelect Jack Clemons as Director	Mgmt	For	Do Not Vote
6.1.4	Reelect Adrian Keller as Director	Mgmt	For	Do Not Vote
6.1.5	Reelect Andreas Keller as Director	Mgmt	For	Do Not Vote
6.1.6	Reelect Annette Koehler as Director	Mgmt	For	Do Not Vote
6.1.7	Reelect Hans Tanner as Director	Mgmt	For	Do Not Vote
6.1.8	Reelect Eunice Zehnder-Lai as Director	Mgmt	For	Do Not Vote
6.1.9	Reelect Marco Gadola as Director and Board Chair	Mgmt	For	Do Not Vote
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i></p>				
6.2.1	Reappoint Gabriel Baertschi as Member of the Nomination and Compensation Committee	Mgmt	For	Do Not Vote

Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.[SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-002] Remuneration committee discretion has been used poorly.

DKSH Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6.2.2	Reappoint Adrian Keller as Member of the Nomination and Compensation Committee	Mgmt	For	Do Not Vote
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.[SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-002] Remuneration committee discretion has been used poorly.</i>				
6.2.3	Reappoint Eunice Zehnder-Lai as Member of the Nomination and Compensation Committee	Mgmt	For	Do Not Vote
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.[SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-002] Remuneration committee discretion has been used poorly.</i>				
7	Ratify Ernst and Young AG as Auditors	Mgmt	For	Do Not Vote
8	Designate Ernst Widmer as Independent Proxy	Mgmt	For	Do Not Vote
9	Transact Other Business (Voting)	Mgmt	For	Do Not Vote
<i>Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.</i>				

DLF Limited

Meeting Date: 03/21/2024

Country: India

Ticker: 532868

Record Date: 02/09/2024

Meeting Type: Special

Primary ISIN: INE271C01023

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Postal Ballot	Mgmt		
1	Reelect Priya Paul as Director	Mgmt	For	For

DMG MORI CO., LTD.

Meeting Date: 03/28/2024

Country: Japan

Ticker: 6141

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3924800000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 50	Mgmt	For	For
2.1	Elect Director Mori, Masahiko	Mgmt	For	For
2.2	Elect Director Tamai, Hiroaki	Mgmt	For	For

DMG MORI CO., LTD.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2.3	Elect Director Kobayashi, Hirotake	Mgmt	For	For
2.4	Elect Director Fujishima, Makoto	Mgmt	For	For
2.5	Elect Director James Nudo	Mgmt	For	For
2.6	Elect Director Alfred GeiBler	Mgmt	For	For
2.7	Elect Director Irene Bader	Mgmt	For	For
2.8	Elect Director Mitachi, Takashi	Mgmt	For	For
2.9	Elect Director Nakajima, Makoto	Mgmt	For	For
2.10	Elect Director Watanabe, Hiroko	Mgmt	For	For
2.11	Elect Director Mitsubishi, Mamoru	Mgmt	For	For
2.12	Elect Director Kawai, Eriko	Mgmt	For	For

Dr. Reddy's Laboratories Limited

Meeting Date: 02/14/2024

Country: India

Ticker: 500124

Record Date: 01/12/2024

Meeting Type: Special

Primary ISIN: INE089A01023

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Postal Ballot	Mgmt		
1	Elect Sanjiv Soshil Mehta as Director	Mgmt	For	For

DSV A/S

Meeting Date: 03/14/2024

Country: Denmark

Ticker: DSV

Record Date: 03/07/2024

Meeting Type: Annual

Primary ISIN: DK0060079531

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Report of Board	Mgmt		
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of DKK 7 Per Share	Mgmt	For	For
4	Approve Remuneration of Directors	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Approve Remuneration Report	Mgmt	For	For
	<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>			
6.1	Reelect Thomas Plenborg as Director	Mgmt	For	For
	<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>			
6.2	Reelect Jorgen Moller as Director	Mgmt	For	For
6.3	Reelect Marie-Louise Aamund as Director	Mgmt	For	For
6.4	Reelect Beat Walti as Director	Mgmt	For	For
	<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>			
6.5	Reelect Niels Smedegaard as Director	Mgmt	For	For
6.6	Reelect Tarek Sultan Al-Essa as Director	Mgmt	For	Abstain
	<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>			
6.7	Reelect Benedikte Leroy as Director	Mgmt	For	For
6.8	Reelect Helle Ostergaard Kristiansen as Director	Mgmt	For	For
7	Ratify PricewaterhouseCoopers as Auditor	Mgmt	For	For
8.1	Approve DKK 5 Million Reduction in Share Capital via Share Cancellation; Amend Articles	Mgmt	For	For
8.2	Authorize Share Repurchase Program	Mgmt	For	For
8.3.a	Approve Indemnification of Members of the Board of Directors and Executive Management	Mgmt	For	For
8.3.b	Amend Articles Re: Indemnification	Mgmt	For	For
	Shareholder Proposals Submitted by AkademikerPension and LD Fonde	Mgmt		
8.4	Report on Efforts and Risks Related to Human and Labor Rights	SH	For	For
	<i>Blended Rationale: [SF-S0000-016] Greater disclosure on this issue, which we deem material to the long-term economic interests of shareholders, would help investors better assess risks and opportunities at the company.</i>			
9	Other Business	Mgmt		

Dubai Islamic Bank PJSC
Meeting Date: 02/27/2024

Country: United Arab Emirates

Ticker: DIB

Record Date: 02/26/2024

Meeting Type: Annual

Primary ISIN: AED000201015

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Board Report on Company Operations and Financial Position for FY 2023	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
2	Approve Auditors' Report on Company Financial Statements for FY 2023	Mgmt	For	For
3	Approve Internal Shariah Supervisory Committee Report for FY 2023	Mgmt	For	For
4	Accept Financial Statements and Statutory Reports for FY 2023	Mgmt	For	For
5	Approve Dividends Representing 45 Percent of Paid Up Capital	Mgmt	For	For
6	Approve Remuneration of Directors	Mgmt	For	For
7	Approve Discharge of Directors for FY 2023	Mgmt	For	For
8	Approve Discharge of Auditors for FY 2023	Mgmt	For	For
9	Elect Internal Sharia Supervisory Committee Members for a Three Years Period Ending in February 2027	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
10	Ratify Auditors and Fix Their Remuneration for FY 2024	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
11	Appoint Representatives of Shareholders Who Wish to Be Represented and Voted on Their Behalf	Mgmt	For	For
	Extraordinary Business	Mgmt		
12	Authorize the Board to Issue Non Convertible Senior Sukuk Up to USD 7.5 Billion, Determine the Date of the Issuance and to Execute All the Necessary Actions and Procedures Related to the Issuance	Mgmt	For	For
13	Authorize the Board to Issue Non Convertible Tier 2 Sukuk Up to USD 1 Billion, Determine the Date of the Issuance and to Execute All the Necessary Actions and Procedures Related to the Issuance	Mgmt	For	For
14	Authorize the Board to Issue an Additional Non Convertible Tier 1 Sukuk Up to USD 1 Billion, Determine the Date of the Issuance and to Execute All the Necessary Actions and Procedures Related to the Issuance	Mgmt	For	For

Dubai Islamic Bank PJSC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
15.a	Approve Board's Recommendation to Amend and Restate the Articles of Association	Mgmt	For	For
15.b	Authorize Board or any Authorized Person by the Board to Take all the Necessary Measures Regarding the Amendment of Articles of Association	Mgmt	For	For

Eagers Automotive Limited

Meeting Date: 01/30/2024

Country: Australia

Ticker: APE

Record Date: 01/28/2024

Meeting Type: Special

Primary ISIN: AU000000APE3

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Acquisition	Mgmt	For	For

Earth Corp.

Meeting Date: 03/22/2024

Country: Japan

Ticker: 4985

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3100190002

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Otsuka, Tatsuya	Mgmt	For	For
1.2	Elect Director Kawabata, Katsunori	Mgmt	For	For
1.3	Elect Director Furuya, Yoshiyuki	Mgmt	For	For
1.4	Elect Director Karataki, Hisaaki	Mgmt	For	For
1.5	Elect Director Shakata, Takeshi	Mgmt	For	For
1.6	Elect Director Harold George Meij	Mgmt	For	For
1.7	Elect Director Mikami, Naoko	Mgmt	For	For
1.8	Elect Director Ruth Marie Jarman	Mgmt	For	For
1.9	Elect Director Oka, Toshiko	Mgmt	For	For

Eastern Co. (Egypt)

Meeting Date: 03/04/2024

Country: Egypt

Ticker: EAST

Record Date:

Meeting Type: Ordinary Shareholders

Primary ISIN: EGS37091C013

Eastern Co. (Egypt)

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Using EGP 770 Million from the Reserves and to be Converted into Shares Distributed to Old Shareholders at a Rate of 0.345 Shares per Share	Mgmt	For	Do Not Vote
2	Approve Board Decision to Conclude Credit Facilities Agreements for the company's Suppliers to Import Tobacco and Non Tobacco Raw Materials and Production Requirements in the Amount of USD 400 Million	Mgmt	For	Do Not Vote
3	Approve Board Decision to Conclude Credit Agreements and Letters of Guarantee with External Banks in the Amount of USD 200 Million	Mgmt	For	Do Not Vote
4	Ratify the Appointment of Huseen Zaghloul as Director	Mgmt	For	Do Not Vote

Eastern Co. (Egypt)

Meeting Date: 03/04/2024

Country: Egypt

Ticker: EAST

Record Date:

Meeting Type: Extraordinary Shareholders

Primary ISIN: EGS37091C013

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Extraordinary Business	Mgmt		
1	Approve Increase in Issued Capital from EGP 2,230 Million to EGP 3 Billion and Increase in Authorized Capital from EGP 3 Billion to EGP 15 Billion	Mgmt	For	Do Not Vote
2	Amend Article 6 and 7 of Bylaws to Reflect Change in Capital	Mgmt	For	Do Not Vote
3	Authorize the Board to Take All the Necessary Actions Regarding the Capital Increase and Any Obligations Related to the Credit Facility Agreement in the Amount of USD 200 Million	Mgmt	For	Do Not Vote

easyJet Plc

Meeting Date: 02/08/2024

Country: United Kingdom

Ticker: EZJ

Record Date: 02/06/2024

Meeting Type: Annual

Primary ISIN: GB00B7KR2P84

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	For
3	Approve Final Dividend	Mgmt	For	For
4	Re-elect Sir Stephen Hester as Director	Mgmt	For	For
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>				
5	Re-elect Johan Lundgren as Director	Mgmt	For	For
6	Re-elect Kenton Jarvis as Director	Mgmt	For	For
7	Re-elect Catherine Bradley as Director	Mgmt	For	For
8	Re-elect Ryanne van der Eijk as Director	Mgmt	For	For
9	Re-elect Harald Eisenacher as Director	Mgmt	For	For
10	Re-elect Sheikh Mansurah Tal-At Mannings as Director	Mgmt	For	For
11	Re-elect David Robbie as Director	Mgmt	For	For
12	Re-elect Detlef Trefzger as Director	Mgmt	For	For
13	Elect Sue Clark as Director	Mgmt	For	For
14	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For
17	Authorise Issue of Equity	Mgmt	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

Ebara Corp.

Meeting Date: 03/27/2024

Country: Japan

Ticker: 6361

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3166000004

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 131.5	Mgmt	For	For
2.1	Elect Director Maeda, Toichi	Mgmt	For	For
2.2	Elect Director Asami, Masao	Mgmt	For	For
2.3	Elect Director Oeda, Hiroshi	Mgmt	For	For
2.4	Elect Director Nishiyama, Junko	Mgmt	For	For
2.5	Elect Director Fujimoto, Mie	Mgmt	For	For
2.6	Elect Director Kitayama, Hisae	Mgmt	For	For
2.7	Elect Director Nagamine, Akihiko	Mgmt	For	For
2.8	Elect Director Shimamura, Takuya	Mgmt	For	For
2.9	Elect Director Koge, Teiji	Mgmt	For	For
2.10	Elect Director Numagami, Tsuyoshi	Mgmt	For	For

EFG International AG

Meeting Date: 03/22/2024

Country: Switzerland

Ticker: EFGN

Record Date:

Meeting Type: Annual

Primary ISIN: CH0022268228

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	Do Not Vote
2	Approve Remuneration Report (Non-Binding)	Mgmt	For	Do Not Vote
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>				
3	Approve Sustainability Report	Mgmt	For	Do Not Vote
4.1	Approve Treatment of Net Loss	Mgmt	For	Do Not Vote
4.2	Approve Dividends of CHF 0.55 per Share from Capital Contribution Reserves	Mgmt	For	Do Not Vote
5	Approve Discharge of Board and Senior Management	Mgmt	For	Do Not Vote
6.1	Approve Fixed Remuneration of Directors in the Amount of CHF 4.6 Million	Mgmt	For	Do Not Vote

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 9.5 Million	Mgmt	For	Do Not Vote
<i>Blended Rationale: [LN-M0550-003] Poor use of remuneration committee discretion regarding increases.[SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>				
6.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 8.8 Million	Mgmt	For	Do Not Vote
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>				
7.1.a	Reelect Emmanuel Bussetil as Director	Mgmt	For	Do Not Vote
7.1.b	Reelect Alexander Classen as Director	Mgmt	For	Do Not Vote
7.1.c	Reelect Boris Collardi as Director	Mgmt	For	Do Not Vote
7.1.d	Reelect Roberto Isolani as Director	Mgmt	For	Do Not Vote
7.1.e	Reelect John Latsis as Director	Mgmt	For	Do Not Vote
7.1.f	Reelect Maria Leistner as Director	Mgmt	For	Do Not Vote
7.1.g	Reelect Philip Lofts as Director	Mgmt	For	Do Not Vote
7.1.h	Reelect Carlo Lombardini as Director	Mgmt	For	Do Not Vote
7.1.i	Reelect Pericles Petalas as Director	Mgmt	For	Do Not Vote
7.1.j	Reelect Stuart Robertson as Director	Mgmt	For	Do Not Vote
7.1.k	Reelect Yok Tak Amy Yip as Director	Mgmt	For	Do Not Vote
7.1.l	Elect Prasanna Gopalakrishnan as Director	Mgmt	For	Do Not Vote
7.2	Reelect Alexander Classen as Board Chair	Mgmt	For	Do Not Vote
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>				
8.1	Reappoint Emmanuel Bussetil as Member of the Compensation and Nomination Committee	Mgmt	For	Do Not Vote
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.[SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-002] Remuneration committee discretion has been used poorly. [SD-M0201-005] Nominee is not independent and serves on a key committee.</i>				
8.2	Reappoint Alexander Classen as Member of the Compensation and Nomination Committee	Mgmt	For	Do Not Vote
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.[SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-002] Remuneration committee discretion has been used poorly.</i>				

EFG International AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8.3	Reappoint Boris Collardi as Member of the Compensation and Nomination Committee	Mgmt	For	Do Not Vote
<p><i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.[SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-002] Remuneration committee discretion has been used poorly. [SD-M0201-005] Nominee is not independent and serves on a key committee.</i></p>				
8.4	Reappoint Roberto Isolani as Member of the Compensation and Nomination Committee	Mgmt	For	Do Not Vote
<p><i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.[SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-002] Remuneration committee discretion has been used poorly. [SD-M0201-005] Nominee is not independent and serves on a key committee.</i></p>				
8.5	Appoint Philip Lofts as Member of the Compensation and Nomination Committee	Mgmt	For	Do Not Vote
9	Designate ADROIT Anwaelte as Independent Proxy	Mgmt	For	Do Not Vote
10	Ratify PricewaterhouseCoopers SA as Auditors	Mgmt	For	Do Not Vote
11	Transact Other Business (Voting)	Mgmt	For	Do Not Vote
<p><i>Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.</i></p>				

Elan Corp.

Meeting Date: 03/22/2024

Country: Japan

Ticker: 6099

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3167680002

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 13	Mgmt	For	For
2.1	Elect Director Sakurai, Hideharu	Mgmt	For	Against
<p><i>Blended Rationale: [RJ-M0201-029] AGAINST directors responsible as the board is less than 1/3 independent at board with audit committee structure.</i></p>				
2.2	Elect Director Minezaki, Tomohiro	Mgmt	For	Against
<p><i>Blended Rationale: [RJ-M0201-029] AGAINST directors responsible as the board is less than 1/3 independent at board with audit committee structure.</i></p>				
2.3	Elect Director Akiyama, Daiki	Mgmt	For	For
2.4	Elect Director Ishizuka, Akira	Mgmt	For	For
2.5	Elect Director Emori, Naomi	Mgmt	For	For
3.1	Elect Director and Audit Committee Member Eyama, Hiroshi	Mgmt	For	For

Elan Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3.2	Elect Director and Audit Committee Member Takagi, Nobuyuki	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-028] AGAINST affiliated outsiders at board with audit committee structure.</i>				
3.3	Elect Director and Audit Committee Member Aikawa, Naohide	Mgmt	For	For

Elco Ltd.

Meeting Date: 01/07/2024

Country: Israel

Ticker: ELCO

Record Date: 12/10/2023

Meeting Type: Annual

Primary ISIN: IL0006940345

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Discuss Financial Statements and the Report of the Board	Mgmt		
2	Reappoint Ernst & Young - Kost Forer Gabbay & Kasierer as Auditors and Report Fees Paid to Auditors	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
3	Reelect Mordechai Friedman as Director	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-010] As chairman of the board, responsible for lack of diversity.</i>				
4	Reelect Daniel Salkind as Director	Mgmt	For	For
5	Reelect Michael Salkind as Director	Mgmt	For	For
6	Reelect Ariel Ben Dayan as Director	Mgmt	For	For
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Mgmt	None	Against
	Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney	Mgmt		
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against

Elco Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	Mgmt	None	For

Electra Consumer Products Ltd.

Meeting Date: 01/02/2024

Country: Israel

Ticker: ECP

Record Date: 12/05/2023

Meeting Type: Annual

Primary ISIN: IL0050101299

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Discuss Financial Statements and the Report of the Board	Mgmt		
2	Reappoint Kost Forer Gabbay & Kasierer as Auditors and Report Fees Paid to Auditors	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
3.1	Reelect Daniel Haim Salkind as Director	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-010] As chairman of the board, responsible for lack of diversity.</i>				
3.2	Reelect Michael Joseph Salkind as Director	Mgmt	For	For
3.3	Reelect Abraham Avishai Israeli as Director	Mgmt	For	For
3.4	Reelect Orly Hila Ben Yoseph as Director	Mgmt	For	For
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Mgmt	None	Against
	Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney	Mgmt		
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against

Electra Consumer Products Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	Mgmt	None	For

Electrolux AB

Meeting Date: 03/27/2024

Country: Sweden

Ticker: ELUX.B

Record Date: 03/19/2024

Meeting Type: Annual

Primary ISIN: SE0016589188

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For	For
2	Prepare and Approve List of Shareholders	Mgmt		
3	Approve Agenda of Meeting	Mgmt	For	For
4	Designate Inspector(s) of Minutes of Meeting	Mgmt		
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt		
7	Receive President's Report	Mgmt		
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For
9.a	Approve Discharge of Staffan Bohman	Mgmt	For	For
9.b	Approve Discharge of Petra Hedengran	Mgmt	For	For
9.c	Approve Discharge of Henrik Henriksson	Mgmt	For	For
9.d	Approve Discharge of Ulla Litzen	Mgmt	For	For
9.e	Approve Discharge of Karin Overbeck	Mgmt	For	For
9.f	Approve Discharge of Fredrik Persson	Mgmt	For	For
9.g	Approve Discharge of David Porter	Mgmt	For	For
9.h	Approve Discharge of Jonas Samuelson	Mgmt	For	For
9.i	Approve Discharge of Viveca Brinkenfeldt-Lever	Mgmt	For	For
9.j	Approve Discharge of Peter Ferm	Mgmt	For	For
9.k	Approve Discharge of Wilson Quispe	Mgmt	For	For

Electrolux AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
9.l	Approve Discharge of Ulrik Danestad	Mgmt	For	For
9.m	Approve Discharge of Jonas Samuelson as CEO	Mgmt	For	For
10	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For
11	Determine Number of Members (9) and Deputy Members (0) of Board	Mgmt	For	For
12.a	Approve Remuneration of Directors in the Amount of SEK 2.6 Million for Chairman and SEK 745,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
12.b	Approve Remuneration of Auditors	Mgmt	For	For
13.a	Reelect Petra Hedengran as Director	Mgmt	For	Against
<i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee.</i>				
13.b	Reelect Ulla Litzen as Director	Mgmt	For	For
13.c	Reelect Karin Overbeck as Director	Mgmt	For	For
13.d	Reelect David Porter as Director	Mgmt	For	For
13.e	Reelect Jonas Samuelson as Director	Mgmt	For	For
13.f	Elect Torbjorn Loof as New Director	Mgmt	For	For
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>				
13.g	Elect Geert Follens as New Director	Mgmt	For	For
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>				
13.h	Elect Daniel Nodhall as New Director	Mgmt	For	For
13.i	Elect Michael Rauterkus as New Director	Mgmt	For	For
13.j	Elect Torbjorn Loof as Board Chair	Mgmt	For	For
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>				
14	Ratify PricewaterhouseCoopers AB as Auditors	Mgmt	For	For
15	Approve Nominating Committee Instructions	Mgmt	For	For
16	Approve Remuneration Report	Mgmt	For	For
17	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For
18.a	Authorize Reissuance of Repurchased Shares	Mgmt	For	For
18.b	Approve Transfer of 555,000 B-Shares	Mgmt	For	For

Electrolux AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
19.a	Approve Performance Share Plan for Key Employees	Mgmt	For	For
19.b	Approve Equity Plan Financing	Mgmt	For	For
20	Close Meeting	Mgmt		

Elior Group SA

Meeting Date: 02/28/2024

Country: France

Ticker: ELIOR

Record Date: 02/26/2024

Meeting Type: Annual/Special

Primary ISIN: FR0011950732

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Treatment of Losses	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	Against
<i>Blended Rationale: [SF-M0400-003] We believe this proposal is not in the best interest of shareholders.</i>				
5	Approve Compensation Report of Corporate Officers	Mgmt	For	For
6	Approve Compensation of Bernard Gault, Chairman of the Board and CEO until April 18, 2023	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>				
7	Approve Compensation of Daniel Derichebourg, Chairman of the Board and CEO since April 18, 2023	Mgmt	For	For
8	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For
9	Approve Remuneration Policy of Directors	Mgmt	For	For
10	Appoint Ernst & Young Audit as Auditor	Mgmt	For	For
11	Acknowledge End of Mandate of Jean-Christophe Georghiou as Alternate Auditor and Decision Not to Replace and Renew	Mgmt	For	For
12	Elect Denis Hennequin as Director	Mgmt	For	For

Elior Group SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
13	Reelect EMESA Private Equity as Director	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>			
14	Reelect Derichebourg Environnement SAS as Director	Mgmt	For	For
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	Against
	<i>Blended Rationale: [RU-M3600-001] Authority has antitakeover potential.</i>			
	Extraordinary Business	Mgmt		
16	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 1,264,000	Mgmt	For	For
17	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights with Binding Priority Rights, up to Aggregate Nominal Amount of EUR 505,000	Mgmt	For	For
18	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 252,000	Mgmt	For	For
19	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	For
20	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For
21	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Mgmt	For	For
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
23	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
	Ordinary Business	Mgmt		
24	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

Elitegroup Computer Systems Co., Ltd.

Meeting Date: 01/11/2024

Country: Taiwan

Ticker: 2331

Record Date: 12/12/2023

Meeting Type: Special

Primary ISIN: TW0002331006

Elitegroup Computer Systems Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	ELECT NON-INDEPENDENT DIRECTORS AND INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt		
1.1	Elect I Wen Chung, a REPRESENTATIVE of Tatung Co., with SHAREHOLDER NO.00179917, as Non-Independent Director	Mgmt	For	For
1.2	Elect Ming Cheng Wang, a REPRESENTATIVE of Tatung Co., with SHAREHOLDER NO.00179917, as Non-Independent Director	Mgmt	For	For
1.3	Elect Kuan Ling Lai, a REPRESENTATIVE of Tatung Co., with SHAREHOLDER NO.00179917, as Non-Independent Director	Mgmt	For	For
1.4	Elect Wen Hsiung Chan, with ID NO.S121154XXX, as Independent Director	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on a number of public company boards which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>				
1.5	Elect Ming Hsing Chen, with ID NO.T102055XXX, as Independent Director	Mgmt	For	For
1.6	Elect Yu Chou Chiao, with ID NO.P121355XXX, as Independent Director	Mgmt	For	For
1.7	Elect Chin Te Li, with ID NO.F121754XXX, as Independent Director	Mgmt	For	For
2	Approve Release of Restrictions of Competitive Activities of Directors	Mgmt	For	For

Ellaktor SA

Meeting Date: 01/11/2024

Country: Greece

Ticker: ELLAKTOR

Record Date: 01/05/2024

Meeting Type: Extraordinary Shareholders

Primary ISIN: GRS191213008

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Extraordinary Business	Mgmt		
1	Elect Ioanna Dretta as Director	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-005] Non-independent director on inadequately independent board.</i>				
2	Indicate Independent Directors	Mgmt	For	For

Ellaktor SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Elect Members; Approve Type, Term and Composition of the Audit Committee	Mgmt	For	For
4	Approve Sale of Shares in ANEMOS RES HOLDINGS SA to MOTOR OIL RENEWABLE ENERGY SINGLE MEMBER SA	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0105-003] The information provided is insufficient to make an informed voting decision.</i>				
5	Various Announcements	Mgmt		

EM Systems Co., Ltd.

Meeting Date: 03/28/2024

Country: Japan

Ticker: 4820

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3130200003

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 7	Mgmt	For	For
2.1	Elect Director Kunimitsu, Kozo	Mgmt	For	For
2.2	Elect Director Oishi, Kenji	Mgmt	For	For
2.3	Elect Director Kunimitsu, Hiromasa	Mgmt	For	For
2.4	Elect Director Aota, Gen	Mgmt	For	For
2.5	Elect Director Seki, Megumi	Mgmt	For	For
2.6	Elect Director Miyata, Takeshi	Mgmt	For	For
2.7	Elect Director Akabane, Hidenori	Mgmt	For	For
3.1	Elect Director and Audit Committee Member Matsubara, Yasuhiro	Mgmt	For	For
3.2	Elect Director and Audit Committee Member Okamoto, Shinobu	Mgmt	For	For
3.3	Elect Director and Audit Committee Member Kamei, Miwako	Mgmt	For	For

Emirates NBD Bank (P.J.S.C)

Meeting Date: 02/21/2024

Country: United Arab Emirates

Ticker: EMIRATESNBD

Record Date: 02/20/2024

Meeting Type: Annual

Primary ISIN: AEE000801010

Emirates NBD Bank (P.J.S.C)

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Board Report on Company Operations and Financial Statements for Fiscal Year Ended 31/12/2023	Mgmt	For	For
2	Approve Auditors' Report on Company Financial Statements for Fiscal Year Ended 31/12/2023	Mgmt	For	For
3	Approve Internal Shariah Supervisory Committee Report for Fiscal Year Ended 31/12/2023	Mgmt	For	For
4	Accept Financial Statements and Statutory Reports for Fiscal Year Ended 31/12/2023	Mgmt	For	For
5	Approve Dividends of AED 1.20 per Share for Fiscal Year Ended 31/12/2023	Mgmt	For	For
6	Approve Remuneration of Directors for Fiscal Year Ended 31/12/2023	Mgmt	For	For
7	Approve Discharge of Directors for Fiscal Year Ended 31/12/2023	Mgmt	For	For
8	Approve Discharge of Auditors for Fiscal Year Ended 31/12/2023	Mgmt	For	For
9	Approve Appointment of Auditor and Fix His Remuneration for Fiscal 2024	Mgmt	For	For
	Extraordinary Business	Mgmt		
10	Approve Board Proposal Re: Non-convertible Securities to be Issued by the Bank	Mgmt	For	For
11	Authorize Board and Any Authorized Person by the Board to Ratify and Execute Approved Resolutions	Mgmt	For	For

Enagas SA

Meeting Date: 03/20/2024

Country: Spain

Ticker: ENG

Record Date: 03/15/2024

Meeting Type: Annual

Primary ISIN: ES0130960018

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For
2	Approve Non-Financial Information Statement	Mgmt	For	For
3	Approve Allocation of Income and Dividends	Mgmt	For	For

Enagas SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4	Approve Discharge of Board	Mgmt	For	For
5	Renew Appointment of Ernst & Young as Auditor	Mgmt	For	For
6.1	Reelect Sociedad Estatal de Participaciones Industriales (SEPI) as Director	Mgmt	For	For
6.2	Reelect Jose Blanco Lopez as Director	Mgmt	For	For
6.3	Reelect Jose Montilla Aguilera as Director	Mgmt	For	For
6.4	Reelect Cristobal Gallego Castillo as Director	Mgmt	For	For
6.5	Fix Number of Directors at 15	Mgmt	For	For
7	Approve Remuneration Policy	Mgmt	For	For
8	Advisory Vote on Remuneration Report	Mgmt	For	For
9	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For

ENEA SA

Meeting Date: 01/30/2024

Country: Poland

Ticker: ENA

Record Date: 01/14/2024

Meeting Type: Special

Primary ISIN: PLENEA000013

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Elect Meeting Chairman	Mgmt	For	For
3	Acknowledge Proper Convening of Meeting	Mgmt		
4	Approve Agenda of Meeting	Mgmt	For	For
5	Amend Statute Re: Board Related	Mgmt	For	For
6	Amend Statute Re: Board Related	Mgmt	For	For
7	Approve Claims for Damages Caused by Actions of Management Board	Mgmt	For	For
8.1	Recall Supervisory Board Member	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
8.2	Elect Supervisory Board Member	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				

ENE SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8.3	Elect Chairman of Supervisory Board	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
9	Approve Decision on Covering Costs of Convocation of EGM	Mgmt	For	For
10	Receive Information on Qualification Results Procedure for the Position of Management Board Member	Mgmt		
11	Close Meeting	Mgmt		

Enghouse Systems Limited

Meeting Date: 03/13/2024

Country: Canada

Ticker: ENGH

Record Date: 02/01/2024

Meeting Type: Annual

Primary ISIN: CA2929491041

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1A	Elect Director Stephen Sadler	Mgmt	For	For
1B	Elect Director Eric Demirian	Mgmt	For	For
1C	Elect Director Pierre Lassonde	Mgmt	For	For
1D	Elect Director Vivian Leung	Mgmt	For	For
1E	Elect Director Jane Mowat	Mgmt	For	For
1F	Elect Director Melissa Sonberg	Mgmt	For	For
1G	Elect Director Paul Stoyan	Mgmt	For	For
2	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For

Essity AB

Meeting Date: 03/21/2024

Country: Sweden

Ticker: ESSITY.B

Record Date: 03/13/2024

Meeting Type: Annual

Primary ISIN: SE0009922164

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Prepare and Approve List of Shareholders	Mgmt	For	For
3	Designate Inspector(s) of Minutes of Meeting	Mgmt		
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For
5	Approve Agenda of Meeting	Mgmt	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt		
7	Receive President, Chairmen and Auditor Review	Mgmt		
8.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For
8.b	Approve Allocation of Income and Dividends of SEK 7.75 Per Share	Mgmt	For	For
8.c1	Approve Discharge of Ewa Bjorling	Mgmt	For	For
8.c2	Approve Discharge of Par Boman	Mgmt	For	For
8.c3	Approve Discharge of Maria Carell	Mgmt	For	For
8.c4	Approve Discharge of Annemarie Gardshol	Mgmt	For	For
8.c5	Approve Discharge of Magnus Groth	Mgmt	For	For
8.c6	Approve Discharge of Bjorn Gulden	Mgmt	For	For
8.c7	Approve Discharge of Jan Gurander	Mgmt	For	For
8.c8	Approve Discharge of Torbjorn Loof	Mgmt	For	For
8.c9	Approve Discharge of Barbara Milian Thoralfsson	Mgmt	For	For
8.c10	Approve Discharge of Bert Nordberg	Mgmt	For	For
8.c11	Approve Discharge of Lars Rebien Sorensen	Mgmt	For	For
8.c12	Approve Discharge of Louise Svanberg	Mgmt	For	For
8.c13	Approve Discharge of Susanna Lind	Mgmt	For	For
8.c14	Approve Discharge of Orjan Svensson	Mgmt	For	For
8.c15	Approve Discharge of Niclas Thulin	Mgmt	For	For
8.c16	Approve Discharge of Magnus Groth	Mgmt	For	For
9	Determine Number of Members (9) and Deputy Members (0) of Board	Mgmt	For	For
10	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For
11.a	Approve Remuneration of Directors in the Amount of SEK 2.73 Million for Chairman and SEK 910,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
11.b	Approve Remuneration of Auditors	Mgmt	For	For

Essity AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
12.a	Reelect Ewa Bjorling as Director	Mgmt	For	For
12.b	Reelect Maria Carell as Director	Mgmt	For	For
12.c	Reelect Annemarie Gardshol as Director	Mgmt	For	For
12.d	Reelect Magnus Groth as Director	Mgmt	For	For
12.e	Reelect Jan Gurander as Director	Mgmt	For	For
12.f	Reelect Torbjorn Loof as Director	Mgmt	For	For
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i></p>				
12.g	Reelect Bert Nordberg as Director	Mgmt	For	For
12.h	Reelect Barbara Milián Thoralfsson as Director	Mgmt	For	For
12.i	Elect Karl Aberg as New Director	Mgmt	For	For
13	Elect Jan Gurander as Board Chair	Mgmt	For	For
14	Ratify Ernst & Young as Auditor	Mgmt	For	For
15	Approve Remuneration Report	Mgmt	For	For
16	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For
17	Approve Cash-Based Incentive Program (Program 2024-2026) for Key Employees	Mgmt	For	For
18.a	Authorize Share Repurchase Program	Mgmt	For	For
18.b	Authorize Reissuance of Repurchased Shares	Mgmt	For	For

euglena Co., Ltd.

Meeting Date: 03/19/2024

Country: Japan

Ticker: 2931

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3944370000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Izumo, Mitsuru	Mgmt	For	For
<p><i>Blended Rationale: .</i></p>				
1.2	Elect Director Wakahara, Tomohiro	Mgmt	For	For
1.3	Elect Director Uemura, Hiroko	Mgmt	For	For
1.4	Elect Director Okajima, Etsuko	Mgmt	For	For
1.5	Elect Director Kotosaka, Masahiro	Mgmt	For	For

euglena Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2.1	Elect Director and Audit Committee Member Shimizu, Makoto	Mgmt	For	For
<i>Blended Rationale: .</i>				
2.2	Elect Director and Audit Committee Member Mochizuki, Aiko	Mgmt	For	For
2.3	Elect Director and Audit Committee Member Murakami, Mirai	Mgmt	For	For
3	Approve Accounting Transfers	Mgmt	For	For
4	Approve Restricted Stock Plan	Mgmt	For	For
5	Approve Performance Share Plan	Mgmt	For	For

Euronav NV

Meeting Date: 02/07/2024

Country: Belgium

Ticker: EURN

Record Date: 01/24/2024

Meeting Type: Special

Primary ISIN: BE0003816338

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Special Meeting Agenda	Mgmt		
1	Approve Acquisition of CMB.Tech NV	Mgmt	For	For
2.1	Acknowledge Resignation of Grace Reksten Skaugen, Ole Henrik Bjorge, Cato H. Stonex, John Fredriksen and Patrick De Brabandere as Members of the Supervisory Board	Mgmt	For	For
2.2	Approve Co-optation of Patrick Molis as Independent Member of the Supervisory Board	Mgmt	For	For
2.3	Approve Co-optation of Catharina Scheers as Independent Member of the Supervisory Board	Mgmt	For	For
2.4	Approve Co-optation of Bjarte Boe as Member of the Supervisory Board	Mgmt	For	For
2.5	Approve Co-optation of Debemar BV, Permanently Represented by Patrick De Brabandere, as Member of the Supervisory Board	Mgmt	For	Against
<i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee.</i>				
3.1	Approve Discharge of Grace Reksten Skaugen as Member of the Supervisory Board	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-032] Greater climate-related disclosure, including disclosure aligned with all four pillars of TCFD, would enable investors to better assess climate-related risks and opportunities.</i>				

Euronav NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3.2	Approve Discharge of Ole Henrik Bjorge as Member of the Supervisory Board	Mgmt	For	For
3.3	Approve Discharge of Cato H. Stonex as Member of the Supervisory Board	Mgmt	For	For
3.4	Approve Discharge of John F. Fredriksen as Member of the Supervisory Board	Mgmt	For	For
3.5	Approve Discharge of Patrick De Brabandere as Member of the Supervisory Board	Mgmt	For	For
4	Approve Change-of-Control Clause Re: Credit Agreements	Mgmt	For	For
5	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Mgmt	For	For
6	Transact Other Business	Mgmt		

EVN AG

Meeting Date: 02/01/2024

Country: Austria

Ticker: EVN

Record Date: 01/22/2024

Meeting Type: Annual

Primary ISIN: AT0000741053

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022/23 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 0.52 per Share and Special Dividends of EUR 0.62 per Share	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022/23	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022/23	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.[SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[SF-M0201-032] The Company does not meet our expectations of having adequate climate risk disclosures against all 4 pillars of TCFD.</i></p>				
5	Ratify BDO Assurance GmbH as Auditors for Fiscal Year 2023/24	Mgmt	For	For
6	Approve Remuneration Report	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>				
7	Approve Remuneration Policy	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8	Approve Virtual-Only or Hybrid Shareholder Meetings Until 2028; Amend Articles Re: Location of Registered Office; Company Announcements	Mgmt	For	For
9.1	New/Amended Proposals from Management and Supervisory Board	Mgmt	None	Abstain
<i>Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.</i>				
9.2	New/Amended Proposals from Shareholders	Mgmt	None	Abstain
<i>Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.</i>				

Ezaki Glico Co., Ltd.

Meeting Date: 03/26/2024

Country: Japan

Ticker: 2206

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3161200005

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Amend Articles to Amend Business Lines	Mgmt	For	For
2.1	Elect Director Ezaki, Katsuhisa	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-022] AGAINST directors responsible as the board lacks two independent directors. [RJ-M0201-027] AGAINST directors responsible as the board is less than 1/3 independent at company listed on Prime section.</i>				
2.2	Elect Director Ezaki, Etsuro	Mgmt	For	For
<i>Blended Rationale: .</i>				
2.3	Elect Director Kuriki, Takashi	Mgmt	For	For
2.4	Elect Director Honzawa, Yutaka	Mgmt	For	For
2.5	Elect Director Masuda, Tetsuo	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-026] AGAINST affiliated outsiders as the board lacks independence at company listed on Prime section.</i>				
2.6	Elect Director Kato, Takatoshi	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-026] AGAINST affiliated outsiders as the board lacks independence at company listed on Prime section.</i>				
2.7	Elect Director Oishi, Kanoko	Mgmt	For	For

Ezaki Glico Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2.8	Elect Director Hara, Joji	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-026] AGAINST affiliated outsiders as the board lacks independence at company listed on Prime section.</i>				
3	Appoint Statutory Auditor Naito, Fumio	Mgmt	For	For
4	Amend Articles to Disclose Measures Taken to Realize Management with Cost of Capital and Share Price Considered	SH	Against	Against
<i>Blended Rationale: [TK-S0811-002] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>				
5	Initiate Share Repurchase Program	SH	Against	Against
<i>Blended Rationale: [TK-S0811-002] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>				
6	Amend Articles to Strengthen Shareholder Authority to Vote on Income Allocation and Share Buybacks	SH	Against	For
<i>Blended Rationale: [TK-S0811-001] FOR shareholder proposal as the proposal will serve shareholder's interest.</i>				
7	Approve Restricted Stock Plan	SH	Against	Against
<i>Blended Rationale: [TK-S0811-002] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>				

FILA - Fabbrica Italiana Lapis ed Affini SpA

Meeting Date: 01/22/2024

Country: Italy

Ticker: FILA

Record Date: 01/11/2024

Meeting Type: Special

Primary ISIN: IT0004967292

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Authorize Extraordinary Dividend	Mgmt	For	For
2	Approve Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For

Financial Partners Group Co., Ltd.

Meeting Date: 03/01/2024

Country: Japan

Ticker: 7148

Record Date: 01/19/2024

Meeting Type: Special

Primary ISIN: JP3166990006

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Amend Articles to Amend Business Lines	Mgmt	For	For

Meeting Date: 03/18/2024

Country: Finland

Ticker: FIA1S

Record Date: 03/06/2024

Meeting Type: Annual

Primary ISIN: FI0009003230

Proposal Number	Proposal Text	Proponent	Mgmt 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
8	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For
9	Approve Discharge of Board and President	Mgmt	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
11	Approve Remuneration of Directors in the Amount of EUR 72,000 for Chairman, EUR 39,000 for Vice Chairman and EUR 35,000 for Other Directors; Approve Meeting Fees; Approve Remuneration for Committee Work	Mgmt	For	For
12	Fix Number of Directors at Eight (8)	Mgmt	For	For
13	Reelect Tiina Alahuhta-Kasko, Montie Brewer, Jukka Erlund, Hannele Jakosuo-Jansson, Henrik Kjellberg, Simon Large and Sanna Suvanto-Harsaae (Chair) as Directors; Elect Jussi Siitonen as New Director	Mgmt	For	Abstain
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i></p>				
14	Approve Remuneration of Auditors	Mgmt	For	For
15	Ratify KPMG Oy as Auditors	Mgmt	For	For
16	Approve Authorized Sustainability Remuneration of Auditors	Mgmt	For	For
17	Ratify KPMG Oy as Authorized Sustainability Auditor	Mgmt	For	For
18	Authorize Share Repurchase Program	Mgmt	For	For

Finnair Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
19	Approve Issuance of up to 120 Million Shares without Preemptive Rights	Mgmt	For	For
20	Approve Charitable Donations of up to EUR 250,000	Mgmt	For	For
21	Approve 1:100 Reverse Stock Split	Mgmt	For	For
22	Close Meeting	Mgmt		

First Abu Dhabi Bank PJSC

Meeting Date: 03/05/2024

Country: United Arab Emirates

Ticker: FAB

Record Date: 03/04/2024

Meeting Type: Annual

Primary ISIN: AEN000101016

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Ordinary Business Approve Board Report on Company Operations and Its Financial Statement for FY 2023	Mgmt	For	For
<i>Blended Rationale: .</i>				
2	Approve Auditors' Report on Company Financial Statements for FY 2023	Mgmt	For	For
3	Approve Internal Shariah Supervisory Committee Annual Report	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
4	Ratify Payable Zakat in Relation to the Bank's Islamic Activities for FY 2023	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
5	Accept Financial Statements and Statutory Reports for FY 2023	Mgmt	For	For
6	Approve Allocation of Income and Dividends of AED 0.71 Per Share for FY 2023	Mgmt	For	For
7	Approve Remuneration of Directors	Mgmt	For	For
8	Approve Discharge of Directors for FY 2023	Mgmt	For	For
9	Approve Discharge of Auditors for FY 2023	Mgmt	For	For
10	Ratify Auditors and Fix Their Remuneration for FY 2024	Mgmt	For	For

Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.

First Abu Dhabi Bank PJSC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
11	Approve Appointment of Internal Shariah Supervisory Committee Members	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
	Extraordinary Business	Mgmt		
12.a	Authorize Issuance of Bonds, Sukuk or Other Securities Up to USD 10 Billion Under an Existing or a New programmes, Authorize the Board to Determine Terms of the Issuance and to Execute All the Necessary Procedures Related to the Issuance	Mgmt	For	For
12.b	Authorize Issuance of an Additional Tier 1 Bonds or Islamic Sukuk for Regulatory Capital Purposes Up to USD 3 Billion and Authorize the Board to Determine Terms of the Issuance and to Execute All the Necessary Procedures Related to the Issuance	Mgmt	For	For
12.c	Authorize Issuance of Tier 2 Bonds or Islamic Sukuk for Regulatory Capital Purposes Up to USD 3 Billion and Authorize the Board to Determine the Terms of the Issuance and to Execute All the Necessary Actions and Procedures Related to the Issuance	Mgmt	For	For

FleetPartners Group Limited

Meeting Date: 01/25/2024

Country: Australia

Ticker: FPR

Record Date: 01/23/2024

Meeting Type: Annual

Primary ISIN: AU0000272924

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Elect Mark Blackburn as Director	Mgmt	For	For
2	Elect Rob McDonald as Director	Mgmt	For	For
3	Approve Remuneration Report	Mgmt	None	For
4a	Approve Grant of Rights to Damien Berrell in Respect of the FY23 STI Award	Mgmt	For	For
4b	Approve Grant of Rights to Damien Berrell in Respect of the FY24 LTI Award	Mgmt	For	For
5	Approve to Exceed 10/12 Buy-Back Limit	Mgmt	For	For
6	Approve Renewal of Proportional Takeover Provisions	Mgmt	For	For

Fomento Economico Mexicano SAB de CV

Meeting Date: 03/22/2024

Country: Mexico

Ticker: FEMSAUBD

Record Date: 03/08/2024

Meeting Type: Annual

Primary ISIN: MXP320321310

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	Mgmt	For	Abstain
	<i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i>			
2	Approve Allocation of Income and Cash Dividends	Mgmt	For	For
3	Set Maximum Amount of Share Repurchase Reserve; Receive Report on Share Repurchase	Mgmt	For	For
	Election of Series B Directors	Mgmt		
4.a	Elect Jose Antonio Fernandez Carbajal as Director	Mgmt	For	For
4.b	Elect Barbara Garza Laguera Gonda as Director	Mgmt	For	For
4.c	Elect Mariana Garza Laguera Gonda as Director	Mgmt	For	For
4.d	Elect Francisco Jose Calderon Rojas as Director	Mgmt	For	For
4.e	Elect Alfonso Garza Garza as Director	Mgmt	For	For
4.f	Elect Bertha Paula Michel Gonzalez as Director	Mgmt	For	For
4.g	Elect Alejandro Bailleres Gual as Director	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>			
4.h	Elect Paulina Garza Laguera Gonda as Director	Mgmt	For	For
4.i	Elect Olga Gonzalez Aponte as Director	Mgmt	For	For
4.j	Elect Michael Larson as Director	Mgmt	For	For
	Election of Series D Directors	Mgmt		
4.k	Elect Ricardo E. Saldivar Escajadillo as Director	Mgmt	For	For
4.l	Elect Victor Alberto Tiburcio Celorio as Director	Mgmt	For	For
4.m	Elect Daniel Alegre as Director	Mgmt	For	For
4.n	Elect Gibu Thomas as Director	Mgmt	For	For
4.o	Elect Elane Stock as Director	Mgmt	For	For
	Election of Series D Alternate Directors	Mgmt		

Fomento Economico Mexicano SAB de CV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.p	Elect Michael Kahn as Alternate Director	Mgmt	For	For
4.q	Elect Francisco Zambrano Rodriguez as Alternate Director	Mgmt	For	For
4.r	Elect Alfonso Gonzalez Migoya as Alternate Director	Mgmt	For	For
4.s	Elect Jaime A. El Koury as Alternate Director	Mgmt	For	For
5	Elect Board Chairman and Secretaries; Approve Remuneration of Directors; Verify Director's Independence Classification	Mgmt	For	For
6	Elect Members and Chairmen of Operation and Strategy, Audit, and Corporate Practices and Nominations Committees; Approve Their Remuneration	Mgmt	For	For
7	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For
8	Approve Minutes of Meeting	Mgmt	For	For

Fortress Real Estate Investments Ltd.

Meeting Date: 01/19/2024

Country: South Africa

Ticker: FFB

Record Date: 01/12/2024

Meeting Type: Special

Primary ISIN: ZAE000248506

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Combined General Meeting	Mgmt		
	Special Resolutions	Mgmt		
1	Authorise Repurchase of FFB Shares Pursuant to the Scheme	Mgmt	For	For
2	Approve Conversion of Issued FFA Shares to FFB Shares	Mgmt	For	For
3	Amend Memorandum of Incorporation	Mgmt	For	For
4	Approve Reversal of Amendment to the MOI	Mgmt	For	For
	Ordinary Resolution	Mgmt		
1	Authorise Ratification of Approved Resolutions	Mgmt	For	For

Fortress Real Estate Investments Ltd.

Meeting Date: 01/19/2024

Country: South Africa

Ticker: FFB

Record Date: 01/12/2024

Meeting Type: Special

Primary ISIN: ZAE000248506

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	FFA Shareholders' General Meeting	Mgmt		
1	Approve Conversion of FFA Shares to FFB Shares	Mgmt	For	For
2	Amend Memorandum of Incorporation	Mgmt	For	For
3	Approve Reversal of Amendment to the MOI	Mgmt	For	For

Fortress Real Estate Investments Ltd.

Meeting Date: 01/19/2024

Country: South Africa

Ticker: FFB

Record Date: 01/12/2024

Meeting Type: Special

Primary ISIN: ZAE000248506

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	FFB Shareholders' General Meeting	Mgmt		
1	Approve Scheme of Arrangement in Terms of Section 114(1)(c) of the Companies Act	Mgmt	For	For
2	Approve Revocation of Special Resolution Number 1 if the Scheme is Not Implemented	Mgmt	For	For

Fortum Oyj

Meeting Date: 03/25/2024

Country: Finland

Ticker: FORTUM

Record Date: 03/13/2024

Meeting Type: Annual

Primary ISIN: FI0009007132

Proposal Number	Proposal Text	Proponent	Mgmt 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		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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
8	Approve Allocation of Income and Dividends of EUR 1.15 Per Share	Mgmt	For	For
9	Approve Discharge of Board and President	Mgmt	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>				
12	Approve Remuneration of Directors in the Amount of EUR 128,200 for Chair, EUR 79,400 for Deputy Chair and EUR 56,800 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For
13	Fix Number of Directors at Nine	Mgmt	For	For
14	Reelect Ralf Christian, Luisa Delgado, Jonas Gustavsson, Essimari Kairisto (Vice-Chair), Marita Niemela, Teppo Paavola, Mikael Silvennoinen (Chair), Johan Soderstram and Vesa-Pekka Takala as Directors	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>				
15	Approve Remuneration of Auditors	Mgmt	For	For
16	Ratify Deloitte as Auditors	Mgmt	For	For
17	Approve Remuneration of Authorized Sustainability Auditors	Mgmt	For	For
18	Ratify Deloitte as Authorized Sustainability Auditors	Mgmt	For	For
19	Amend Articles Re: Auditor	Mgmt	For	For
20	Authorize Share Repurchase Program	Mgmt	For	For
21	Authorize Reissuance of Repurchased Shares	Mgmt	For	For
22	Approve Charitable Donations	Mgmt	For	For
23	Approve the Revised Charter of the Shareholders Nomination Board	Mgmt	For	For
24	Close Meeting	Mgmt		

FP Partner, Inc.

Meeting Date: 02/28/2024

Country: Japan

Ticker: 7388

Record Date: 11/30/2023

Meeting Type: Annual

Primary ISIN: JP3167010002

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Kuroki, Tsutomu	Mgmt	For	For
1.2	Elect Director Tanaka, Katsuyuki	Mgmt	For	For
1.3	Elect Director Adachi, Kenji	Mgmt	For	For
1.4	Elect Director Saito, Takumi	Mgmt	For	For
1.5	Elect Director Kuwabara, Takashi	Mgmt	For	For
1.6	Elect Director Fujii, Yoshihiro	Mgmt	For	For
1.7	Elect Director Ogata, Nobuyasu	Mgmt	For	For
1.8	Elect Director Isaka, Yoshihiro	Mgmt	For	For
1.9	Elect Director Nakagawa, Makiko	Mgmt	For	For
1.10	Elect Director Suzuki, Masaki	Mgmt	For	For
2	Approve Restricted Stock Plan	Mgmt	For	For

Fraser & Neave Holdings Bhd.

Meeting Date: 01/17/2024

Country: Malaysia

Ticker: 3689

Record Date: 01/08/2024

Meeting Type: Annual

Primary ISIN: MYL368900006

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Final and Special Dividend	Mgmt	For	For
2	Elect Tan Fong Sang as Director	Mgmt	For	For
3	Elect Aida Binti Md Daud as Director	Mgmt	For	For
4	Elect Faridah Binti Abdul Kadir as Director	Mgmt	For	For
5	Elect Mohd Anwar Bin Yahya as Director	Mgmt	For	For
6	Approve Directors' Fees and Benefits	Mgmt	For	For
7	Approve KPMG PLT as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
8	Approve Share Repurchase Program	Mgmt	For	For
9	Approve Renewal of Shareholders' Mandate for Recurrent Related Party Transactions	Mgmt	For	For

Frasers Centrepont Trust

Meeting Date: 01/22/2024

Country: Singapore

Ticker: J69U

Record Date:

Meeting Type: Annual

Primary ISIN: SG1T60930966

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Adopt Financial Statements and Trustee and Auditors' Reports	Mgmt	For	For
2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
3	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For

Frasers Centrepont Trust

Meeting Date: 03/25/2024

Country: Singapore

Ticker: J69U

Record Date:

Meeting Type: Extraordinary Shareholders

Primary ISIN: SG1T60930966

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Acquisition as an Interested Person Transaction	Mgmt	For	For

Frasers Hospitality Trust

Meeting Date: 01/23/2024

Country: Singapore

Ticker: ACV

Record Date:

Meeting Type: Annual

Primary ISIN: SG1AA5000001

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Adopt Financial Statements and Trustee-Manager and Auditors' Reports	Mgmt	For	For
2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
3	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For

Frasers Logistics & Commercial Trust

Meeting Date: 01/23/2024

Country: Singapore

Ticker: BUOU

Record Date:

Meeting Type: Annual

Primary ISIN: SG1CI9000006

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Adopt Financial Statements and Trustee and Auditors' Reports	Mgmt	For	For
2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
3	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For

Frontier Real Estate Investment Corp.

Meeting Date: 03/27/2024

Country: Japan

Ticker: 8964

Record Date: 12/31/2023

Meeting Type: Special

Primary ISIN: JP3046200006

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Amend Articles to Disclose Unitholder Meeting Materials on Internet - Amend Provisions on Deemed Approval System - Amend Permitted Investment Types	Mgmt	For	For
2	Elect Executive Director Ichikawa, Toshihide	Mgmt	For	For
3.1	Elect Supervisory Director Iida, Koji	Mgmt	For	For
3.2	Elect Supervisory Director Suzuki, Noriko	Mgmt	For	For
3.3	Elect Supervisory Director Suzuki, Junko	Mgmt	For	For
4.1	Elect Alternate Executive Director Hayashi, Teruyuki	Mgmt	For	For
4.2	Elect Alternate Executive Director Nakai, Taku	Mgmt	For	For

Fuji Co., Ltd.

Meeting Date: 01/26/2024

Country: Japan

Ticker: 8278

Record Date: 12/11/2023

Meeting Type: Special

Primary ISIN: JP3807400001

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Amend Articles to Make Technical Changes	Mgmt	For	For
2	Elect Director Toyota, Yosuke	Mgmt	For	For
3	Appoint Statutory Auditor Matsukawa, Kenji	Mgmt	For	For

Fuji Soft, Inc.

Meeting Date: 03/15/2024

Country: Japan

Ticker: 9749

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3816600005

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Sakashita, Satoyasu	Mgmt	For	For
1.2	Elect Director Osako, Tateyuki	Mgmt	For	For
1.3	Elect Director Tsutsui, Tadashi	Mgmt	For	For
1.4	Elect Director Morimoto, Mari	Mgmt	For	For
1.5	Elect Director Umetsu, Masashi	Mgmt	For	For
1.6	Elect Director Oishi, Tateki	Mgmt	For	For
1.7	Elect Director Aramaki, Tomoko	Mgmt	For	For
1.8	Elect Director Tsuji, Takao	Mgmt	For	For
1.9	Elect Director Nishina, Hidetaka	Mgmt	For	For
1.10	Elect Director Imai, Hikari	Mgmt	For	For
1.11	Elect Director Shimizu, Yuya	Mgmt	For	For
1.12	Elect Director Ishimaru, Shintaro	Mgmt	For	For
2	Approve Restricted Stock Plan	Mgmt	For	For
3	Approve Stock Option Plan	Mgmt	For	For
4	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For
5	Appoint Shareholder Statutory Auditor Nominee Stephen Givens	SH	Against	Against
<i>Blended Rationale: [RJ-S0281-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>				
6	Initiate Share Repurchase Program	SH	Against	Against
<i>Blended Rationale: [RJ-S0315-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>				

Fujio Food Group, Inc.

Meeting Date: 03/27/2024

Country: Japan

Ticker: 2752

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3807770007

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Fujio, Masahiro	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-021] AGAINST directors responsible for company's poor ROE/ROA performance.</i>				
1.2	Elect Director Fujio, Hideo	Mgmt	For	For
1.3	Elect Director Nitta, Eisaku	Mgmt	For	For
1.4	Elect Director Arai, Makoto	Mgmt	For	For
1.5	Elect Director Kuki, Yuichiro	Mgmt	For	For
1.6	Elect Director Ito, Yasutaka	Mgmt	For	For
1.7	Elect Director Momose, Hiroki	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-006] AGAINST affiliated outsiders as the board lacks independence in face of major blockholders.[RJ-M0201-026] AGAINST affiliated outsiders as the board lacks independence at company listed on Prime section.</i>				
1.8	Elect Director Ochi, Satoko	Mgmt	For	For
1.9	Elect Director Kogo, Saburo	Mgmt	For	For
2.1	Appoint Alternate Statutory Auditor Momoki, Yoshiaki	Mgmt	For	For
2.2	Appoint Alternate Statutory Auditor Hashimoto, Tatsuya	Mgmt	For	For

Fujiya Co., Ltd.

Meeting Date: 03/22/2024

Country: Japan

Ticker: 2211

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3821200007

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 30	Mgmt	For	For

Fullcast Holdings Co., Ltd.

Meeting Date: 03/22/2024

Country: Japan

Ticker: 4848

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3827800008

Fullcast Holdings Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Hirano, Takehito	Mgmt	For	Against
	<i>Blended Rationale: [RJ-M0201-029] AGAINST directors responsible as the board is less than 1/3 independent at board with audit committee structure.</i>			
1.2	Elect Director Sakamaki, Kazuki	Mgmt	For	Against
	<i>Blended Rationale: [RJ-M0201-029] AGAINST directors responsible as the board is less than 1/3 independent at board with audit committee structure.</i>			
1.3	Elect Director Ishikawa, Takahiro	Mgmt	For	For
1.4	Elect Director Kaizuka, Shiro	Mgmt	For	For
2.1	Elect Director and Audit Committee Member Sasaki, Koji	Mgmt	For	Against
	<i>Blended Rationale: [RJ-M0201-028] AGAINST affiliated outsiders at board with audit committee structure.</i>			
2.2	Elect Director and Audit Committee Member Uesugi, Masataka	Mgmt	For	Against
	<i>Blended Rationale: [TK-M0201-023] AGAINST as outside director sits on more than four board of directors or audit & supervisory board of listed companies.</i>			
2.3	Elect Director and Audit Committee Member Totani, Hideyuki	Mgmt	For	For

Funai Soken Holdings, Inc.

Meeting Date: 03/23/2024

Country: Japan

Ticker: 9757

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3825800000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 33	Mgmt	For	For
2.1	Elect Director Nakatani, Takayuki	Mgmt	For	For
2.2	Elect Director Ono, Tatsuro	Mgmt	For	For
2.3	Elect Director Haruta, Motoki	Mgmt	For	For
2.4	Elect Director Isagawa, Nobuyuki	Mgmt	For	For
2.5	Elect Director Yamamoto, Taeko	Mgmt	For	For
2.6	Elect Director Murakami, Tomomi	Mgmt	For	For
3.1	Elect Director and Audit Committee Member Hyakumura, Masahiro	Mgmt	For	For
3.2	Elect Director and Audit Committee Member Nakao, Atsushi	Mgmt	For	For

Funai Soken Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3.3	Elect Director and Audit Committee Member Kobayashi, Akihiro	Mgmt	For	For
4	Elect Alternate Director and Audit Committee Member Hirayama, Koichiro	Mgmt	For	For

Future Corp.

Meeting Date: 03/27/2024

Country: Japan

Ticker: 4722

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3826200002

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 20	Mgmt	For	For
2.1	Elect Director Kanemaru, Yasufumi	Mgmt	For	For
2.2	Elect Director Ishibashi, Kunihito	Mgmt	For	For
2.3	Elect Director Shingu, Yuki	Mgmt	For	For
2.4	Elect Director Taniguchi, Tomohiko	Mgmt	For	For
2.5	Elect Director Saito, Yohei	Mgmt	For	For
2.6	Elect Director Yamaoka, Hiromi	Mgmt	For	For
3.1	Elect Director and Audit Committee Member Ichihara, Noriyuki	Mgmt	For	For
3.2	Elect Director and Audit Committee Member Kawamoto, Akira	Mgmt	For	For
3.3	Elect Director and Audit Committee Member Nishiura, Yukiko	Mgmt	For	Against
<i>Blended Rationale: [R1-M0201-028] AGAINST affiliated outsiders at board with audit committee structure.</i>				
3.4	Elect Director and Audit Committee Member Takeuchi, Asuka	Mgmt	For	For

Future Plc

Meeting Date: 02/07/2024

Country: United Kingdom

Ticker: FUTR

Record Date: 02/05/2024

Meeting Type: Annual

Primary ISIN: GB00BYZN9041

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For

Future Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Approve Final Dividend	Mgmt	For	For
3	Approve Remuneration Report	Mgmt	For	For
4	Re-elect Richard Huntingford as Director	Mgmt	For	For
5	Elect Jon Steinberg as Director	Mgmt	For	For
6	Re-elect Meredith Amdur as Director	Mgmt	For	For
7	Re-elect Mark Brooker as Director	Mgmt	For	For
8	Re-elect Rob Hattrell as Director	Mgmt	For	For
9	Re-elect Penny Ladkin-Brand as Director	Mgmt	For	For
10	Re-elect Alan Newman as Director	Mgmt	For	For
11	Re-elect Angela Seymour-Jackson as Director	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>				
12	Elect Ivana Kirkbride as Director	Mgmt	For	For
13	Reappoint Deloitte LLP as Auditors	Mgmt	For	For
14	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For
15	Authorise Issue of Equity	Mgmt	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

GEK Terna Holding Real Estate Construction SA

Meeting Date: 02/13/2024

Country: Greece

Ticker: GEKTERNA

Record Date: 02/07/2024

Meeting Type: Extraordinary Shareholders

Primary ISIN: GRS145003000

GEK Terna Holding Real Estate Construction SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt		
1	Approve Board Decision on Termination of Share Repurchase Program Previously Approved	Mgmt	For	For
2	Approve Issuance of Shares for a Private Placement	Mgmt	For	For
3	Subject to the Approval of Item 2, Approve Reduction in Issued Share Capital via Cancellation of Treasury Shares	Mgmt	For	For
4	Amend Article 5 to Reflect Changes in Capital by Virtue of the Decisions on Items 2 and 3	Mgmt	For	For
5	Authorize Share Repurchase Program	Mgmt	For	For
6	Change Company Name	Mgmt	For	For

Genmab A/S

Meeting Date: 03/13/2024

Country: Denmark

Ticker: GMAB

Record Date: 03/06/2024

Meeting Type: Annual

Primary ISIN: DK0010272202

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Report of Board	Mgmt		
2	Accept Financial Statements and Statutory Reports; Approve Discharge of Management and Board	Mgmt	For	For
3	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
5.a	Reelect Deirdre P. Connelly as Director	Mgmt	For	Abstain
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>				
5.b	Reelect Pernille Erenbjerg as Director	Mgmt	For	For
5.c	Reelect Rolf Hoffmann as Director	Mgmt	For	For
5.d	Reelect Elizabeth OFarrell as Director	Mgmt	For	For
<i>Blended Rationale: .</i>				
5.e	Reelect Paolo Paoletti as Director	Mgmt	For	For
<i>Blended Rationale: .</i>				

Genmab A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5.f	Reelect Anders Gersel Pedersen as Director	Mgmt	For	For
	<i>Blended Rationale: .</i>			
6	Ratify Deloitte as Auditors	Mgmt	For	For
7.a	Approve Remuneration of Directors in the Amount of DKK 3 Million for Chairman, DKK 2.4 million for Vice Chairman, and DKK 2.1 million for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
7.b	Approve Director Indemnification	Mgmt	For	For
7.c	Amend Articles Re: Indemnification	Mgmt	For	For
7.d	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	For
	<i>Blended Rationale: .</i>			
7.e	Approve Creation of DKK 6.6 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 6.6 Million Pool of Capital without Preemptive Rights	Mgmt	For	For
7.f	Approve Equity Plan Financing Through Issuance of Warrants up to a Nominal Value of DKK 750,000	Mgmt	For	For
7.g	Authorize Share Repurchase Program	Mgmt	For	For
8	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For
9	Other Business	Mgmt		

Givaudan SA

Meeting Date: 03/21/2024

Country: Switzerland

Ticker: GIVN

Record Date:

Meeting Type: Annual

Primary ISIN: CH0010645932

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Non-Financial Report	Mgmt	For	For
3	Approve Remuneration Report	Mgmt	For	For
4	Approve Allocation of Income and Dividends of CHF 68.00 per Share	Mgmt	For	For
5	Approve Discharge of Board of Directors	Mgmt	For	For

Givaudan SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6.1.1	Reelect Victor Balli as Director	Mgmt	For	For
6.1.2	Reelect Ingrid Deltenre as Director	Mgmt	For	For
<i>Blended Rationale: .</i>				
6.1.3	Reelect Olivier Filliol as Director	Mgmt	For	For
6.1.4	Reelect Sophie Gasperment as Director	Mgmt	For	For
<i>Blended Rationale: .</i>				
6.1.5	Reelect Calvin Grieder as Director and Board Chair	Mgmt	For	For
<i>Blended Rationale: .</i>				
6.1.6	Reelect Roberto Guidetti as Director	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>				
6.1.7	Reelect Tom Knutzen as Director	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>				
6.2.1	Reappoint Victor Balli as Member of the Compensation Committee	Mgmt	For	For
6.2.2	Reappoint Ingrid Deltenre as Member of the Compensation Committee	Mgmt	For	For
6.2.3	Reappoint Olivier Filliol as Member of the Compensation Committee	Mgmt	For	For
6.3	Designate Manuel Isler as Independent Proxy	Mgmt	For	For
6.4	Ratify KPMG AG as Auditors	Mgmt	For	For
7.1	Approve Remuneration of Directors in the Amount of CHF 3 Million	Mgmt	For	For
7.2.1	Approve Short Term Variable Remuneration of Executive Committee in the Amount of CHF 4.4 Million	Mgmt	For	For
7.2.2	Approve Fixed and Long Term Variable Remuneration of Executive Committee in the Amount of CHF 15.6 Million	Mgmt	For	For
8	Transact Other Business (Voting)	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.</i>				

Gjensidige Forsikring ASA

Meeting Date: 03/20/2024

Country: Norway

Ticker: GJF

Record Date: 03/13/2024

Meeting Type: Annual

Primary ISIN: NO0010582521

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Elect Chairman of Meeting	Mgmt	For	For
3	Registration of Attending Shareholders and Proxies	Mgmt		
4	Approve Notice of Meeting and Agenda	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For
6	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 8.75 Per Share	Mgmt	For	For
7	Approve Remuneration Statement	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.[LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>				
8.a	Authorize the Board to Decide on Distribution of Dividends	Mgmt	For	For
8.b	Approve Equity Plan Financing Through Share Repurchase Program	Mgmt	For	For
8.c	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
8.d	Approve Creation of NOK 100 Million Pool of Capital without Preemptive Rights	Mgmt	For	For
8.e	Authorize Board to Raise Subordinated Loans and Other External Financing	Mgmt	For	For
9	Amend Articles Re: Notice of Attendance at General Meetings	Mgmt	For	For
10.a	Reelect Gisele Marchand (Chair), Vibeke Krag, Hilde Merete Nafstad, Eivind Elnan, Tor Magne Lonnum and Gunnar Robert Sellaeg as Directors; Elect Gyrid Skalleberg Ingero as New Director	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.[LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.[SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>				
10.b1	Reelect Trine Riis Groven (Chair) as Member of Nominating Committee	Mgmt	For	For
10.b2	Reelect Pernille Moen Masdal as Member of Nominating Committee	Mgmt	For	For

Gjensidige Forsikring ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
10.b3	Reelect Henrik Bachke Madsen as Member of Nominating Committee	Mgmt	For	For
10.b4	Reelect Inger Grogaard Stensaker as Member of Nominating Committee	Mgmt	For	For
10.b5	Elect Hans Seierstad as New Member of Nominating Committee	Mgmt	For	For
10.c	Ratify Deloitte as Auditors	Mgmt	For	For
11	Approve Remuneration of Directors in the Amount of NOK 786,000 for Chairman, NOK 395,000 for Other Directors; Approve Remuneration of Auditors; Approve Remuneration for Committee Work	Mgmt	For	For

GMO Financial Holdings, Inc.

Meeting Date: 03/21/2024

Country: Japan

Ticker: 7177

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3386550002

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Takashima, Hideyuki	Mgmt	For	Against
	<i>Blended Rationale: [RJ-M0201-032] AGAINST directors responsible as the board is less than 1/2 independent at board with three committee structure.</i>			
1.2	Elect Director Ishimura, Tomitaka	Mgmt	For	Against
	<i>Blended Rationale: [RJ-M0201-032] AGAINST directors responsible as the board is less than 1/2 independent at board with three committee structure.</i>			
1.3	Elect Director Yamamoto, Tatsuki	Mgmt	For	For
1.4	Elect Director Nakamura, Toshio	Mgmt	For	For
1.5	Elect Director Yasuda, Masashi	Mgmt	For	For
1.6	Elect Director Kume, Masahiko	Mgmt	For	For
1.7	Elect Director Todo, Kayo	Mgmt	For	For
1.8	Elect Director Matsuda, Tsutomu	Mgmt	For	For

GMO Internet Group, Inc.

Meeting Date: 03/21/2024

Country: Japan

Ticker: 9449

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3152750000

GMO Internet Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Kumagai, Masatoshi	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-025] AGAINST incumbent top executives as the board is less than 1/3 independent despite poison pills. [RJ-M0201-029] AGAINST directors responsible as the board is less than 1/3 independent at board with audit committee structure. [RJ-M0201-033] AGAINST directors responsible for board composition as the board lacks gender diversity.</i>				
1.2	Elect Director Yasuda, Masashi	Mgmt	For	For
1.3	Elect Director Nishiyama, Hiroyuki	Mgmt	For	For
1.4	Elect Director Ainora, Issei	Mgmt	For	For
1.5	Elect Director Ito, Tadashi	Mgmt	For	For
2.1	Elect Director and Audit Committee Member Ogura, Keigo	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-028] AGAINST affiliated outsiders at board with audit committee structure.</i>				
2.2	Elect Director and Audit Committee Member Gunjikake, Takashi	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-028] AGAINST affiliated outsiders at board with audit committee structure.</i>				
2.3	Elect Director and Audit Committee Member Masuda, Kaname	Mgmt	For	For

GN Store Nord A/S

Meeting Date: 03/13/2024

Country: Denmark

Ticker: GN

Record Date: 03/06/2024

Meeting Type: Annual

Primary ISIN: DK0010272632

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Report of Board	Mgmt		
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Discharge of Management and Board	Mgmt	For	For
4	Approve Allocation of Income and Omission of Dividend	Mgmt	For	For
5	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
6	Approve Remuneration of Directors in the Amount of DKK 1.6 Million for Chairman, DKK 1.09 Million for Vice Chairman and DKK 545,000 for Other Members; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For

GN Store Nord A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7.a	Determine Number of Members (6) and Deputy Members (0) of Board	Mgmt	For	For
7.b.1	Reelect Jukka Pekka Pertola as Director	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>				
7.b.2	Reelect Klaus Holve as Director	Mgmt	For	For
7.b.3	Reelect Helene Barnekow as Director	Mgmt	For	For
7.b.4	Reelect Anette Weber as Director	Mgmt	For	For
7.b.5	Elect Kim Vejlbj Hansen as New Director	Mgmt	For	For
7.b.6	Elect Jorgen Bundgaard Hansen as New Director	Mgmt	For	For
8	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For
9.a	Approve Creation of DKK 301.8 Million Pool of Capital with Preemptive Rights	Mgmt	For	For
9.b	Approve Creation of DKK 60.4 Million Pool of Capital without Preemptive Rights	Mgmt	For	For
9.c	Authorize Share Repurchase Program	Mgmt	For	For
9.d	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	For
9.e1	Approve Indemnification of Members of the Board of Directors and Executive Management	Mgmt	For	For
9.e2	Amend Articles Re: Indemnification	Mgmt	For	For
9.e3	Amend Remuneration Policy	Mgmt	For	For
10	Other Proposals from Shareholders (None Submitted)	Mgmt		
11	Other Business (Non-Voting)	Mgmt		

GNI Group Ltd.

Meeting Date: 03/28/2024

Country: Japan

Ticker: 2160

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3386370005

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Ying Luo	Mgmt	For	Against

Blended Rationale: [RJ-M0201-032] AGAINST directors responsible as the board is less than 1/2 independent at board with three committee structure.

GNI Group Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.2	Elect Director Thomas Eastling	Mgmt	For	For
1.3	Elect Director Sashiwa, Hideaki	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-031] AGAINST affiliated outsiders at board with three committee structure.</i>				
1.4	Elect Director Kikuchi, Kanako	Mgmt	For	For
1.5	Elect Director Sekitani, Kazuki	Mgmt	For	For
1.6	Elect Director Matsui, Ryosuke	Mgmt	For	For
1.7	Elect Director Kitagawa, Toshiya	Mgmt	For	For
1.8	Elect Director Cho, Hei	Mgmt	For	For

Godrej Consumer Products Limited

Meeting Date: 03/23/2024

Country: India

Ticker: 532424

Record Date: 02/16/2024

Meeting Type: Special

Primary ISIN: INE102D01028

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Postal Ballot	Mgmt		
1	Reelect Sumeet Narang as Director	Mgmt	For	For
<i>Blended Rationale: [HK-M0201-006] Director responsible for failing to ensure sufficient board independence [HK-M0201-008] Audit Committee without majority independence</i>				

Godrej Properties Limited

Meeting Date: 03/21/2024

Country: India

Ticker: 533150

Record Date: 02/16/2024

Meeting Type: Special

Primary ISIN: INE484J01027

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Postal Ballot	Mgmt		
1	Approve Reappointment and Remuneration of Pirojsha Godrej as Whole-time Director designated as Executive Chairperson	Mgmt	For	For
2	Approve Material Related Party Transactions with Caroa Properties LLP	Mgmt	For	For

GoGold Resources Inc.

Meeting Date: 03/26/2024

Country: Canada

Ticker: GGD

Record Date: 02/20/2024

Meeting Type: Annual

Primary ISIN: CA38045Y1025

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director John Turner	Mgmt	For	For
1.2	Elect Director Karen Flores	Mgmt	For	For
1.3	Elect Director Phillip Gaunce	Mgmt	For	For
	<i>Blended Rationale: .</i>			
1.4	Elect Director George Wayne	Mgmt	For	For
	<i>Blended Rationale: .</i>			
1.5	Elect Director Terrence R. Cooper	Mgmt	For	Against
	<i>Blended Rationale: [SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified. [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i>			
1.6	Elect Director Bradley Langille	Mgmt	For	For
2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For

Goodman Property Trust

Meeting Date: 03/26/2024

Country: New Zealand

Ticker: GMT

Record Date: 02/25/2024

Meeting Type: Special

Primary ISIN: NZCPT0001S9

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Internalization	Mgmt	For	For
2	Approve Issuance of Units to Goodman Funds Management Limited	Mgmt	For	For
3	Approve Appointment of Goodman Property Services (NZ) Limited as New Manager	Mgmt	For	For

Graincorp Limited

Meeting Date: 02/14/2024

Country: Australia

Ticker: GNC

Record Date: 02/12/2024

Meeting Type: Annual

Primary ISIN: AU000000GNC9

Graincorp Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Approve Remuneration Report	Mgmt	For	For
3a	Elect John Maher as Director	Mgmt	For	For
3b	Elect Peter Knoblanche as Director	Mgmt	For	For
4	Approve Grant of Performance Rights to Robert Spurway	Mgmt	For	For

Grainger Plc

Meeting Date: 02/07/2024

Country: United Kingdom

Ticker: GRI

Record Date: 02/05/2024

Meeting Type: Annual

Primary ISIN: GB00B04V1276

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	For
3	Approve Final Dividend	Mgmt	For	For
4	Re-elect Mark Clare as Director	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>				
5	Re-elect Helen Gordon as Director	Mgmt	For	For
6	Re-elect Robert Hudson as Director	Mgmt	For	For
7	Re-elect Justin Read as Director	Mgmt	For	For
8	Re-elect Janette Bell as Director	Mgmt	For	For
9	Re-elect Carol Hui as Director	Mgmt	For	For
10	Re-elect Michael Brodtman as Director	Mgmt	For	For
11	Reappoint KPMG LLP as Auditors	Mgmt	For	For
12	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For
13	Authorise Issue of Equity	Mgmt	For	For
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For

Grainger Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For

Greencore Group Plc

Meeting Date: 01/25/2024	Country: Ireland	Ticker: GNC
Record Date: 01/21/2024	Meeting Type: Annual	Primary ISIN: IE0003864109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports and Review the Company's Affairs	Mgmt	For	For
2a	Re-elect Leslie Van de Walle as Director	Mgmt	For	For
2b	Re-elect Dalton Philips as Director	Mgmt	For	For
2c	Re-elect Linda Hickey as Director	Mgmt	For	For
2d	Elect Alastair Murray as Director	Mgmt	For	For
2e	Re-elect Anne O'Leary as Director	Mgmt	For	For
2f	Re-elect Helen Rose as Director	Mgmt	For	For
2g	Elect Harshitkumar Shah as Director	Mgmt	For	For
3	Approve Remuneration Report	Mgmt	For	For
4	Ratify Deloitte Ireland LLP as Auditors	Mgmt	For	For
5	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For
6	Authorise Issue of Equity	Mgmt	For	For
7	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
8	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
9	Authorise Market Purchase of Shares	Mgmt	For	For
10	Authorise the Re-allotment of Treasury Shares	Mgmt	For	For

Grupa Azoty SA

Meeting Date: 02/14/2024	Country: Poland	Ticker: ATT
Record Date: 01/29/2024	Meeting Type: Special	Primary ISIN: PLZATRM00012

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Management Proposals	Mgmt		
1	Open Meeting	Mgmt		
2	Elect Meeting Chairman	Mgmt	For	For
3	Acknowledge Proper Convening of Meeting	Mgmt		
4	Approve Agenda of Meeting	Mgmt	For	For
5	Waive Secrecy for Elections of Members of Vote Counting Commission	Mgmt	For	For
6.1	Elect Members of Vote Counting Commission	Mgmt	For	For
6.2	Resolve Not to Elect Members of Vote Counting Commission	Mgmt	For	For
	Shareholder Proposals	Mgmt		
7.1	Recall Supervisory Board Member	SH	None	Against
	<i>Blended Rationale: [SF-S0000-001] Vote against due to lack of disclosure.</i>			
7.2	Elect Supervisory Board Member	SH	None	Against
	<i>Blended Rationale: [SF-S0000-001] Vote against due to lack of disclosure.</i>			
8	Elect Chairman of Supervisory Board	SH	None	Against
	<i>Blended Rationale: [SF-S0000-001] Vote against due to lack of disclosure.</i>			
9	Approve Decision on Covering Costs of Convocation of EGM	SH	None	Against
	<i>Blended Rationale: [SF-S0000-001] Vote against due to lack of disclosure.</i>			
	Management Proposals	Mgmt		
10	Amend Statute	Mgmt	For	For
11	Approve Acquisition of Solarfarm Brzezinka sp. z o.o.	Mgmt	For	For
12	Close Meeting	Mgmt		

GungHo Online Entertainment, Inc.

Meeting Date: 03/28/2024

Country: Japan

Ticker: 3765

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3235900002

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Morishita, Kazuki	Mgmt	For	For
1.2	Elect Director Sakai, Kazuya	Mgmt	For	For
1.3	Elect Director Kitamura, Yoshinori	Mgmt	For	For
1.4	Elect Director Yoshida, Koji	Mgmt	For	For
1.5	Elect Director Ichikawa, Akihiko	Mgmt	For	For
1.6	Elect Director Oba, Norikazu	Mgmt	For	For
1.7	Elect Director Onishi, Hidetsugu	Mgmt	For	For
1.8	Elect Director Miyakawa, Keiji	Mgmt	For	For
1.9	Elect Director Tanaka, Susumu	Mgmt	For	For
1.10	Elect Director Hara, Etsuko	Mgmt	For	For

H. Lundbeck A/S

Meeting Date: 03/20/2024

Country: Denmark

Ticker: HLUN.B

Record Date: 03/13/2024

Meeting Type: Annual

Primary ISIN: DK0061804770

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Report of Board	Mgmt		
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of DKK 0.70 Per Share	Mgmt	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
5.1	Reelect Lars Soren Rasmussen as Director	Mgmt	For	Abstain
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board. [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i></p>				
5.2	Reelect Lene Skole-Sorensen as Director	Mgmt	For	Abstain
<p><i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i></p>				

H. Lundbeck A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5.3	Reelect Lars Erik Holmqvist as Director	Mgmt	For	Abstain
	<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>			
5.4	Reelect Jeffrey Berkowitz as Director	Mgmt	For	Abstain
	<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i>			
5.5	Reelect Dorothea Wenzel as Director	Mgmt	For	For
5.6	Reelect Santiago Arroyo as Director	Mgmt	For	For
5.7	Reelect Jakob Riis as Director	Mgmt	For	For
6	Approve Remuneration of Directors in the Amount of DKK 1.2 million for Chairman, DKK 800,000 for Vice Chairman and DKK 400,000 for Other Directors; Approve Fees for Committee Work	Mgmt	For	For
7	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For
8.1	Authorize Share Repurchase Program	Mgmt	For	For
8.2	Approve Director Indemnification	Mgmt	For	For
8.2.1	Amend Articles Re: Indemnification	Mgmt	For	For
8.2.2	Amend Remuneration Policy	Mgmt	For	For
	Shareholder Proposals Submitted by Kjeld Beyer	Mgmt		
8.3	Treat Equally Shareholders Attending the General Meeting in Person With Regards to Meals After the General Meeting	SH	Against	Against
	<i>Blended Rationale: [RU-S0000-001] Proposal is not in shareholders' best interests.</i>			
	Management Proposals	Mgmt		
8.4	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For
9	Other Business	Mgmt		

Hafnia Ltd.

Meeting Date: 03/13/2024

Country: Bermuda

Ticker: HAFNI

Record Date: 03/08/2024

Meeting Type: Special

Primary ISIN: BMG4233B1090

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Notice of Meeting and Agenda	Mgmt		
2	Adopt New By-Laws	Mgmt	For	Against

Blended Rationale: [SF-M0100-001] On balance, we find that shareholders' rights are likely to be diminished in material ways under the new Charter/Articles/Bylaws.

Harel Insurance Investments & Financial Services Ltd.

Meeting Date: 02/05/2024 **Country:** Israel **Ticker:** HARL
Record Date: 01/04/2024 **Meeting Type:** Special **Primary ISIN:** IL0005850180

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Elect Michel Siboni as Director	Mgmt	For	Against
	<i>Blended Rationale: [LN-M0201-005] Non-independent director on inadequately independent board.</i>			
2	Approve Ending of Employment Terms of Michel Siboni, Existing CEO	Mgmt	For	Against
	<i>Blended Rationale: [SD-M0550-005] Termination payments have the potential to be excessive.</i>			
3	Approve Employment Terms of Nir Cohen, Incoming CEO	Mgmt	For	Against
	<i>Blended Rationale: [SD-M0550-005] Termination payments have the potential to be excessive.</i>			
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Mgmt	None	Against
	Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney	Mgmt		
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against

Harel Insurance Investments & Financial Services Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	Mgmt	None	For

Harmony Gold Mining Co. Ltd.

Meeting Date: 01/31/2024

Country: South Africa

Ticker: HAR

Record Date: 01/26/2024

Meeting Type: Special

Primary ISIN: ZAE000015228

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Resolutions	Mgmt		
1	Approve Specific Issue of the ESOP Trust Shares to the ESOP Trust	Mgmt	For	For
2	Approve Specific Issue to the Harmony Community Trust Subscription Shares to the Harmony Community Trust and Conversion Shares	Mgmt	For	For
3	Approve Waiver of Pre-emptive Rights in Respect of the ESOP Trust Share Issue and Harmony Community Trust Share Issue	Mgmt	For	For
4	Authorise Ratification of Approved Resolutions	Mgmt	For	For
	Special Resolutions	Mgmt		
1	Approve Creation of a New Class of Preference Shares	Mgmt	For	For
2	Amend Memorandum of Incorporation	Mgmt	For	For
3	Authorise Issue of 30% or More of Preference Shares for the Purposes of Implementing the Harmony Community Trust Share Issue	Mgmt	For	For
4	Approve Specific Repurchase of Harmony Community Trust Shares Pursuant to the Exercise of Harmony Community Trust Call Option	Mgmt	For	For
5	Approve Financial Assistance in Terms of Section 44 of the Companies Act	Mgmt	For	For

HCL Technologies Limited

Meeting Date: 03/06/2024

Country: India

Ticker: 532281

Record Date: 01/31/2024

Meeting Type: Special

Primary ISIN: INE860A01027

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Postal Ballot	Mgmt		
1	Elect Bhavani Balasubramanian as Director	Mgmt	For	For

HDFC Asset Management Company Limited

Meeting Date: 03/01/2024

Country: India

Ticker: 541729

Record Date: 01/26/2024

Meeting Type: Special

Primary ISIN: INE127D01025

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Postal Ballot	Mgmt		
1	Elect V. Srinivasa Rangan as Director	Mgmt	For	For

HDFC Bank Ltd.

Meeting Date: 01/09/2024

Country: India

Ticker: 500180

Record Date: 12/01/2023

Meeting Type: Special

Primary ISIN: INE040A01034

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Postal Ballot	Mgmt		
1	Approve Reappointment and Remuneration of M.D. Ranganath as Independent Director	Mgmt	For	For
2	Approve Reappointment and Remuneration of Sandeep Parekh as Independent Director	Mgmt	For	For
3	Approve Reappointment and Remuneration of Sashidhar Jagdishan as Managing Director and Chief Executive Officer	Mgmt	For	For
4	Approve Appointment and Remuneration of V. Srinivasa Rangan as Executive Director	Mgmt	For	For

HDFC Bank Ltd.

Meeting Date: 03/29/2024

Country: India

Ticker: 500180

Record Date: 02/23/2024

Meeting Type: Special

Primary ISIN: INE040A01034

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Postal Ballot	Mgmt		
1	Approve Revision of Remuneration of Non-Executive Directors (Including Independent Directors) Except for Part Time Independent Chairman	Mgmt	For	For
2	Elect Harsh Kumar Bhanwala as Director	Mgmt	For	For
3	Approve Material Related Party Transactions with HDB Financial Services Limited	Mgmt	For	For
4	Approve Material Related Party Transactions with HDFC Securities Limited	Mgmt	For	For
5	Approve Material Related Party Transactions with HDFC Life Insurance Company Limited	Mgmt	For	For
6	Approve Material Related Party Transactions with HDFC ERGO General Insurance Company Limited	Mgmt	For	For
7	Approve Material Related Party Transactions with with HDFC Credila Financial Services Limited	Mgmt	For	For
8	Approve Material Related Party Transactions with HCL Technologies Limited	Mgmt	For	For

HDFC Life Insurance Company Limited

Meeting Date: 01/17/2024

Country: India

Ticker: 540777

Record Date: 12/08/2023

Meeting Type: Special

Primary ISIN: INE795G01014

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Postal Ballot	Mgmt		
1	Reelect Bharti Gupta Ramola as Director	Mgmt	For	For
2	Elect Kaizad Bharucha as Director	Mgmt	For	For

Hilan Ltd.

Meeting Date: 02/05/2024

Country: Israel

Ticker: HLAN

Record Date: 01/07/2024

Meeting Type: Special

Primary ISIN: IL0010846983

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Issuance of RSUs to Zybert Investments Ltd. in Private Placement	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>				
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Mgmt	None	Against
	Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney	Mgmt		
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	Mgmt	None	For

Hindalco Industries Limited

Meeting Date: 03/20/2024

Country: India

Ticker: 500440

Record Date: 02/09/2024

Meeting Type: Special

Primary ISIN: INE038A01020

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Postal Ballot	Mgmt		

Hindalco Industries Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Reappointment and Remuneration of Praveen Kumar Maheshwari as Whole-time Director	Mgmt	For	For
<i>Blended Rationale: [HK-M0201-006] Director responsible for failing to ensure sufficient board independence.</i>				
2	Elect Arun Adhikari as Director	Mgmt	For	For
3	Elect Sushil Agarwal as Director	Mgmt	For	For
4	Reelect Vikas Balia as Director	Mgmt	For	For
5	Approve Reappointment and Remuneration of Satish Pai as Managing Director	Mgmt	For	For
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>				

Hindustan Unilever Limited

Meeting Date: 01/09/2024 **Country:** India **Ticker:** 500696
Record Date: 12/04/2023 **Meeting Type:** Special
Primary ISIN: INE030A01027

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Postal Ballot	Mgmt		
1	Elect Tarun Bajaj as Director	Mgmt	For	For

Hindustan Unilever Limited

Meeting Date: 03/05/2024 **Country:** India **Ticker:** 500696
Record Date: 01/30/2024 **Meeting Type:** Special
Primary ISIN: INE030A01027

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Postal Ballot	Mgmt		
1	Approve Hindustan Unilever Limited Performance Share Plan Scheme 2024	Mgmt	For	Against
<i>Blended Rationale: SD-M0500-005] Disclosure on performance awards do not provide sufficient evidence of rigor on performance objectives or vesting terms that align with long-term shareholders.</i>				
2	Approve Extension of Hindustan Unilever Limited Performance Share Plan Scheme 2024 to Employees of Subsidiary Company(ies)	Mgmt	For	Against
<i>Blended Rationale: SD-M0500-005] Disclosure on performance awards do not provide sufficient evidence of rigor on performance objectives or vesting terms that align with long-term shareholders.</i>				

Hioki E.E. Corp.

Meeting Date: 02/28/2024

Country: Japan

Ticker: 6866

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3783200003

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 90	Mgmt	For	For

HMS Networks AB

Meeting Date: 01/26/2024

Country: Sweden

Ticker: HMS

Record Date: 01/18/2024

Meeting Type: Extraordinary Shareholders

Primary ISIN: SE0009997018

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Elect Chairman of Meeting	Mgmt	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For
4	Approve Agenda of Meeting	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For
7	Approve Creation of Pool of Capital without Preemptive Rights	Mgmt	For	For
8	Close Meeting	Mgmt		

Horiba Ltd.

Meeting Date: 03/23/2024

Country: Japan

Ticker: 6856

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3853000002

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Horiba, Atsushi	Mgmt	For	For
1.2	Elect Director Saito, Juichi	Mgmt	For	For
1.3	Elect Director Adachi, Masayuki	Mgmt	For	For

Horiba Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.4	Elect Director Jai Hakhu	Mgmt	For	For
1.5	Elect Director Koishi, Hideyuki	Mgmt	For	For
1.6	Elect Director Toyama, Haruyuki	Mgmt	For	For
1.7	Elect Director Matsuda, Fumihiko	Mgmt	For	For
1.8	Elect Director Tanabe, Tomoko	Mgmt	For	For
2.1	Appoint Statutory Auditor Motokawa, Hitoshi	Mgmt	For	For
2.2	Appoint Statutory Auditor Yamada, Keiji	Mgmt	For	For
2.3	Appoint Statutory Auditor Kawamoto, Sayoko	Mgmt	For	For
3.1	Appoint Alternate Statutory Auditor Yoshida, Kazumasa	Mgmt	For	For
3.2	Appoint Alternate Statutory Auditor Tajika, Junichi	Mgmt	For	For

HOSHIZAKI Corp.

Meeting Date: 03/27/2024

Country: Japan

Ticker: 6465

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3845770001

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Sakamoto, Seishi	Mgmt	For	For
1.2	Elect Director Kobayashi, Yasuhiro	Mgmt	For	For
1.3	Elect Director Tomozoe, Masanao	Mgmt	For	For
1.4	Elect Director Goto, Masahiko	Mgmt	For	For
1.5	Elect Director Ieta, Yasushi	Mgmt	For	For
1.6	Elect Director Nishiguchi, Shiro	Mgmt	For	For
1.7	Elect Director Maruyama, Satoru	Mgmt	For	For
1.8	Elect Director Yaguchi, Kyo	Mgmt	For	For
2.1	Elect Director and Audit Committee Member Mizutani, Tadashi	Mgmt	For	For
2.2	Elect Director and Audit Committee Member Horinishi, Yoshimi	Mgmt	For	For
3.1	Elect Alternate Director and Audit Committee Member Kawashima, Masami	Mgmt	For	For
3.2	Elect Alternate Director and Audit Committee Member Suzuki, Tachio	Mgmt	For	For

Meeting Date: 03/27/2024

Country: Switzerland

Ticker: HUBN

Record Date:

Meeting Type: Annual

Primary ISIN: CH0030380734

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	Do Not Vote
2	Approve Allocation of Income and Dividends of CHF 1.70 per Share	Mgmt	For	Do Not Vote
3	Approve Non-Financial Report	Mgmt	For	Do Not Vote
4	Approve Discharge of Board and Senior Management	Mgmt	For	Do Not Vote
5.1	Reelect Urs Kaufmann as Director and Board Chair	Mgmt	For	Do Not Vote
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>				
5.2	Reelect Beat Kaelin as Director	Mgmt	For	Do Not Vote
5.3	Reelect Marina Bill as Director	Mgmt	For	Do Not Vote
5.4	Reelect Monika Buetler as Director	Mgmt	For	Do Not Vote
5.5	Reelect Kerstin Guenther as Director	Mgmt	For	Do Not Vote
5.6	Reelect Rolf Seiffert as Director	Mgmt	For	Do Not Vote
5.7	Reelect Franz Studer as Director	Mgmt	For	Do Not Vote
5.8	Reelect Joerg Walther as Director	Mgmt	For	Do Not Vote
6.1	Reappoint Monika Buetler as Member of the Nomination and Compensation Committee	Mgmt	For	Do Not Vote
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-001] Remuneration arrangements are poorly structured.</i>				
6.2	Reappoint Marina Bill as Member of the Nomination and Compensation Committee	Mgmt	For	Do Not Vote
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-001] Remuneration arrangements are poorly structured.</i>				
6.3	Reappoint Beat Kaelin as Member of the Nomination and Compensation Committee	Mgmt	For	Do Not Vote
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-001] Remuneration arrangements are poorly structured.</i>				

HUBER+SUHNER AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7	Approve Remuneration Report (Non-Binding)	Mgmt	For	Do Not Vote
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.[SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging.[LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>				
8.1	Approve Fixed Remuneration of Directors in the Amount of CHF 1 Million for the Period from 2024 AGM until 2025 AGM	Mgmt	For	Do Not Vote
8.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 3.1 Million for the Period from July 1, 2024 to June 30, 2025	Mgmt	For	Do Not Vote
8.3	Approve Fixed Remuneration of Directors in the Amount of CHF 600,000 for the Period from 2023 AGM until 2024 AGM	Mgmt	For	Do Not Vote
8.4	Approve Variable Remuneration of Executive Committee in the Amount of CHF 1.5 Million for Fiscal Year 2023	Mgmt	For	Do Not Vote
9	Ratify Ernst & Young AG as Auditors	Mgmt	For	Do Not Vote
10	Designate Bratschi AG as Independent Proxy	Mgmt	For	Do Not Vote
11	Approve CHF 252,500 Reduction in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	Do Not Vote
12	Transact Other Business (Voting)	Mgmt	For	Do Not Vote
<p><i>Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.</i></p>				

Hufvudstaden AB

Meeting Date: 03/21/2024

Country: Sweden

Ticker: HUFV.A

Record Date: 03/13/2024

Meeting Type: Annual

Primary ISIN: SE0000170375

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Elect Chairman of Meeting	Mgmt	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For
4	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For
5	Approve Agenda of Meeting	Mgmt	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For

Hufvudstaden AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7	Receive CEO's Report	Mgmt		
8	Receive Financial Statements and Statutory Reports; Report on Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt		
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For
10	Approve Allocation of Income and Dividends of SEK 2.70 Per Share	Mgmt	For	For
11	Approve Discharge of Management and Board	Mgmt	For	For
12	Determine Number of Members (9) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For
13	Approve Remuneration of Directors in the Amount of SEK 560,000 for Chairman, and SEK 280,000 for Other Directors; Approve Remuneration of Auditors	Mgmt	For	For
14	Reelect Claes Boustedt, Peter Egardt, Liv Forhaug, Louise Lindh, Katarina Ljungqvist, Fredrik Lundberg (Chair), Anders Nygren, Fredrik Persson and Sten Peterson as Directors; Ratify PricewaterhouseCoopers AB as Auditor	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i></p>				
15	Approve Remuneration Report	Mgmt	For	For
16	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
17	Close Meeting	Mgmt		

Hulic Co., Ltd.

Meeting Date: 03/26/2024

Country: Japan

Ticker: 3003

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3360800001

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 27	Mgmt	For	For
2.1	Elect Director Nishiura, Saburo	Mgmt	For	For
2.2	Elect Director Maeda, Takaya	Mgmt	For	For
2.3	Elect Director Kobayashi, Hajime	Mgmt	For	For

Hulic Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2.4	Elect Director Nakajima, Tadashi	Mgmt	For	For
2.5	Elect Director Hara, Hiroshi	Mgmt	For	For
2.6	Elect Director Miyajima, Tsukasa	Mgmt	For	For
2.7	Elect Director Yamada, Hideo	Mgmt	For	For
2.8	Elect Director Fukushima, Atsuko	Mgmt	For	For
2.9	Elect Director Tsuji, Shinji	Mgmt	For	For
2.10	Elect Director Akita, Kiyomi	Mgmt	For	For
2.11	Elect Director Takahashi, Yuko	Mgmt	For	For
3.1	Appoint Statutory Auditor Kobayashi, Nobuyuki	Mgmt	For	For
3.2	Appoint Statutory Auditor Koike, Noriko	Mgmt	For	For
3.3	Appoint Statutory Auditor Aratani, Masao	Mgmt	For	For
4	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For

Human Soft Holding Co. KSCC

Meeting Date: 03/24/2024

Country: Kuwait

Ticker: HUMANSOFT

Record Date: 03/10/2024

Meeting Type: Annual

Primary ISIN: KW0EQ0601694

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Ordinary Business	Mgmt		
1	Approve Board Report on Company Operations and Its Financial Position for the Fiscal Year Ended 31/12/2023	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
2	Approve Corporate Governance Report and Audit Committee Report for the Fiscal Year Ended 31/12/2023	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
3	Approve Auditors' Report on Company Financial Statements for the Fiscal Year Ended 31/12/2023	Mgmt	For	For
4	Accept Financial Statements and Statutory Reports for the Fiscal Year Ended 31/12/2023	Mgmt	For	For
5	Approve Special Report on Violations and Penalties for the Fiscal Year Ended 31/12/2023	Mgmt	For	For

Human Soft Holding Co. KSCC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6	Approve not to Transfer Any Percentage of Net Income of FY 2023 to Statutory Reserve as it Reached Over 50 Percent of Company's Capital	Mgmt	For	For
7	Approve Transfer of KWD 305,592 from the Net Income of FY 2023 to Optional Reserve to Reach 50 Percent of Company's Capital and Stop the Transfer	Mgmt	For	For
8	Approve Dividends of KWD 0.350 per Share for the Fiscal Year Ended 31/12/2023 and Authorize the Board to Amend The Distribution Timeline if Necessary	Mgmt	For	For
9	Authorize Distribution of Bonus Shares of 5 Percent of the Issued and Paid Up Capital for the Fiscal Year Ended 31/12/2023 and Authorize Board to Dispose Shares Fractions and Amend The Distribution Timeline if Necessary	Mgmt	For	For
10	Approve Remuneration of Directors of KWD 250,000 for the Fiscal Year Ended 31/12/2023	Mgmt	For	For
11	Authorize the Board to Enter into Related Party Transactions for the Fiscal Year Ending 31/12/2024 and Ratify Related Party Transactions for the Fiscal Year Ended 31/12/2023	Mgmt	For	For
12	Authorize Share Repurchase Program of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
13	Approve Discharge of Directors for the Fiscal Year Ended 31/12/2023	Mgmt	For	For
14	Appoint or Reappoint Auditors and Authorize Board to Fix Their Remuneration for the Fiscal Year Ending 31/12/2024	Mgmt	For	Abstain

Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.

Human Soft Holding Co. KSCC

Meeting Date: 03/31/2024

Country: Kuwait

Ticker: HUMANSOFT

Record Date: 03/10/2024

Meeting Type: Extraordinary Shareholders

Primary ISIN: KW0EQ0601694

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Extraordinary Business	Mgmt		

Human Soft Holding Co. KSCC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Authorize Increase in Authorized, Issued and Paid Up Capital Through Issuance of Bonus Shares and Authorize the Board to Dispose Shares Fractions and Amend Distribution Schedule if Necessary	Mgmt	For	For
2	Amend Article 6 of Memorandum of Association and Article 5 of Articles of Association to Reflect Changes in Capital	Mgmt	For	For

Hypera SA

Meeting Date: 02/21/2024

Country: Brazil

Ticker: HYPE3

Record Date:

Meeting Type: Extraordinary Shareholders

Primary ISIN: BRHYPEACNOR0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Authorize Capitalization of Reserves Without Issuance of Shares and Amend Article 5 Accordingly	Mgmt	For	For
2	Approve Increase in Authorized Capital and Amend Article 5 Accordingly	Mgmt	For	For
3	Consolidate Bylaws	Mgmt	For	For

ICICI Bank Limited

Meeting Date: 03/27/2024

Country: India

Ticker: 532174

Record Date: 03/20/2024

Meeting Type: Court

Primary ISIN: INE090A01021

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Court-Ordered Meeting for Equity Shareholders	Mgmt		
1	Approve Scheme of Arrangement	Mgmt	For	For

ICICI Lombard General Insurance Company Limited

Meeting Date: 02/22/2024

Country: India

Ticker: 540716

Record Date: 01/19/2024

Meeting Type: Special

Primary ISIN: INE765G01017

ICICI Lombard General Insurance Company Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Postal Ballot Elect Antony Jacob as Director	Mgmt	For	For

IDFC FIRST Bank Limited

Meeting Date: 03/27/2024	Country: India	Ticker: 539437
Record Date: 02/23/2024	Meeting Type: Special	Primary ISIN: INE092T01019

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Postal Ballot Elect Matangi Gowrishankar as Director	Mgmt	For	For

Impax Asset Management Group Plc

Meeting Date: 03/12/2024	Country: United Kingdom	Ticker: IPX
Record Date: 03/08/2024	Meeting Type: Annual	Primary ISIN: GB0004905260

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	For
	<i>Blended Rationale: .</i>			
3	Re-elect Sally Bridgeland as Director	Mgmt	For	For
	<i>Blended Rationale: .</i>			
4	Re-elect Ian Simm as Director	Mgmt	For	For
5	Re-elect Arnaud de Servigny as Director	Mgmt	For	For
6	Re-elect Annette Wilson as Director	Mgmt	For	For
	<i>Blended Rationale: .</i>			
7	Re-elect Lindsey Martinez as Director	Mgmt	For	For
	<i>Blended Rationale: .</i>			

Impax Asset Management Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8	Re-elect William O'Regan as Director	Mgmt	For	For
	<i>Blended Rationale: .</i>			
9	Elect Karen Cockburn as Director	Mgmt	For	For
10	Elect Julia Bond as Director	Mgmt	For	For
11	Reappoint KPMG LLP as Auditors	Mgmt	For	For
12	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For
13	Approve Final Dividend	Mgmt	For	For
14	Authorise Issue of Equity	Mgmt	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For

Imperial Brands Plc

Meeting Date: 01/31/2024

Country: United Kingdom

Ticker: IMB

Record Date: 01/29/2024

Meeting Type: Annual

Primary ISIN: GB0004544929

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	For
3	Approve Remuneration Policy	Mgmt	For	For
4	Approve Final Dividend	Mgmt	For	For
5	Re-elect Therese Esperdy as Director	Mgmt	For	For
6	Re-elect Stefan Bomhard as Director	Mgmt	For	For
7	Re-elect Susan Clark as Director	Mgmt	For	For
8	Re-elect Diane de Saint Victor as Director	Mgmt	For	For
9	Re-elect Ngozi Edozien as Director	Mgmt	For	For
10	Re-elect Alan Johnson as Director	Mgmt	For	For
11	Re-elect Robert Kunze-Concewitz as Director	Mgmt	For	For
12	Re-elect Lukas Paravicini as Director	Mgmt	For	For

Imperial Brands Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
13	Re-elect Jonathan Stanton as Director	Mgmt	For	For
14	Elect Andrew Gilchrist as Director	Mgmt	For	For
15	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For
18	Authorise Issue of Equity	Mgmt	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

Implenia AG

Meeting Date: 03/26/2024

Country: Switzerland

Ticker: IMPN

Record Date:

Meeting Type: Annual

Primary ISIN: CH0023868554

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	Do Not Vote
1.2	Approve Non-Financial Report	Mgmt	For	Do Not Vote
2	Approve Allocation of Income and Dividends of CHF 0.60 per Share	Mgmt	For	Do Not Vote
3	Approve Discharge of Board and Senior Management	Mgmt	For	Do Not Vote
4.1	Approve Remuneration of Directors in the Amount of CHF 1.6 Million	Mgmt	For	Do Not Vote
4.2	Approve Remuneration of Executive Committee in the Amount of CHF 13 Million	Mgmt	For	Do Not Vote
4.3	Approve Remuneration Report (Non-Binding)	Mgmt	For	Do Not Vote
5.1.1	Reelect Hans Meister as Director and Board Chair	Mgmt	For	Do Not Vote
5.1.2	Reelect Henner Mahlstedt as Director	Mgmt	For	Do Not Vote
5.1.3	Reelect Kyrre Johansen as Director	Mgmt	For	Do Not Vote
5.1.4	Reelect Martin Fischer as Director	Mgmt	For	Do Not Vote

Implenia AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5.1.5	Reelect Barbara Lambert as Director	Mgmt	For	Do Not Vote
5.1.6	Reelect Judith Bischof as Director	Mgmt	For	Do Not Vote
5.1.7	Reelect Raymond Cron as Director	Mgmt	For	Do Not Vote
5.2.1	Reappoint Kyrre Johansen as Member of the Compensation Committee	Mgmt	For	Do Not Vote
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i>				
5.2.2	Reappoint Martin Fischer as Member of the Compensation Committee	Mgmt	For	Do Not Vote
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i>				
5.2.3	Reappoint Raymond Cron as Member of the Compensation Committee	Mgmt	For	Do Not Vote
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i>				
5.3	Designate Keller AG as Independent Proxy	Mgmt	For	Do Not Vote
5.4	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	Do Not Vote
6	Approve Cancellation of Conditional Capital Authorization	Mgmt	For	Do Not Vote
7	Approve Creation of Capital Band within the Upper Limit of CHF 26.4 Million and the Lower Limit of CHF 18.8 Million with Preemptive Rights	Mgmt	For	Do Not Vote
8	Transact Other Business (Voting)	Mgmt	For	Do Not Vote
<i>Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.</i>				

IndusInd Bank Limited

Meeting Date: 01/23/2024

Country: India

Ticker: 532187

Record Date: 12/15/2023

Meeting Type: Special

Primary ISIN: INE095A01012

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Postal Ballot Elect Arun Khurana as Director and Approve Appointment and Remuneration of Arun Khurana as Whole-time Director (Executive Director)	Mgmt	For	For

Meeting Date: 02/23/2024

Country: Germany

Ticker: IFX

Record Date: 02/16/2024

Meeting Type: Annual

Primary ISIN: DE0006231004

Proposal Number	Proposal Text	Proponent	Mgmt 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 0.35 per Share	Mgmt	For	For
3.1	Approve Discharge of Management Board Member Jochen Hanebeck for Fiscal Year 2023	Mgmt	For	For
3.2	Approve Discharge of Management Board Member Constanze Hufenbecher for Fiscal Year 2023	Mgmt	For	For
3.3	Approve Discharge of Management Board Member Sven Schneider for Fiscal Year 2023	Mgmt	For	For
3.4	Approve Discharge of Management Board Member Andreas Urschitz for Fiscal Year 2023	Mgmt	For	For
3.5	Approve Discharge of Management Board Member Rutger Wijburg for Fiscal Year 2023	Mgmt	For	For
4.1	Approve Discharge of Supervisory Board Member Herbert Diess (from Feb. 16, 2023) for Fiscal Year 2023	Mgmt	For	For
4.2	Approve Discharge of Supervisory Board Member Xiaoqun Clever-Steg for Fiscal Year 2023	Mgmt	For	For
4.3	Approve Discharge of Supervisory Board Member Johann Dechant for Fiscal Year 2023	Mgmt	For	For
4.4	Approve Discharge of Supervisory Board Member Wolfgang Eder (until Feb. 16, 2023) for Fiscal Year 2023	Mgmt	For	For
4.5	Approve Discharge of Supervisory Board Member Friedrich Eichiner for Fiscal Year 2023	Mgmt	For	For
4.6	Approve Discharge of Supervisory Board Member Annette Engelfried for Fiscal Year 2023	Mgmt	For	For
4.7	Approve Discharge of Supervisory Board Member Peter Gruber for Fiscal Year 2023	Mgmt	For	For
4.8	Approve Discharge of Supervisory Board Member Klaus Helmrich (from Feb. 16, 2023) for Fiscal Year 2023	Mgmt	For	For
4.9	Approve Discharge of Supervisory Board Member Hans-Ulrich Holdenried (until Feb. 16, 2023) for Fiscal Year 2023	Mgmt	For	For

Infinion Technologies AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.10	Approve Discharge of Supervisory Board Member Susanne Lachenmann for Fiscal Year 2023	Mgmt	For	For
4.11	Approve Discharge of Supervisory Board Member Geraldine Picaud (until Feb. 2, 2023) for Fiscal Year 2023	Mgmt	For	For
4.12	Approve Discharge of Supervisory Board Member Manfred Puffer for Fiscal Year 2023	Mgmt	For	For
4.13	Approve Discharge of Supervisory Board Member Melanie Riedl for Fiscal Year 2023	Mgmt	For	For
4.14	Approve Discharge of Supervisory Board Member Juergen Scholz for Fiscal Year 2023	Mgmt	For	For
4.15	Approve Discharge of Supervisory Board Member Ulrich Spiesshofer for Fiscal Year 2023	Mgmt	For	For
4.16	Approve Discharge of Supervisory Board Member Margret Suckale for Fiscal Year 2023	Mgmt	For	For
4.17	Approve Discharge of Supervisory Board Member Mirco Synde for Fiscal Year 2023	Mgmt	For	For
4.18	Approve Discharge of Supervisory Board Member Diana Vitale for Fiscal Year 2023	Mgmt	For	For
4.19	Approve Discharge of Supervisory Board Member Ute Wolf (from April 22, 2023) for Fiscal Year 2023	Mgmt	For	For
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Reports for the First Half of Fiscal Year 2024	Mgmt	For	For
6.1	Elect Ute Wolf to the Supervisory Board	Mgmt	For	For
6.2	Elect Hermann Eul to the Supervisory Board	Mgmt	For	For
7	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For
8	Approve Creation of EUR 490 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For
9	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 6 Billion; Approve Creation of EUR 260 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For
10	Approve Remuneration Report	Mgmt	For	For

Infomart Corp.

Meeting Date: 03/27/2024

Country: Japan

Ticker: 2492

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3153480003

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 0.49	Mgmt	For	For
2	Amend Articles to Allow Virtual Only Shareholder Meetings	Mgmt	For	For
3	Elect Director Sungil Lee	Mgmt	For	For
4.1	Appoint Statutory Auditor Miyazawa, Hitoshi	Mgmt	For	For
4.2	Appoint Statutory Auditor Yabe, Yoshikazu	Mgmt	For	For

Infosys Limited

Meeting Date: 02/20/2024

Country: India

Ticker: 500209

Record Date: 01/17/2024

Meeting Type: Special

Primary ISIN: INE009A01021

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Postal Ballot	Mgmt		
1	Elect Nitin Keshav Paranjpe as Director	Mgmt	For	For
2	Reelect Chitra Nayak as Director	Mgmt	For	For

INPEX Corp.

Meeting Date: 03/26/2024

Country: Japan

Ticker: 1605

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3294460005

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 14,800 for Class Ko Shares, and JPY 37 for Ordinary Shares	Mgmt	For	For
2.1	Elect Director Ueda, Takayuki	Mgmt	For	For
2.2	Elect Director Kawano, Kenji	Mgmt	For	For
2.3	Elect Director Okawa, Hitoshi	Mgmt	For	For

INPEX Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2.4	Elect Director Yamada, Daisuke	Mgmt	For	For
2.5	Elect Director Takimoto, Toshiaki	Mgmt	For	For
2.6	Elect Director Yanai, Jun	Mgmt	For	For
2.7	Elect Director Iio, Norinao	Mgmt	For	For
2.8	Elect Director Nishimura, Atsuko	Mgmt	For	For
2.9	Elect Director Nishikawa, Tomo	Mgmt	For	For
2.10	Elect Director Morimoto, Hideka	Mgmt	For	For

Integrafin Holdings Plc

Meeting Date: 02/29/2024

Country: United Kingdom

Ticker: IHP

Record Date: 02/27/2024

Meeting Type: Annual

Primary ISIN: GB00BD45SH49

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	For
3	Re-elect Richard Cranfield as Director	Mgmt	For	For
4	Re-elect Alexander Scott as Director	Mgmt	For	For
5	Re-elect Jonathan Gunby as Director	Mgmt	For	For
6	Re-elect Michael Howard as Director	Mgmt	For	For
7	Elect Euan Marshall as Director	Mgmt	For	For
8	Re-elect Caroline Banzsky as Director	Mgmt	For	For
9	Re-elect Victoria Cochrane as Director	Mgmt	For	For
10	Re-elect Rita Dhut as Director	Mgmt	For	For
11	Re-elect Charles Robert Lister as Director	Mgmt	For	For
12	Re-elect Christopher Munro as Director	Mgmt	For	For
13	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For
14	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For
15	Authorise UK Political Donations and Expenditure	Mgmt	For	For
16	Authorise Issue of Equity	Mgmt	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For

Integratin Holdings Plc

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

Interconexion Electrica SA ESP

Meeting Date: 01/29/2024

Country: Colombia

Ticker: ISA

Record Date:

Meeting Type: Extraordinary Shareholders

Primary ISIN: COE15PA00026

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Verify Quorum	Mgmt		
2	Approve Meeting Agenda	Mgmt		
3	Elect Chairman of Meeting	Mgmt	For	For
4	Elect Meeting Approval Committee	Mgmt	For	For
5	Elect Directors	Mgmt	For	For

Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.

Intershop Holding AG

Meeting Date: 03/27/2024

Country: Switzerland

Ticker: ISN

Record Date:

Meeting Type: Annual

Primary ISIN: CH0273774791

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Consolidated Financial Statements and Statutory Reports	Mgmt	For	Do Not Vote
1.2	Accept Annual Financial Statements	Mgmt	For	Do Not Vote
1.3	Approve Remuneration Report	Mgmt	For	Do Not Vote

Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.[SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging.[SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.

Intershop Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.4	Approve Sustainability Report	Mgmt	For	Do Not Vote
1.5	Approve Allocation of Income and Ordinary Dividends of CHF 27.50 per Share	Mgmt	For	Do Not Vote
2	Approve Discharge of Board and Senior Management	Mgmt	For	Do Not Vote
3.1	Approve Remuneration of Directors in the Amount of CHF 400,000	Mgmt	For	Do Not Vote
3.2	Approve Remuneration of Executive Committee in the Amount of CHF 2.1 Million	Mgmt	For	Do Not Vote
4.1.1	Approve 1:5 Stock Split	Mgmt	For	Do Not Vote
4.1.2	Approve Creation of Capital Band within the Upper Limit of CHF 22.8 Million and the Lower Limit of CHF 15.2 Million with or without Exclusion of Preemptive Rights	Mgmt	For	Do Not Vote
<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>				
4.1.3	Amend Articles Re: Annulment of the Conversion of Shares; Opting-Out; Shares and Share Register	Mgmt	For	Do Not Vote
4.2	Amend Articles Re: General Meetings (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Mgmt	For	Do Not Vote
4.3	Amend Articles of Association	Mgmt	For	Do Not Vote
5.1.1	Reelect Ernst Schaufelberger as Director	Mgmt	For	Do Not Vote
5.1.2	Reelect Christoph Nater as Director	Mgmt	For	Do Not Vote
5.1.3	Elect Gregor Bucher as Director	Mgmt	For	Do Not Vote
5.2	Reelect Ernst Schaufelberger as Board Chair	Mgmt	For	Do Not Vote
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.[LN-M0201-010] As chairman of the board, responsible for lack of diversity.</i>				
5.3.1	Reappoint Ernst Schaufelberger as Member of the Compensation Committee	Mgmt	For	Do Not Vote
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-001] Remuneration arrangements are poorly structured.</i>				
5.3.2	Reappoint Christoph Nater as Member of the Compensation Committee	Mgmt	For	Do Not Vote
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-001] Remuneration arrangements are poorly structured.[SD-M0201-005] Nominee is not independent and serves on a key committee.</i>				
5.3.3	Appoint Gregor Bucher as Member of the Compensation Committee	Mgmt	For	Do Not Vote
<i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee.</i>				

Intershop Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5.4	Designate BFMS Rechtsanwaelte as Independent Proxy	Mgmt	For	Do Not Vote
5.5	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	Do Not Vote
6	Transact Other Business (Voting)	Mgmt	For	Do Not Vote

Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.

Israel Canada (T.R) Ltd.

Meeting Date: 02/15/2024

Country: Israel

Ticker: ISCN

Record Date: 01/18/2024

Meeting Type: Special

Primary ISIN: IL0004340191

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Issue Updated Indemnification Agreements to Asaf Touchmair and Barak Rozen, Controllers as Chairman and Director and CEO (Respectively)	Mgmt	For	For
2	Elect Drorit Vilnai as External Director	Mgmt	For	For
3	Issue Indemnification Agreement to Drorit Vilnai, External Director	Mgmt	For	For
4	Issue Exemption Agreement to Drorit Vilnai, External Director	Mgmt	For	For
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Mgmt	None	Against
	Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney	Mgmt		
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against

Israel Canada (T.R) Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	Mgmt	None	For

Israel Discount Bank Ltd.

Meeting Date: 02/07/2024

Country: Israel

Ticker: DSCT

Record Date: 01/07/2024

Meeting Type: Special

Primary ISIN: IL0006912120

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Employment Terms of Danny Yamin, Incoming Chairman and Amend Compensation Policy Accordingly	Mgmt	For	For
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Mgmt	None	Against
	Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney	Mgmt		
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	Mgmt	None	For

ITC Limited

Meeting Date: 03/19/2024

Country: India

Ticker: 500875

Record Date: 02/02/2024

Meeting Type: Special

Primary ISIN: INE154A01025

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Postal Ballot	Mgmt		
1	Elect Atul Singh as Director	Mgmt	For	For
2	Elect Pushpa Subrahmanyam as Director	Mgmt	For	For

J Trust Co., Ltd.

Meeting Date: 03/26/2024

Country: Japan

Ticker: 8508

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3142350002

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Fujisawa, Nobuyoshi	Mgmt	For	For
1.2	Elect Director Chiba, Nobuiku	Mgmt	For	For
1.3	Elect Director Adachi, Nobiru	Mgmt	For	For
1.4	Elect Director Atsuta, Ryuichi	Mgmt	For	For
1.5	Elect Director Oda, Katsuyuki	Mgmt	For	For
1.6	Elect Director Hatatani, Tsuyoshi	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-006] AGAINST affiliated outsiders as the board lacks independence in face of major blockholders.</i>				
1.7	Elect Director Natori, Toshiya	Mgmt	For	For
1.8	Elect Director Fukuda, Susumu	Mgmt	For	For
1.9	Elect Director Hoshiba, Kinji	Mgmt	For	For
2.1	Appoint Statutory Auditor Yamane, Hideki	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0280-001] AGAINST affiliated outsiders.</i>				
2.2	Appoint Statutory Auditor Saito, Mitsuharu	Mgmt	For	For
3	Approve Restricted Stock Plan	Mgmt	For	For

JAC Recruitment Co., Ltd.

Meeting Date: 03/27/2024

Country: Japan

Ticker: 2124

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3386130003

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 90	Mgmt	For	For
2.1	Elect Director Tazaki, Hiromi	Mgmt	For	For
2.2	Elect Director Tazaki, Tadayoshi	Mgmt	For	For
2.3	Elect Director Yamada, Hiroki	Mgmt	For	For
2.4	Elect Director Okino, Toshihiko	Mgmt	For	For
2.5	Elect Director Kase, Yutaka	Mgmt	For	For
2.6	Elect Director Gunter Zorn	Mgmt	For	For
2.7	Elect Director Nakaido, Nobuhide	Mgmt	For	For
2.8	Elect Director Stephen Blundell	Mgmt	For	For
3.1	Elect Director and Audit Committee Member Mukaiyama, Toshiaki	Mgmt	For	For
3.2	Elect Director and Audit Committee Member Yokoi, Naoto	Mgmt	For	For
3.3	Elect Director and Audit Committee Member Nakamura, Nodoka	Mgmt	For	For
4	Elect Alternate Director and Audit Committee Member Iwasaki, Masataka	Mgmt	For	For
5	Approve Restricted Stock Plan	Mgmt	For	For
6	Approve Non-Monetary Compensation Ceiling for Directors	Mgmt	For	For

Jamjoom Pharmaceuticals Factory Co.

Meeting Date: 03/12/2024

Country: Saudi Arabia

Ticker: 4015

Record Date:

Meeting Type: Extraordinary Shareholders

Primary ISIN: SA15QGU1UNH6

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Extraordinary Business	Mgmt		
1	Approve Appointment of Georges Schorderet as Director	Mgmt	For	For
2	Amend Remuneration Policy of Board Members, Committees, and Executive Management	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>				
3	Amend Article 1 of Bylaws Re: Company's Incorporation	Mgmt	For	For

Jamjoom Pharmaceuticals Factory Co.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4	Amend Article 3 of Bylaws Re: Corporate Purpose	Mgmt	For	For
5	Amend Article 8 of Bylaws Re: Shareholders' Registry	Mgmt	For	For
6	Amend Article 9 of Bylaws Re: Stock Trading	Mgmt	For	For
7	Amend Article 10 of Bylaws Re: Selling the Unpaid Shares	Mgmt	For	For
8	Amend Article 13 of Bylaws Re: Formation of the Board of Directors	Mgmt	For	For
9	Amend Article 15 of Bylaws Re: Expiry of the Board of Directors', Term Retirement of its Members, or Vacancy in Membership	Mgmt	For	For
10	Amend Article 16 of Bylaws Re: Board of Directors' Powers	Mgmt	For	For
11	Amend Article 17 of Bylaws Re: Remuneration of Board Members	Mgmt	For	For
12	Amend Article 18 of Bylaws Re: Powers of the Chairman, the Deputy Chairman, and the CEO or the Managing Director, and the Secretary	Mgmt	For	For
13	Amend Article 20 of Bylaws Re: Quorum and Board Decisions	Mgmt	For	For
14	Amend Article 21 of Bylaws Re: Board Deliberations	Mgmt	For	For
15	Amend Article 23 of Bylaws Re: Invitation for Assemblies	Mgmt	For	For
16	Amend Article 27 of Bylaws Re: Assemblies Decisions	Mgmt	For	For
17	Approve Deletion of Article 30 of Bylaws Re: Issuing General Assembly Decisions by Circulation	Mgmt	For	For
18	Amend Article 36 of Bylaws Re: Profit Entitlement	Mgmt	For	For
19	Amend Article 38 of Bylaws Re: Expiration of the Company	Mgmt	For	For

Japan Tobacco, Inc.

Meeting Date: 03/22/2024

Country: Japan

Ticker: 2914

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3726800000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 100	Mgmt	For	For

Japan Tobacco, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Approve Accounting Transfers	Mgmt	For	For
3.1	Elect Director Iwai, Mutsuo	Mgmt	For	For
3.2	Elect Director Okamoto, Shigeaki	Mgmt	For	For
3.3	Elect Director Terabatake, Masamichi	Mgmt	For	For
3.4	Elect Director Nakano, Kei	Mgmt	For	For
3.5	Elect Director Shimayoshi, Koji	Mgmt	For	For
3.6	Elect Director Nagashima, Yukiko	Mgmt	For	For
3.7	Elect Director Kitera, Masato	Mgmt	For	For
3.8	Elect Director Shoji, Tetsuya	Mgmt	For	For
<i>Blended Rationale: .</i>				
3.9	Elect Director Yamashina, Hiroko	Mgmt	For	For
3.10	Elect Director Asakura, Kenji	Mgmt	For	For
4	Appoint Statutory Auditor Takeishi, Emiko	Mgmt	For	For

Jazeera Airways Co. K.S.C.

Meeting Date: 03/20/2024

Country: Kuwait

Ticker: JAZEERA

Record Date: 03/06/2024

Meeting Type: Annual

Primary ISIN: KW0EQ0602452

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Ordinary Business	Mgmt		
1	Approve Board Report on Company Operations for the Fiscal Year Ended 31/12/2023	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
2	Approve Auditors' Report on Company Financial Statements for the Fiscal Year Ended 31/12/2023	Mgmt	For	For
3	Approve Corporate Governance and Remuneration Report and Audit Committee Report for the Fiscal Year Ended 31/12/2023	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
4	Accept Consolidated Financial Statements and Statutory Reports for the Fiscal Year Ended 31/12/2023	Mgmt	For	For
5	Approve Special Report on Violations and Penalties for the Fiscal Year Ended 31/12/2023	Mgmt	For	For

Jazeera Airways Co. K.S.C.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6	Ratify Related Party Transactions for the Fiscal Year Ended 31/12/2023 and Authorize Board to Conduct Related Party Transactions until the next General Assembly Meeting Date for the Fiscal Year Ending 31/12/2024	Mgmt	For	Against
<i>Blended Rationale: [SF-M0460-001] The company did not provide sufficient information to support the related party transaction.</i>				
7	Approve Transfer of 10 Percent of Net Income to Statutory Reserve	Mgmt	For	For
8	Approve Discontinuing Allocation to the Optional Reserve	Mgmt	For	For
9	Approve Absence of Dividends for the Second Half of the Fiscal Year Ended 31/12/2023 and the Distributed Interim Dividend of KWD 0.028 per Share is Adequate	Mgmt	For	For
10	Authorize Distribution of Interim Dividends for FY 2024	Mgmt	For	For
11	Authorize Share Repurchase Program of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
12	Authorize Issuance of All Type of Bonds and Authorize Board to Assign a Delegate to Execute and Take All the Necessary Actions for the Approved Resolution	Mgmt	For	Against
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
13	Authorize Issuance of Capital or Financing Sukuk or Other Debt Instruments in Accordance to Shariah Compliant Contracts and Authorize Board to Assign a Delegate to Execute and Take All the Necessary Actions for the Approved Resolution	Mgmt	For	Against
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
14	Approve Absence of Directors Remuneration for the Fiscal Year Ended 31/12/2023	Mgmt	For	For
15	Approve Discharge of Directors for the Fiscal Year Ended 31/12/2023	Mgmt	For	For
16	Appoint or Reappoint of Auditors and Authorize Board to Fix Their Remuneration for the Fiscal Year Ending 31/12/2024	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				

Jazeera Airways Co. K.S.C.

Meeting Date: 03/20/2024

Country: Kuwait

Ticker: JAZEERA

Record Date: 03/06/2024

Meeting Type: Extraordinary Shareholders

Primary ISIN: KW0EQ0602452

Jazeera Airways Co. K.S.C.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Extraordinary Business Amend Article 16 of Bylaws Re: Board of Directors	Mgmt	For	For

Jumbo SA

Meeting Date: 02/07/2024 **Country:** Greece **Ticker:** BELA
Record Date: 02/01/2024 **Meeting Type:** Extraordinary Shareholders
Primary ISIN: GRS282183003

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Extraordinary Business Approve Special Dividend	Mgmt	For	For

Jyske Bank A/S

Meeting Date: 03/21/2024 **Country:** Denmark **Ticker:** JYSK
Record Date: 03/14/2024 **Meeting Type:** Annual
Primary ISIN: DK0010307958

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
a	Receive Report of Board	Mgmt		
b	Accept Financial Statements and Statutory Reports; Approve Allocation of Income	Mgmt	For	For
c	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
d.1	Approve Remuneration of Committee of Representatives	Mgmt	For	For
d.2	Approve Remuneration of Directors	Mgmt	For	For
e	Authorize Share Repurchase Program	Mgmt	For	For
f.1	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	For
f.2	Amend Articles Re: Art.(8), Item 1 g	Mgmt	For	For
f.3	Amend Articles Re: Art. 15(6) to be Discontinued	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
f.4	Amend Articles Re: Art. 16(1)	Mgmt	For	For
f.5	Amend Articles Re: Art. 17(1)	Mgmt	For	For
	Shareholder Proposal	Mgmt		
f.6	Company Refrains from Making Political Donations, Provide Financial Support to Political Parties or Support to Individual Political Candidates	SH	Against	Against
<hr/>				
<i>Blended Rationale: [SF-S0000-021] The company already has policies in place to address the request being made by the proposal, or is already enhancing its relevant policies.</i>				
	Management Proposals	Mgmt		
g.1	Elect Members of Committee of Representatives (Vote for All Candidates)	Mgmt	For	For
g.1.1	Reelect Annette Bache as Member of Committee of Representatives	Mgmt	For	For
g.1.2	Reelect Asger Fredslund Pedersen as Member of Committee of Representatives	Mgmt	For	For
g.1.3	Reelect Dorte Brix Nagell as Member of Committee of Representatives	Mgmt	For	For
g.1.4	Reelect Frank Buch-Andersen as Member of Committee of Representatives	Mgmt	For	For
g.1.5	Reelect Hans Bonde Hansen as Member of Committee of Representatives	Mgmt	For	For
g.1.6	Reelect Jan Poul Crilles Tonnesen as Member of Committee of Representatives	Mgmt	For	For
g.1.7	Reelect Jens Kramer Mikkelsen as Member of Committee of Representatives	Mgmt	For	For
g.1.8	Reelect Jens-Christian Bay as Member of Committee of Representatives	Mgmt	For	For
g.1.9	Reelect Jesper Brockner Nielsen as Member of Committee of Representatives	Mgmt	For	For
g.110	Reelect Jorgen Hellesoe Mathiesen as Member of Committee of Representatives	Mgmt	For	For
g.111	Reelect Kim Elfving as Member of Committee of Representatives	Mgmt	For	For
g.112	Reelect Marie Louise Pind as Member of Committee of Representatives	Mgmt	For	For
g.113	Reelect Philip Baruch as Member of Committee of Representatives	Mgmt	For	For
g.114	Reelect Steen Jensen as Member of Committee of Representatives	Mgmt	For	For
g.115	Reelect Soren Elmann Ingerslev as Member of Committee of Representatives	Mgmt	For	For

Jyske Bank A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
g.116	Reelect Soren Lynggaard as Member of Committee of Representatives	Mgmt	For	For
g.117	Reelect Soren Tscherning as Member of Committee of Representatives	Mgmt	For	For
g.118	Reelect Thomas Moberg as Member of Committee of Representatives	Mgmt	For	For
g.119	Reelect Tina Rasmussen as Member of Committee of Representatives	Mgmt	For	For
g.120	Elect Carsten Bach as New Member of Committee of Representatives	Mgmt	For	For
g.121	Elect Francois Grimal as New Member of Committee of Representatives	Mgmt	For	For
g.122	Elect Heidi Gundersen as New Member of Committee of Representatives	Mgmt	For	For
g.123	Elect Carina Dahl as New Member of Committee of Representatives	Mgmt	For	For
g.124	Elect Trine Wagner as New Member of Committee of Representatives	Mgmt	For	For
g.125	Elect Henrik Sorensen as New Member of Committee of Representatives	Mgmt	For	For
g.126	Elect Susanne Dalsgaard Provstgaard as New Member of Committee of Representatives	Mgmt	For	For
g.127	Elect Carsten Park Andreassen as New Member of Committee of Representatives	Mgmt	For	For
g.128	Elect Charlotte Nolsoe Gottler as New Member of Committee of Representatives	Mgmt	For	For
g.129	Elect Pia Marie Schougaard as New Member of Committee of Representatives	Mgmt	For	For
g.130	Elect Jacob Nannestad as New Member of Committee of Representatives	Mgmt	For	For
g.131	Elect Michael Thomsen as New Member of Committee of Representatives	Mgmt	For	For
g.2	Elect Supervisory Board Members (No Members Will be Elected Under this Item)	Mgmt	For	For
h.1	Ratify Ernst & Young as Auditor	Mgmt	For	For
h.2	Ratify Ernst & Young as Authorized Sustainability Auditor	Mgmt	For	For
i	Other Business	Mgmt		

Kagome Co., Ltd.

Meeting Date: 03/26/2024

Country: Japan

Ticker: 2811

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3208200000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Yamaguchi, Satoshi	Mgmt	For	For
1.2	Elect Director Kobayashi, Hirohisa	Mgmt	For	For
1.3	Elect Director Hairo, Yoshihisa	Mgmt	For	For
1.4	Elect Director Okuya, Harunobu	Mgmt	For	For
1.5	Elect Director Sato, Hidemi	Mgmt	For	For
1.6	Elect Director Arakane, Kumi	Mgmt	For	For
2.1	Elect Director and Audit Committee Member Takano, Hitoshi	Mgmt	For	For
2.2	Elect Director and Audit Committee Member Endo, Tatsuya	Mgmt	For	For
2.3	Elect Director and Audit Committee Member Yamagami, Asako	Mgmt	For	For
3	Elect Alternate Director and Audit Committee Member Murata, Morihiro	Mgmt	For	For

Kanamoto Co., Ltd.

Meeting Date: 01/25/2024

Country: Japan

Ticker: 9678

Record Date: 10/31/2023

Meeting Type: Annual

Primary ISIN: JP3215200001

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Kanamoto, Kanchu	Mgmt	For	For
	<i>Blended Rationale:</i> .			
1.2	Elect Director Kanamoto, Tetsuo	Mgmt	For	For
	<i>Blended Rationale:</i> .			
1.3	Elect Director Kanamoto, Tatsuo	Mgmt	For	For
1.4	Elect Director Hashiguchi, Kazunori	Mgmt	For	For
1.5	Elect Director Sannomiya, Akira	Mgmt	For	For
1.6	Elect Director Watanabe, Jun	Mgmt	For	For
1.7	Elect Director Hirose, Shun	Mgmt	For	For
1.8	Elect Director Yamashita, Hideaki	Mgmt	For	For
1.9	Elect Director Naito, Susumu	Mgmt	For	For

Kanamoto Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.10	Elect Director Arita, Eiji	Mgmt	For	For
1.11	Elect Director Yonekawa, Motoki	Mgmt	For	For
1.12	Elect Director Tabata, Ayako	Mgmt	For	For
1.13	Elect Director Okawa, Tetsuya	Mgmt	For	For
<i>Blended Rationale: .</i>				
2	Appoint Statutory Auditor Ishiwaka, Yasushi	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0280-001] AGAINST affiliated outsiders.</i>				

Kao Corp.

Meeting Date: 03/22/2024

Country: Japan

Ticker: 4452

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3205800000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 75	Mgmt	For	For
2.1	Elect Director Hasebe, Yoshihiro	Mgmt	For	For
<i>Blended Rationale: .</i>				
2.2	Elect Director Negoro, Masakazu	Mgmt	For	For
2.3	Elect Director Nishiguchi, Toru	Mgmt	For	For
2.4	Elect Director David J. Muenz	Mgmt	For	For
2.5	Elect Director Shinobe, Osamu	Mgmt	For	For
2.6	Elect Director Sakurai, Eriko	Mgmt	For	For
2.7	Elect Director Nishii, Takaaki	Mgmt	For	For
2.8	Elect Director Takashima, Makoto	Mgmt	For	For
3	Appoint Statutory Auditor Arai, Saeko	Mgmt	For	For
4	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For
5	Approve Compensation Ceiling for Statutory Auditors	Mgmt	For	For

Katakura Industries Co., Ltd.

Meeting Date: 03/28/2024

Country: Japan

Ticker: 3001

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3211400001

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 20	Mgmt	For	For
2	Amend Articles to Clarify Director Authority on Board Meetings	Mgmt	For	For
3.1	Elect Director Joko, Ryosuke	Mgmt	For	For
3.2	Elect Director Mizusawa, Kenichi	Mgmt	For	For
3.3	Elect Director Kurihara, Osamu	Mgmt	For	For
3.4	Elect Director Yamada, Yuho	Mgmt	For	For
3.5	Elect Director Omuro, Koichi	Mgmt	For	For
3.6	Elect Director Kuwahara, Michio	Mgmt	For	For
3.7	Elect Director Kanamaru, Tetsuya	Mgmt	For	For
3.8	Elect Director Mashimo, Yoko	Mgmt	For	For
4.1	Appoint Statutory Auditor Yoshida, Nobuhiro	Mgmt	For	For
4.2	Appoint Statutory Auditor Goibuchi, Hiroshi	Mgmt	For	For
4.3	Appoint Statutory Auditor Sakai, Akio	Mgmt	For	For
4.4	Appoint Statutory Auditor Teshima, Toshihiro	Mgmt	For	For
5	Approve Compensation Ceiling for Directors	Mgmt	For	For
6	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For

Kemira Oyj

Meeting Date: 03/20/2024

Country: Finland

Ticker: KEMIRA

Record Date: 03/08/2024

Meeting Type: Annual

Primary ISIN: FI0009004824

Proposal Number	Proposal Text	Proponent	Mgmt 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		

Kemira Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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
8	Approve Allocation of Income and Dividends of EUR 0.68 Per Share	Mgmt	For	For
9	Approve Discharge of Board and President	Mgmt	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For
12	Approve Remuneration of Directors in the Amount of EUR 125,000 for Chairman, EUR 70,000 for Vice Chairman and EUR 65,000 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For
13	Fix Number of Directors at Eight; Reelect Tina Sejersgard Fano, Werner Fuhrmann, Matti Kahkonen (Chair), Timo Lappalainen, Fernanda Lopes Larsen, Annika Paasikivi (Vice-Chair), Kristian Pullola and Mikael Staffas as Directors	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i></p>				
14	Approve Remuneration of Auditors	Mgmt	For	For
15	Ratify Ernst & Young as Auditors	Mgmt	For	For
16	Approve Remuneration of Authorized Sustainability Auditors	Mgmt	For	For
17	Ratify Ernst & Young as Authorized Sustainability Auditor	Mgmt	For	For
18	Amend Articles	Mgmt	For	For
19	Authorize Share Repurchase Program	Mgmt	For	For
20	Approve Issuance of up to 15.6 Million Shares and Reissuance of up to 7.8 Million Treasury Shares without Preemptive Rights	Mgmt	For	For
21	Close Meeting	Mgmt		

Kempower Oyj

Meeting Date: 03/27/2024

Country: Finland

Ticker: KEMPOWR

Record Date: 03/15/2024

Meeting Type: Annual

Primary ISIN: FI4000513593

Proposal Number	Proposal Text	Proponent	Mgmt 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
8	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For
9	Approve Discharge of Board and President	Mgmt	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>				
11	Approve Remuneration of Directors in the Amount of EUR 100,000 for Chair, EUR 80,000 for Vice Chair and EUR 60,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
12	Fix Number of Directors at Six	Mgmt	For	For
13	Reelect Vesa Laisi (Chair), Antti Kemppi (Vice Chair), Eriikka Soderstrom, Teresa Kemppi-Vasama, Olli Lauren and Tuula Ryttila as Directors	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee.[SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i></p>				
14	Approve Remuneration of Auditors	Mgmt	For	For
15	Ratify Ernst & Young as Auditors	Mgmt	For	For
16	Approve Remuneration of Authorized Sustainability Auditors	Mgmt	For	For
17	Ratify Ernst & Young Oy as Authorized Sustainability Auditor	Mgmt	For	For
18	Amend Articles Re: Notification on the Change of Holdings; Obligation to Make a Tender Offer	Mgmt	For	For
19	Authorize Share Repurchase Program	Mgmt	For	For
20	Approve Issuance of up to 5.6 Million Shares without Preemptive Rights	Mgmt	For	For

Kempower Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
21	Close Meeting	Mgmt		

Kesko Oyj

Meeting Date: 03/26/2024	Country: Finland	Ticker: KESKOB
Record Date: 03/14/2024	Meeting Type: Annual	Primary ISIN: FI0009000202

Proposal Number	Proposal Text	Proponent	Mgmt 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 CEO's Review	Mgmt		
7	Receive Financial Statements and Statutory Reports	Mgmt		
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For
9	Approve Allocation of Income and Dividends of EUR 1.02 Per Share	Mgmt	For	For
10	Approve Discharge of Board and President	Mgmt	For	For
11	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>				
12	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>				
13	Approve Remuneration of Directors in the Amount of EUR 107,000 for Chairman, EUR 66,000 for Vice Chairman and EUR 50,000 for Other Directors; Approve Meeting Fees; Approve Remuneration for Committee Work	Mgmt	For	For
14	Fix Number of Directors at Seven	Mgmt	For	For

Kesko Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
15	Reelect Esa Kiiskinen, Peter Fagernas, Jannica Fagerholm, Pii Karhu, Jussi Perala and Timo Ritakallio as Directors; Elect Pauli Jaakola as New Director	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.[RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.[SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>				
16	Approve Remuneration of Auditors	Mgmt	For	For
17	Ratify Deloitte as Auditors	Mgmt	For	For
18	Approve Authorized Sustainability Remuneration of Auditors	Mgmt	For	For
19	Ratify Deloitte as Authorized Sustainability Auditors	Mgmt	For	For
20	Amend Articles	Mgmt	For	For
21	Authorize Share Repurchase Program	Mgmt	For	For
22	Approve Issuance of up to 33 Million Class B Shares without Preemptive Rights	Mgmt	For	For
23	Approve Charitable Donations of up to EUR 300,000	Mgmt	For	For
24	Close Meeting	Mgmt		

Kewpie Corp.

Meeting Date: 02/28/2024

Country: Japan

Ticker: 2809

Record Date: 11/30/2023

Meeting Type: Annual

Primary ISIN: JP3244800003

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Nakashima, Amane	Mgmt	For	For
<p><i>Blended Rationale: .</i></p>				
1.2	Elect Director Takamiya, Mitsuru	Mgmt	For	For
<p><i>Blended Rationale: .</i></p>				
1.3	Elect Director Watanabe, Ryota	Mgmt	For	For
1.4	Elect Director Hamachiyo, Yoshinori	Mgmt	For	For
1.5	Elect Director Yamamoto, Shinichiro	Mgmt	For	For
1.6	Elect Director Hamasaki, Shinya	Mgmt	For	For
1.7	Elect Director Kashiwaki, Hitoshi	Mgmt	For	For

Kewpie Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.8	Elect Director Fukushima, Atsuko	Mgmt	For	For
1.9	Elect Director Nishikawa, Kuniko	Mgmt	For	For
1.10	Elect Director Harold George Meij	Mgmt	For	For
<i>Blended Rationale: .</i>				
2	Appoint Statutory Auditor Kumahira, Mika	Mgmt	For	For

KGHM Polska Miedz SA

Meeting Date: 02/13/2024

Country: Poland

Ticker: KGH

Record Date: 01/26/2024

Meeting Type: Special

Primary ISIN: PLKGHM000017

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Management Proposals	Mgmt		
1	Open Meeting	Mgmt		
2	Elect Meeting Chairman	Mgmt	For	For
3	Acknowledge Proper Convening of Meeting	Mgmt		
4	Approve Agenda of Meeting	Mgmt	For	For
	Shareholder Proposals	Mgmt		
5.1	Recall Supervisory Board Member	SH	None	Against
<i>Blended Rationale: [SF-S0000-001] Vote against due to lack of disclosure.</i>				
5.2	Elect Supervisory Board Member	SH	None	Against
<i>Blended Rationale: [SF-S0000-001] Vote against due to lack of disclosure.</i>				
6	Approve Decision on Covering Costs of Convocation of EGM	SH	None	Against
<i>Blended Rationale: [SF-S0000-001] Vote against due to lack of disclosure.</i>				
	Management Proposal	Mgmt		
7	Close Meeting	Mgmt		

KH Neochem Co., Ltd.

Meeting Date: 03/26/2024

Country: Japan

Ticker: 4189

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3277040006

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 45	Mgmt	For	For
2	Amend Articles to Adopt Board Structure with Audit Committee - Allow Sales of Supplementary Shares to Odd-Lot Holders - Amend Provisions on Number of Directors - Authorize Directors to Execute Day to Day Operations without Full Board Approval	Mgmt	For	For
3.1	Elect Director Takahashi, Michio	Mgmt	For	For
3.2	Elect Director Niiya, Tatsuro	Mgmt	For	For
3.3	Elect Director Hamamoto, Masaya	Mgmt	For	For
3.4	Elect Director Miyairi, Sayoko	Mgmt	For	For
3.5	Elect Director Tsuchiya, Jun	Mgmt	For	For
3.6	Elect Director Kikuchi, Yuji	Mgmt	For	For
4.1	Elect Director and Audit Committee Member Takahashi, Isao	Mgmt	For	For
4.2	Elect Director and Audit Committee Member Kawai, Kazuhiro	Mgmt	For	For
4.3	Elect Director and Audit Committee Member Tamura, Keiko	Mgmt	For	For
5.1	Elect Alternate Director and Audit Committee Member Imura, Junko	Mgmt	For	For
5.2	Elect Alternate Director and Audit Committee Member Mori, Masao	Mgmt	For	For
6	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For
7	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	Mgmt	For	For
8	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For

Kimberly-Clark de Mexico SAB de CV**Meeting Date:** 02/29/2024**Country:** Mexico**Ticker:** KIMBERA**Record Date:** 02/21/2024**Meeting Type:** Annual**Primary ISIN:** MXP606941179

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Series A & B Shares Have Voting Rights Where Series A Shares Must Be Mexican National to Vote	Mgmt		
1	Approve Financial Statements and Statutory Reports; Approve Allocation of Income	Mgmt	For	Abstain
<i>Blended Rationale: LN-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a later date.</i>				
2.1	Elect and/or Ratify Jorge Ballesteros Franco as Director and Jorge A. Lara Flores as Alternate Director	Mgmt	For	For
2.2	Elect and/or Ratify Emilio Carrillo Gamboa as Director and Fernando Lopez Guerra Larrea as Alternate Director	Mgmt	For	For
2.3	Elect and/or Ratify Antonio Cosio Arino as Director and Antonio Cosio Pando as Alternate Director	Mgmt	For	For
2.4	Elect and/or Ratify Valentin Diez Morodo as Director and Emilio Cadena Rubio as Alternate Director	Mgmt	For	For
2.5	Elect and/or Ratify Pablo R. Gonzalez Guajardo as Director and Esteban Gonzalez Guajardo as Alternate Director	Mgmt	For	For
2.6	Elect and/or Ratify Claudio X. Gonzalez Laporte as Director and Guillermo Gonzalez Guajardo as Alternate Director	Mgmt	For	For
2.7	Elect and/or Ratify Michael Hsu as Director and Paola Morales Vargas as Alternate Director	Mgmt	For	For
2.8	Elect and/or Ratify Alison Lewis as Director and Alicia Maria Enciso Cordero as Alternate Director	Mgmt	For	For
2.9	Elect and/or Ratify Esteban Malpica Fomperosa as Director and Fernando Ruiz Sahagun as Alternate Director	Mgmt	For	For
2.10	Elect and/or Ratify Fernando Senderos Mestre as Director and Daniela Ruiz Massieu Salinas as Alternate Director	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>				
2.11	Elect and/or Ratify Russell Torres as Director and Jorge Leon Orantes Baena as Alternate Director	Mgmt	For	For
2.12	Elect and/or Ratify Nelson Urdaneta as Director and Sergio Chagoya Diaz as Alternate Director	Mgmt	For	For
2.13	Elect and/or Ratify Emilio Carrillo Gamboa as Chairman of Audit and Corporate Practices Committee	Mgmt	For	For

Kimberly-Clark de Mexico SAB de CV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2.14	Elect and/or Ratify Alberto G. Saavedra Olavarrieta as Board Secretary	Mgmt	For	For
3	Approve Remuneration of Principal and Alternate Members of Board of Directors, Board Committees and Secretary	Mgmt	For	For
4	Set Maximum Amount of Share Repurchase Reserve of up to MXN 1 Billion; Approve Board's Report on Policies of Repurchase of Shares	Mgmt	For	For
5	Approve Cash Dividends of MXN 1.86 per Series A and B Shares; Such Dividends Will Be Distributed in Four Installments of MXN 0.465	Mgmt	For	For
6	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For

Kindred Group Plc

Meeting Date: 02/16/2024

Country: Malta

Ticker: KIND

Record Date: 02/06/2024

Meeting Type: Extraordinary Shareholders

Primary ISIN: SE0007871645

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Elect Chairman of Meeting	Mgmt		
3	Approve List of Shareholders	Mgmt		
4	Approve Agenda	Mgmt		
5	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt		
6	Acknowledge Proper Convening of Meeting	Mgmt		
7	Adopt New Memorandum and Articles of Association	Mgmt	For	For
8	Close Meeting	Mgmt		

Kindred Group Plc

Meeting Date: 03/15/2024

Country: Malta

Ticker: KIND

Record Date: 03/05/2024

Meeting Type: Extraordinary Shareholders

Primary ISIN: SE0007871645

Kindred Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Elect Chairman of Meeting	Mgmt		
3	Approve List of Shareholders	Mgmt		
4	Approve Agenda	Mgmt		
5	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt		
6	Acknowledge Proper Convening of Meeting	Mgmt		
7	Amend Articles of Association	Mgmt	For	For
8	Close Meeting	Mgmt		

Kirin Holdings Co., Ltd.

Meeting Date: 03/28/2024

Country: Japan

Ticker: 2503

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3258000003

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 36.5	Mgmt	For	For
2	Amend Articles to Clarify Director Authority on Shareholder Meetings - Amend Provisions on Director Titles	Mgmt	For	For
3.1	Elect Director Isozaki, Yoshinori	Mgmt	For	For
3.2	Elect Director Minakata, Takeshi	Mgmt	For	For
3.3	Elect Director Tsuboi, Junko	Mgmt	For	For
3.4	Elect Director Yoshimura, Toru	Mgmt	For	For
3.5	Elect Director Akieda, Shinjiro	Mgmt	For	For
3.6	Elect Director Mori, Masakatsu	Mgmt	For	For
3.7	Elect Director Yanagi, Hiroyuki	Mgmt	For	For
3.8	Elect Director Shiono, Noriko	Mgmt	For	For
3.9	Elect Director Rod Eddington	Mgmt	For	For
<i>Blended Rationale: .</i>				
3.10	Elect Director George Olcott	Mgmt	For	For
3.11	Elect Director Katanozaka, Shinya	Mgmt	For	For

Kirin Holdings Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3.12	Elect Director Ando, Yoshiko	Mgmt	For	For
4.1	Appoint Statutory Auditor Kashima, Kaoru	Mgmt	For	For
4.2	Appoint Statutory Auditor Dochi, Yoko	Mgmt	For	For

KITZ Corp.

Meeting Date: 03/28/2024

Country: Japan

Ticker: 6498

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3240700009

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Amend Articles to Amend Business Lines - Adopt Board Structure with Three Committees - Clarify Director Authority on Shareholder Meetings - Amend Provisions on Number of Directors - Remove Provisions to Indemnify Audit Firm	Mgmt	For	For
2.1	Elect Director Hotta, Yasuyuki	Mgmt	For	For
2.2	Elect Director Kono, Makoto	Mgmt	For	For
2.3	Elect Director Murasawa, Toshiyuki	Mgmt	For	For
2.4	Elect Director Amo, Minoru	Mgmt	For	For
2.5	Elect Director Fujiwara, Yutaka	Mgmt	For	For
2.6	Elect Director Kikuma, Yukino	Mgmt	For	For
2.7	Elect Director Sakuno, Shuhei	Mgmt	For	For
2.8	Elect Director Kobayashi, Ayako	Mgmt	For	For
2.9	Elect Director Maeda, Toichi	Mgmt	For	For
2.10	Elect Director Suzuki, Yasunobu	Mgmt	For	For

Kobayashi Pharmaceutical Co., Ltd.

Meeting Date: 03/28/2024

Country: Japan

Ticker: 4967

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3301100008

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Kobayashi, Kazumasa	Mgmt	For	For

Kobayashi Pharmaceutical Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.2	Elect Director Kobayashi, Akihiro	Mgmt	For	For
1.3	Elect Director Yamane, Satoshi	Mgmt	For	For
1.4	Elect Director Ito, Kunio	Mgmt	For	For
1.5	Elect Director Sasaki, Kaori	Mgmt	For	For
1.6	Elect Director Ariizumi, Chiaki	Mgmt	For	For
1.7	Elect Director Katae, Yoshiro	Mgmt	For	For
2	Appoint Alternate Statutory Auditor Takai, Shintaro	Mgmt	For	For

Kobe Bussan Co., Ltd.

Meeting Date: 01/30/2024

Country: Japan

Ticker: 3038

Record Date: 10/31/2023

Meeting Type: Annual

Primary ISIN: JP3291200008

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Numata, Hirokazu	Mgmt	For	Against
	<i>Blended Rationale: [RJ-M0201-029] AGAINST incumbent top executives as the board is less than 1/3 independent at board with audit committee structure.</i>			
1.2	Elect Director Tanaka, Yasuhiro	Mgmt	For	For
1.3	Elect Director Kido, Yasuharu	Mgmt	For	For
1.4	Elect Director Asami, Kazuo	Mgmt	For	For
1.5	Elect Director Nishida, Satoshi	Mgmt	For	For
1.6	Elect Director Watanabe, Akihito	Mgmt	For	For
2.1	Elect Director and Audit Committee Member Masada, Koichi	Mgmt	For	For
2.2	Elect Director and Audit Committee Member Ieki, Takeshi	Mgmt	For	For
2.3	Elect Director and Audit Committee Member Nomura, Sachiko	Mgmt	For	For

Kojamo Oyj

Meeting Date: 03/14/2024

Country: Finland

Ticker: KOJAMO

Record Date: 03/04/2024

Meeting Type: Annual

Primary ISIN: FI4000312251

Proposal Number	Proposal Text	Proponent	Mgmt 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
8	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For
9	Approve Discharge of Board and President	Mgmt	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>				
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.[LN-M0550-001] Remuneration arrangements are poorly structured.</i>				
12	Approve Remuneration of Directors in the Amount of EUR 74,000 for Chair, EUR 44,000 for Vice Chair and EUR 37,000 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For
13	Fix Number of Directors at Seven	Mgmt	For	For
14	Reelect Mikael Aro (Chair), Kari Kauniskangas, Anne Leskela, Mikko Mursula, Annica Anas and Andreas Segal as Directors; Elect Veronica Lindholm as New Director	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.[SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-001] Remuneration arrangements are poorly structured.</i>				
15	Approve Remuneration of Auditors	Mgmt	For	For

Kojamo Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
16	Ratify KPMG as Auditor	Mgmt	For	For
17	Authorize Share Repurchase Program	Mgmt	For	For
18	Approve Issuance of up to 24.7 Million Shares without Preemptive Rights	Mgmt	For	For
19	Close Meeting	Mgmt		

KOKUYO CO., LTD.

Meeting Date: 03/28/2024

Country: Japan

Ticker: 7984

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3297000006

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 34	Mgmt	For	For
2	Amend Articles to Adopt Board Structure with Three Committees - Clarify Director Authority on Shareholder Meetings - Indemnify Directors - Authorize Board to Determine Income Allocation	Mgmt	For	For
<i>Blended Rationale: .</i>				
3.1	Elect Director Kamigama, Takehiro	Mgmt	For	For
3.2	Elect Director Masuyama, Mika	Mgmt	For	For
3.3	Elect Director Omori, Shinichiro	Mgmt	For	For
3.4	Elect Director Sugie, Riku	Mgmt	For	For
3.5	Elect Director Toyoshi, Yoko	Mgmt	For	For
3.6	Elect Director Hashimoto, Fukutaka	Mgmt	For	For
3.7	Elect Director Tojo, Katsuaki	Mgmt	For	For
3.8	Elect Director Kuroda, Hidekuni	Mgmt	For	For
3.9	Elect Director Naito, Toshio	Mgmt	For	For

Kone Oyj

Meeting Date: 02/29/2024

Country: Finland

Ticker: KNEBV

Record Date: 02/19/2024

Meeting Type: Annual

Primary ISIN: FI0009013403

Proposal Number	Proposal Text	Proponent	Mgmt 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
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
9	Approve Discharge of Board and President	Mgmt	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.[LN-M0550-001] Remuneration arrangements are poorly structured.[SD-M0550-005] Termination payments have the potential to be excessive.</i></p>				
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</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
13	Fix Number of Directors at Nine	Mgmt	For	For
14.a	Reelect Matti Alahuhta as Director	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>				
14.b	Reelect Susan Duinhoven as Director	Mgmt	For	For
14.c	Reelect Marika Fredriksson as Director	Mgmt	For	For

Kone Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
14.d	Reelect Antti Herlin as Director	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.[SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>				
14.e	Reelect Iris Herlin as Director	Mgmt	For	For
14.f	Reelect Jussi Herlin as Director	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>				
14.g	Elect Timo Ihamuotila as New Director	Mgmt	For	For
<p><i>Blended Rationale: .</i></p>				
14.h	Reelect Ravi Kant as Director	Mgmt	For	For
14.i	Reelect Krishna Mikkilinen as Director	Mgmt	For	For
15	Approve Remuneration of Auditors	Mgmt	For	For
16	Fix Number of Auditors at One	Mgmt	For	For
17	Ratify Ernst & Young as Auditors	Mgmt	For	For
18	Authorize Share Repurchase Program	Mgmt	For	For
19	Approve Issuance of Shares and Options without Preemptive Rights	Mgmt	For	For
20	Close Meeting	Mgmt		

Konecranes Oyj

Meeting Date: 03/27/2024

Country: Finland

Ticker: KCR

Record Date: 03/15/2024

Meeting Type: Annual

Primary ISIN: FI0009005870

Proposal Number	Proposal Text	Proponent	Mgmt 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		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For
8	Approve Allocation of Income and Dividends of EUR 1.35 Per Share	Mgmt	For	For
9	Approve Discharge of Board and President	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-001] Remuneration arrangements are poorly structured.</i>				
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance..[LN-M0550-001] Remuneration arrangements are poorly structured.</i>				
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
13	Fix Number of Directors at Eight	Mgmt	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	For
<i>Blended Rationale: .</i>				
15	Approve Remuneration of Auditors	Mgmt	For	For
16	Ratify Ernst & Young as Auditor	Mgmt	For	For
17	Amend Articles Re: Change Corporate Language of the Company to Finnish; Change Company Name to Konecranes Plc	Mgmt	For	For
18	Authorize Share Repurchase Program	Mgmt	For	For
19	Approve Issuance of up to 7.5 Million Shares without Preemptive Rights	Mgmt	For	For
20	Authorize Reissuance of Repurchased Shares	Mgmt	For	For
21	Approve Equity Plan Financing	Mgmt	For	For
22	Approve Charitable Donations of up to EUR 400,000	Mgmt	For	For
23	Close Meeting	Mgmt		

Korea Line Corp.

Meeting Date: 03/08/2024

Country: South Korea

Ticker: 005880

Record Date: 02/13/2024

Meeting Type: Special

Primary ISIN: KR7005880000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Elect Min Tae-yoon as Inside Director	Mgmt	For	For

KOSÉ Corp.

Meeting Date: 03/28/2024

Country: Japan

Ticker: 4922

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3283650004

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 70	Mgmt	For	For
2.1	Elect Director Kobayashi, Kazutoshi	Mgmt	For	For
2.2	Elect Director Kobayashi, Takao	Mgmt	For	For
2.3	Elect Director Kobayashi, Masanori	Mgmt	For	For
2.4	Elect Director Shibusawa, Koichi	Mgmt	For	For
2.5	Elect Director Kobayashi, Yusuke	Mgmt	For	For
2.6	Elect Director Ogura, Atsuko	Mgmt	For	For
2.7	Elect Director Haratani, Yoshinori	Mgmt	For	For
2.8	Elect Director Tanaka, Shinji	Mgmt	For	For
2.9	Elect Director Kikuma, Yukino	Mgmt	For	For
2.10	Elect Director Yuasa, Norika	Mgmt	For	For
2.11	Elect Director Suto, Miwa	Mgmt	For	For
2.12	Elect Director Kobayashi, Kumi	Mgmt	For	For
3.1	Appoint Statutory Auditor Mochizuki, Shinichi	Mgmt	For	For
3.2	Appoint Statutory Auditor Takagi, Nobuko	Mgmt	For	For

Kotak Mahindra Bank Limited

Meeting Date: 03/12/2024

Country: India

Ticker: 500247

Record Date: 02/08/2024

Meeting Type: Special

Primary ISIN: INE237A01028

Kotak Mahindra Bank Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Postal Ballot	Mgmt		
1	Approve Payment of Remuneration of C S Rajan as Non-Executive Part-time Chairman	Mgmt	For	For
2	Elect Cornelis Petrus Adrianus Joseph ("Eli") Leenaars as Director	Mgmt	For	For
3	Reelect Uday Shankar as Director	Mgmt	For	For
4	Approve Issuance of Unsecured, Redeemable, Non-Convertible Debentures / Bonds / Other Debt Securities on Private Placement Basis	Mgmt	For	For
5	Approve Material Related Party Transactions with Uday Suresh Kotak	Mgmt	For	For
6	Approve Material Related Party Transactions with Infina Finance Private Limited	Mgmt	For	For

Kuala Lumpur Kepong Berhad

Meeting Date: 02/21/2024

Country: Malaysia

Ticker: 2445

Record Date: 02/14/2024

Meeting Type: Annual

Primary ISIN: MYL244500004

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Elect Yeoh Eng Khoon as Director	Mgmt	For	Against
	<i>Blended Rationale: [HK-M0201-006] Director responsible for failing to ensure sufficient board independence</i>			
2	Elect Quah Poh Keat as Director	Mgmt	For	For
3	Elect Lee Jia Zhang as Director	Mgmt	For	For
4	Elect Shahril Ridza Bin Ridzuan as Director	Mgmt	For	For
5	Approve Directors' Fees	Mgmt	For	For
6	Approve Directors' Benefits (other than Directors' fees)	Mgmt	For	For
7	Approve BDO PLT as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
8	Authorize Share Repurchase Program	Mgmt	For	For
9	Approve Renewal of Shareholders' Mandate for Recurrent Related Party Transactions	Mgmt	For	For

Kuala Lumpur Kepong Berhad

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
10	Approve Renewal of Authority to Issue New Ordinary Shares Under the Dividend Reinvestment Plan	Mgmt	For	For

Kubota Corp.

Meeting Date: 03/22/2024	Country: Japan	Ticker: 6326
Record Date: 12/31/2023	Meeting Type: Annual	Primary ISIN: JP3266400005

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Kitao, Yuichi	Mgmt	For	For
<i>Blended Rationale: .</i>				
1.2	Elect Director Yoshikawa, Masato	Mgmt	For	For
1.3	Elect Director Watanabe, Dai	Mgmt	For	For
1.4	Elect Director Kimura, Hiroto	Mgmt	For	For
1.5	Elect Director Yoshioka, Eiji	Mgmt	For	For
1.6	Elect Director Hanada, Shingo	Mgmt	For	For
1.7	Elect Director Matsuda, Yuzuru	Mgmt	For	For
1.8	Elect Director Shintaku, Yutaro	Mgmt	For	For
1.9	Elect Director Arakane, Kumi	Mgmt	For	For
1.10	Elect Director Kawana, Koichi	Mgmt	For	For
<i>Blended Rationale: .</i>				
2.1	Appoint Statutory Auditor Ito, Kazushi	Mgmt	For	For
2.2	Appoint Statutory Auditor Yamada, Yuichi	Mgmt	For	For
3	Appoint Alternate Statutory Auditor Iwamoto, Hogara	Mgmt	For	For

Kumiai Chemical Industry Co., Ltd.

Meeting Date: 01/26/2024	Country: Japan	Ticker: 4996
Record Date: 10/31/2023	Meeting Type: Annual	Primary ISIN: JP3267600009

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 27	Mgmt	For	For

Kumiai Chemical Industry Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2.1	Appoint Statutory Auditor Taneda, Kohei	Mgmt	For	For
2.2	Appoint Statutory Auditor Yamada, Masakazu	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0280-001] AGAINST affiliated outsiders.</i>				
2.3	Appoint Statutory Auditor Sukegawa, Ryuji	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0280-001] AGAINST affiliated outsiders.</i>				
2.4	Appoint Statutory Auditor Shiratori, Miwako	Mgmt	For	For
3	Appoint Alternate Statutory Auditor Takaoka, Koji	Mgmt	For	For

Kura Sushi, Inc.

Meeting Date: 01/26/2024

Country: Japan

Ticker: 2695

Record Date: 10/31/2023

Meeting Type: Annual

Primary ISIN: JP3268200007

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Tanaka, Kunihiko	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-021] AGAINST incumbent top executives for company's poor ROE/ROA performance. [RJ-M0201-029] AGAINST incumbent top executives as the board is less than 1/3 independent at board with audit committee structure.</i>				
1.2	Elect Director Tanaka, Makoto	Mgmt	For	For
1.3	Elect Director Hisamune, Hiroyuki	Mgmt	For	For
1.4	Elect Director Tanaka, Setsuko	Mgmt	For	For
1.5	Elect Director Tsuda, Kyoichi	Mgmt	For	For
1.6	Elect Director Okamoto, Hiroyuki	Mgmt	For	For
1.7	Elect Director Yabuchi, Shigeru	Mgmt	For	For
1.8	Elect Director Ogoshi, Kenji	Mgmt	For	For
1.9	Elect Director Enomoto, Koichi	Mgmt	For	For

Kuraray Co., Ltd.

Meeting Date: 03/27/2024

Country: Japan

Ticker: 3405

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3269600007

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 25	Mgmt	For	For
2.1	Elect Director Kawahara, Hitoshi	Mgmt	For	For
2.2	Elect Director Taga, Keiji	Mgmt	For	For
2.3	Elect Director Ito, Masaaki	Mgmt	For	For
2.4	Elect Director Sano, Yoshimasa	Mgmt	For	For
2.5	Elect Director Matthias Gutweiler	Mgmt	For	For
2.6	Elect Director Takai, Nobuhiko	Mgmt	For	For
2.7	Elect Director Watanabe, Tomoyuki	Mgmt	For	For
2.8	Elect Director Murata, Keiko	Mgmt	For	For
2.9	Elect Director Tanaka, Satoshi	Mgmt	For	For
2.10	Elect Director Ido, Kiyoto	Mgmt	For	For
2.11	Elect Director Mikami, Naoko	Mgmt	For	For
3	Appoint Statutory Auditor Hayase, Hiroaya	Mgmt	For	For

Kuwait Finance House KSC

Meeting Date: 03/18/2024

Country: Kuwait

Ticker: KFH

Record Date: 03/04/2024

Meeting Type: Annual

Primary ISIN: KW0EQ0100085

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Board Report on Company Operations for the Fiscal Year Ended 31/12/2023	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
2	Approve Auditors' Report on Company Financial Statements for the Fiscal Year Ended 31/12/2023	Mgmt	For	For
3	Approve Fatwa and Shariah Supervisory Board Report for the Fiscal Year Ended 31/12/2023	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
4	Approve External Shariah Auditor Report for the Fiscal Year Ended 31/12/2023	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				

Kuwait Finance House KSC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Approve Special Report in Financial and Non-Financial Penalties	Mgmt	For	For
6	Accept Financial Statements and Statutory Reports for the Fiscal Year Ended 31/12/2023	Mgmt	For	For
7	Approve the Second Portion of Dividend of KWD 0.010 per Share for the Fiscal Year Ended 31/12/2023	Mgmt	For	For
8	Authorize Distribution of Bonus Shares of 9 Percent of the Issued and Paid Up Capital for the Fiscal Year Ended 31/12/2023 and Authorize the Board to Dispose Shares Fractions	Mgmt	For	For
9	Approve Transfer of 10 Percent of Net Income to Statutory Reserve and 10 Percent of Net Income to Optional Reserve	Mgmt	For	For
10	Approve Remuneration of Directors and Its Committees of KWD 1,308,119 for FY 2023	Mgmt	For	For
11	Approve Financing Directors and Related Parties, and Approve Transactions with Related Parties for FY 2024	Mgmt	For	Against
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
12	Authorize Issuance of Capital or Funding Sukuk or Other Shariah Compliant Debt Funding Instruments and Authorize Board to Set Terms of Issuance	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
13	Authorize Share Repurchase Program of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
14	Approve Discharge of Directors for the Fiscal Year Ended 31/12/2023	Mgmt	For	For
15	Appoint or Reappoint Auditors and Authorize Board to Fix Their Remuneration for the Fiscal Year Ending 31/12/2024	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
16	Elect or Reelect Fatwa and Shariah Supervisory Board Members and Authorize Board to Fix Their Remuneration for the Fiscal Year Ending 31/12/2024	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
17	Appoint or Reappoint External Shariah Auditors and Authorize Board to Fix Their Remuneration for the Fiscal Year Ending 31/12/2024	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				

Kuwait Finance House KSC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
18	Authorize Board to Distribute Semi Annual Dividends for FY 2024	Mgmt	For	For

Kuwait Finance House KSC

Meeting Date: 03/18/2024

Country: Kuwait

Ticker: KFH

Record Date: 03/04/2024

Meeting Type: Extraordinary Shareholders

Primary ISIN: KW0EQ0100085

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Extraordinary Business	Mgmt		
1	Authorize Increase of Authorized, Issued, and Paid Up Capital By Issuing Bonus Shares Representing 9 Percent of Capital and Authorize the Board to Dispose Shares Fractions and Amend Timeline	Mgmt	For	For
2	Amend Articles 9 of Memorandum of Association and Article 5 of Articles of Association to Reflect Changes in Capital	Mgmt	For	For

Kyowa Kirin Co., Ltd.

Meeting Date: 03/22/2024

Country: Japan

Ticker: 4151

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3256000005

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 29	Mgmt	For	For
2.1	Elect Director Miyamoto, Masashi	Mgmt	For	For
2.2	Elect Director Osawa, Yutaka	Mgmt	For	For
2.3	Elect Director Yamashita, Takeyoshi	Mgmt	For	For
2.4	Elect Director Akieda, Shinjiro	Mgmt	For	For
2.5	Elect Director Morita, Akira	Mgmt	For	For
2.6	Elect Director Haga, Yuko	Mgmt	For	For
2.7	Elect Director Oyamada, Takashi	Mgmt	For	For
2.8	Elect Director Suzuki, Yoshihisa	Mgmt	For	For
2.9	Elect Director Nakata, Rumiko	Mgmt	For	For

Kyowa Kirin Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Appoint Statutory Auditor Kobayashi, Hajime	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0280-001] AGAINST affiliated outsiders.</i>				
4	Approve Performance Share Plan	Mgmt	For	For

Larsen & Toubro Limited

Meeting Date: 01/18/2024

Country: India

Ticker: 500510

Record Date: 12/15/2023

Meeting Type: Special

Primary ISIN: INE018A01030

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Postal Ballot	Mgmt		
1	Elect Ajay Tyagi as Director	Mgmt	For	For
2	Elect P. R. Ramesh as Director	Mgmt	For	For
3	Approve Material Related Party Transactions with Larsen Toubro Arabia LLC	Mgmt	For	For
4	Approve Material Related Party Transactions with L&T Metro Rail (Hyderabad) Limited	Mgmt	For	For

Latin Resources Limited

Meeting Date: 01/30/2024

Country: Australia

Ticker: LRS

Record Date: 01/28/2024

Meeting Type: Special

Primary ISIN: AU000000LRS6

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Ratify Past Issuance of Placement Shares to Professional and Sophisticated Investors	Mgmt	For	For
2	Ratify Past Issuance of Employee Shares to Employees	Mgmt	For	For
3	Approve Issuance of Performance Incentive Rights to Pablo Tarantini	Mgmt	None	Against
<i>Blended Rationale: [SD-M0500-001] NEDs receive options on the same terms and conditions as executives.</i>				
4	Approve Issuance of Performance Incentive Rights to David Vilensky	Mgmt	None	Against
<i>Blended Rationale: [SD-M0500-001] NEDs receive options on the same terms and conditions as executives.</i>				

Latin Resources Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Approve Issuance of Performance Incentive Rights to Peter Oliver	Mgmt	None	Against
<i>Blended Rationale: [SD-M0500-001] NEDs receive options on the same terms and conditions as executives.</i>				
6	Approve Issuance of Performance Incentive Rights to Chris Gale	Mgmt	None	Against
<i>Blended Rationale: [RU-M0500-007] Terms of option plan are not consistent with typical market standards.</i>				
7	Approve Issuance of Performance Incentive Rights to Brent Jones	Mgmt	None	Against
<i>Blended Rationale: [SD-M0500-001] NEDs receive options on the same terms and conditions as executives.</i>				

Leonteq AG

Meeting Date: 03/28/2024

Country: Switzerland

Ticker: LEON

Record Date:

Meeting Type: Annual

Primary ISIN: CH0190891181

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	Do Not Vote
1.2	Approve Sustainability Report	Mgmt	For	Do Not Vote
2	Approve Discharge of Board and Senior Management	Mgmt	For	Do Not Vote
3	Approve CHF 439,855 Reduction in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	Do Not Vote
4	Approve Creation of Capital Band within the Upper Limit of CHF 20.3 Million and the Lower Limit of CHF 17.6 Million with or without Exclusion of Preemptive Rights	Mgmt	For	Do Not Vote
5	Approve Allocation of Income and Dividends of CHF 0.50 per Share and CHF 0.50 per Share from Capital Contribution Reserves	Mgmt	For	Do Not Vote
6.1.1	Reelect Christopher Chambers as Director	Mgmt	For	Do Not Vote
6.1.2	Reelect Sylvie Davidson as Director	Mgmt	For	Do Not Vote
6.1.3	Reelect Susana Smith as Director	Mgmt	For	Do Not Vote
6.1.4	Reelect Richard Laxer as Director	Mgmt	For	Do Not Vote
6.1.5	Reelect Philippe Le Baquer as Director	Mgmt	For	Do Not Vote
6.1.6	Reelect Thomas Meier as Director	Mgmt	For	Do Not Vote

Leonteq AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6.1.7	Reelect Philippe Weber as Director	Mgmt	For	Do Not Vote
6.2	Reelect Christopher Chambers as Board Chair	Mgmt	For	Do Not Vote
6.3.1	Reappoint Susana Smith as Member of the Nomination and Compensation Committee	Mgmt	For	Do Not Vote
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i>				
6.3.2	Reappoint Richard Laxer as Member of the Nomination and Compensation Committee	Mgmt	For	Do Not Vote
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i>				
6.3.3	Reappoint Philippe Weber as Member of the Nomination and Compensation Committee	Mgmt	For	Do Not Vote
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i>				
7	Ratify Deloitte AG as Auditors	Mgmt	For	Do Not Vote
8	Designate Proxy Voting Services GmbH as Independent Proxy	Mgmt	For	Do Not Vote
9.1	Approve Remuneration Report	Mgmt	For	Do Not Vote
9.2	Approve Remuneration of Directors in the Amount of CHF 1.8 Million	Mgmt	For	Do Not Vote
9.3	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 1 Million	Mgmt	For	Do Not Vote
9.4	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 5.6 Million	Mgmt	For	Do Not Vote
9.5	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 4.7 Million	Mgmt	For	Do Not Vote
10	Additional Voting Instructions - Board of Directors Proposals (Voting)	Mgmt	For	Do Not Vote
<i>Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.</i>				
11	Additional Voting Instructions - Shareholder Proposals (Voting)	Mgmt	None	Do Not Vote
<i>Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.</i>				

Life Healthcare Group Holdings Ltd.

Meeting Date: 02/22/2024

Country: South Africa

Ticker: LHC

Record Date: 02/16/2024

Meeting Type: Annual

Primary ISIN: ZAE000145892

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Resolutions	Mgmt		
1	Reappoint Deloitte & Touche as Auditors with James Welch as the Individual Designated Auditor	Mgmt	For	For
2.1	Re-elect Victor Lithakanyane as Director	Mgmt	For	For
2.2	Re-elect Caroline Henry as Director	Mgmt	For	For
2.3	Re-elect Marian Jacobs as Director	Mgmt	For	For
2.4	Elect Paul Moeketsi as Director	Mgmt	For	For
2.5	Elect Fulvio Tonelli as Director	Mgmt	For	For
3.1	Elect Fulvio Tonelli as Chairman of the Audit Committee	Mgmt	For	For
3.2	Re-elect Caroline Henry as Member of the Audit Committee	Mgmt	For	For
3.3	Re-elect Lars Holmqvist as Member of the Audit Committee	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i></p>				
3.4	Elect Paul Moeketsi as Member of the Audit Committee	Mgmt	For	For
4	Authorise Ratification of Approved Resolutions	Mgmt	For	For
5.1	Approve Remuneration Policy	Mgmt	For	For
5.2	Approve Remuneration Implementation Report	Mgmt	For	For
	Special Resolutions	Mgmt		
1.1	Approve Board Fees	Mgmt	For	For
1.2	Approve Fees of the Lead Independent Director	Mgmt	For	For
1.3	Approve Fees of the Audit Committee	Mgmt	For	For
1.4	Approve Fees of the Human Resources and Remuneration Committee	Mgmt	For	For
1.5	Approve Fees of the Nominations and Governance Committee	Mgmt	For	For
1.6	Approve Fees of the Risk, Compliance and IT Governance Committee	Mgmt	For	For
1.7	Approve Fees of the Investment Committee	Mgmt	For	For
1.8	Approve Fees of the Clinical Committee	Mgmt	For	For
1.9	Approve Fees of the Social, Ethics and Transformation Committee	Mgmt	For	For

Life Healthcare Group Holdings Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.10	Approve Fees of the Ad Hoc Material Board and Committee Meetings	Mgmt	For	For
1.11	Approve Fees of the Committee Meeting for International Board Members	Mgmt	For	For
2	Approve Financial Assistance in Terms of Sections 44 and 45 of the Companies Act	Mgmt	For	For
3	Authorise Repurchase of Issued Share Capital	Mgmt	For	For

Link & Motivation, Inc.

Meeting Date: 03/28/2024

Country: Japan

Ticker: 2170

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3977020001

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Amend Articles to Allow Virtual Only Shareholder Meetings - Establish Record Dates for Quarterly Dividends	Mgmt	For	For
2.1	Elect Director Ozasa, Yoshihisa	Mgmt	For	For
2.2	Elect Director Sakashita, Hideki	Mgmt	For	For
2.3	Elect Director Ono, Shunichi	Mgmt	For	For
2.4	Elect Director Yuasa, Tomoyuki	Mgmt	For	For
2.5	Elect Director Kakuyama, Takashi	Mgmt	For	For

Lion Corp.

Meeting Date: 03/28/2024

Country: Japan

Ticker: 4912

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3965400009

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Kikukawa, Masazumi	Mgmt	For	For
1.2	Elect Director Takemori, Masayuki	Mgmt	For	For
1.3	Elect Director Suzuki, Hitoshi	Mgmt	For	For
1.4	Elect Director Kobayashi, Kenjiro	Mgmt	For	For
1.5	Elect Director Kume, Yugo	Mgmt	For	For

Lion Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.6	Elect Director Noritake, Fumitomo	Mgmt	For	For
1.7	Elect Director Fukuda, Kengo	Mgmt	For	For
1.8	Elect Director Uchida, Kazunari	Mgmt	For	For
1.9	Elect Director Shiraishi, Takashi	Mgmt	For	For
1.10	Elect Director Sugaya, Takako	Mgmt	For	For
1.11	Elect Director Yasue, Reiko	Mgmt	For	For

LondonMetric Property Plc

Meeting Date: 02/27/2024

Country: United Kingdom

Ticker: LMP

Record Date: 02/23/2024

Meeting Type: Special

Primary ISIN: GB00B4WFW713

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Matters Relating to the Merger of LondonMetric Property plc and LXi REIT plc	Mgmt	For	For

M. Yochananof & Sons (1988) Ltd.

Meeting Date: 02/29/2024

Country: Israel

Ticker: YHNF

Record Date: 02/01/2024

Meeting Type: Special

Primary ISIN: IL0011612640

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Special Grant to Oz Yosef, CFO	Mgmt	For	For
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Mgmt	None	Against
	Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney	Mgmt		
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against

M. Yochananof & Sons (1988) Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	Mgmt	None	For

Mabane Co. SAK

Meeting Date: 03/07/2024

Country: Kuwait

Ticker: MABANEE

Record Date: 02/20/2024

Meeting Type: Annual

Primary ISIN: KW0EQ0400725

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Board Report on Company Operations and Its Financial Position for FY 2023	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
2	Approve Auditors' Report on Company Financial Statements for FY 2023	Mgmt	For	For
3	Approve Corporate Governance, Remuneration, and Audit Committee Reports for FY 2023	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
4	Accept Consolidated Financial Statements and Statutory Reports for FY 2023	Mgmt	For	For
5	Approve Special Report on Penalties and Violations for FY 2023	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
6	Ratify Related Party Transactions for FY 2023 and Approve Related Party Transactions for FY 2024	Mgmt	For	Against
<i>Blended Rationale: [SF-M0460-001] The company did not provide sufficient information to support the related party transaction.</i>				
7	Approve Transfer of 10 Percent of Net Income of FY 2023 to Statutory Reserve	Mgmt	For	For
8	Approve Transfer of 10 Percent of Net Income of FY 2023 to Optional Reserve	Mgmt	For	For

Mabanee Co. SAK

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
9	Approve Dividends of KWD 0.014 Per Share of FY 2023	Mgmt	For	For
10	Authorize Distribution of Bonus Shares Representing 6 Percent of the Share Capital	Mgmt	For	For
11	Approve the Timetable of Allocation of Dividends and Authorize Board to Distribute Bonus Share and Dispose of Fraction Shares	Mgmt	For	For
12	Approve Remuneration of Directors of KWD 730,000 for FY 2023	Mgmt	For	For
13	Authorize Share Repurchase Program of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
14	Approve Charitable Donations up to KWD 50,000	Mgmt	For	For
15	Approve Discharge of Directors for FY 2023	Mgmt	For	For
16	Appoint or Reappoint Auditor and Authorize Board to Fix Their Remuneration for FY 2024	Mgmt	For	Abstain

Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.

Mabuchi Motor Co., Ltd.

Meeting Date: 03/28/2024

Country: Japan

Ticker: 6592

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3870000001

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 83	Mgmt	For	For
2.1	Elect Director Okoshi, Hiro	Mgmt	For	For
2.2	Elect Director Takahashi, Toru	Mgmt	For	For
2.3	Elect Director Katayama, Hirotaro	Mgmt	For	For
2.4	Elect Director Iyoda, Tadahito	Mgmt	For	For
2.5	Elect Director Mitarai, Naoki	Mgmt	For	For
2.6	Elect Director Okada, Akira	Mgmt	For	For
2.7	Elect Director Sakata, Seiji	Mgmt	For	For
3	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For
4	Initiate Share Repurchase Program	SH	Against	For

Blended Rationale: [TK-S0810-001] FOR shareholder proposal as the proposal will serve shareholder's interest.

Macrotech Developers Ltd.

Meeting Date: 02/29/2024

Country: India

Ticker: 543287

Record Date: 01/19/2024

Meeting Type: Special

Primary ISIN: INE670K01029

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Postal Ballot Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For

Maharah Human Resources Co.

Meeting Date: 02/01/2024

Country: Saudi Arabia

Ticker: 1831

Record Date: 01/29/2024

Meeting Type: Extraordinary Shareholders

Primary ISIN: SA14QH2GSJH8

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Extraordinary Business	Mgmt		
1	Approve Company's Stock Split and Amend Articles 7 of Bylaws Re: Company's Capital and Deletion of Article 8 from Bylaws Re: Subscription to Shares	Mgmt	For	For
2	Amend Articles of Bylaws According to the New Companies' Law, and Renumbering of Articles of Bylaws in Accordance to the Proposed Amendments	Mgmt	For	Against
<i>Blended Rationale: [SF-M0100-001] On balance, we find that shareholders' rights are likely to be diminished in material ways under the new Charter/Articles/Bylaws.</i>				
3	Amend Article 21 of Bylaws Re: Power of the Chairman, Vice Chairman, CEO and the Board Secretary	Mgmt	For	For
4	Amend Board of Directors Charter	Mgmt	For	Against
<i>Blended Rationale: [SF-M0100-001] On balance, we find that shareholders' rights are likely to be diminished in material ways under the new Charter/Articles/Bylaws.</i>				
5	Amend Audit Committee Charter	Mgmt	For	Against
<i>Blended Rationale: [SF-M0100-001] On balance, we find that shareholders' rights are likely to be diminished in material ways under the new Charter/Articles/Bylaws.</i>				
6	Amend Remuneration and Nomination Committee Charter	Mgmt	For	For
7	Amend the Policies, Standards, and Procedures of Board Membership	Mgmt	For	Against
<i>Blended Rationale: [SF-M0100-001] On balance, we find that shareholders' rights are likely to be diminished in material ways under the new Charter/Articles/Bylaws.</i>				

Maharah Human Resources Co.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8	Approve Competition Controls and Standards	Mgmt	For	For
9	Approve Social Responsibility Policy	Mgmt	For	For
10	Ratify the Appointment of Abdullah Al Rabdi as an Independent Director	Mgmt	For	For

Management Solutions Co., Ltd.

Meeting Date: 01/30/2024

Country: Japan

Ticker: 7033

Record Date: 10/31/2023

Meeting Type: Annual

Primary ISIN: JP3869980007

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Amend Articles to Change Fiscal Year End	Mgmt	For	For
2.1	Elect Director Takahashi, Shinya	Mgmt	For	For
2.2	Elect Director Tamai, Kunimasa	Mgmt	For	For
2.3	Elect Director Kaneko, Akira	Mgmt	For	For
2.4	Elect Director Akabane, Kane	Mgmt	For	For
2.5	Elect Director Taya, Tetsuji	Mgmt	For	For

Mapfre SA

Meeting Date: 03/15/2024

Country: Spain

Ticker: MAP

Record Date: 03/08/2024

Meeting Type: Annual

Primary ISIN: ES0124244E34

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For
1.2	Approve Integrated Report for Fiscal Year 2023	Mgmt	For	For
1.3	Approve Non-Financial Information Statement	Mgmt	For	For
1.4	Approve Allocation of Income and Dividends	Mgmt	For	For
1.5	Approve Discharge of Board	Mgmt	For	For
2.1	Reelect Maria Leticia de Freitas Costa as Director	Mgmt	For	For

Blended Rationale: .

Mapfre SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2.2	Reelect Rosa Maria Garcia Garcia as Director	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>				
2.3	Ratify Appointment of and Elect Eduardo Perez de Lema Holweg as Director	Mgmt	For	For
3.1	Renew Appointment of KPMG Auditores as Auditor for FY 2024	Mgmt	For	For
3.2	Appoint KPMG Auditores as Auditor of FY 2025, 2026 and 2027	Mgmt	For	For
4.1	Update Maximum Number of Company Shares to be Granted to Executive Directors under the Medium-Term Incentives Plan 2022-2026	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>				
4.2	Advisory Vote on Remuneration Report	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.[LN-M0550-001] Remuneration arrangements are poorly structured.[LN-M0550-004] Poor use of remuneration committee discretion regarding the grant of a one-off award.</i></p>				
5	Authorize Board to Delegate Powers Vested on it by the General Meeting in Favor of the Steering Committee or to Each Member of the Board	Mgmt	For	For
6	Authorize Chairman and Secretary of the Board to Ratify and Execute Approved Resolutions	Mgmt	For	For

Maruka Furusato Corp.

Meeting Date: 03/28/2024

Country: Japan

Ticker: 7128

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3828100002

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 56	Mgmt	For	For
2	Elect Director Takahashi, Hisao	Mgmt	For	For

Maruti Suzuki India Limited

Meeting Date: 03/15/2024

Country: India

Ticker: 532500

Record Date: 02/09/2024

Meeting Type: Special

Primary ISIN: INE585B01010

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Postal Ballot	Mgmt		
1	Elect Kazunari Yamaguchi as Director	Mgmt	For	For
2	Approve Appointment and Remuneration of Kazunari Yamaguchi as Whole-time Director Designated as Director (Production)	Mgmt	For	For

Matrix IT Ltd.

Meeting Date: 02/19/2024

Country: Israel

Ticker: MTRX

Record Date: 01/21/2024

Meeting Type: Special

Primary ISIN: IL0004450156

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Elect Tal Barnoach as External Director	Mgmt	For	For
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Mgmt	None	Against
	Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney	Mgmt		
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	Mgmt	None	For

Meeting Date: 03/27/2024

Country: Poland

Ticker: MBK

Record Date: 03/11/2024

Meeting Type: Annual

Primary ISIN: PLBRE0000012

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Elect Meeting Chairman	Mgmt	For	For
3	Elect Members of Vote Counting Commission	Mgmt	For	For
4	Receive Presentation by CEO, Management Board Report on Company's and Group's Operations, and Standalone and Consolidated Financial Statements	Mgmt		
5	Receive Presentation by Supervisory Board Chairwoman and Report of Supervisory Board on Board's Work and Company's Standing	Mgmt		
6	Receive Management Reports on Company's and Group's Operations, Financial Statements, and Supervisory Board Report	Mgmt		
7	Receive Consolidated Financial Statements	Mgmt		
8.1	Approve Management Board Report on Company's and Group's Operations	Mgmt	For	For
8.2	Approve Financial Statements	Mgmt	For	For
8.3	Approve Allocation of Income	Mgmt	For	For
8.4	Approve Allocation of Income from Previous Years	Mgmt	For	For
8.5	Approve Discharge of Cezary Stypulkowski (CEO)	Mgmt	For	For
8.6	Approve Discharge of Cezary Kocik (Deputy CEO)	Mgmt	For	For
8.7	Approve Discharge of Adam Pers (Deputy CEO)	Mgmt	For	For
8.8	Approve Discharge of Krzysztof Dabrowski (Deputy CEO)	Mgmt	For	For
8.9	Approve Discharge of Andreas Boeger (Deputy CEO)	Mgmt	For	For
8.10	Approve Discharge of Marek Lusztyń (Deputy CEO)	Mgmt	For	For
8.11	Approve Discharge of Julia Nusser (Deputy CEO)	Mgmt	For	For
8.12	Approve Discharge of Pascal Ruhland (Deputy CEO)	Mgmt	For	For
8.13	Approve Co-Option of Bernhard Spalt as Supervisory Board Member	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8.14	Approve Discharge of Agnieszka Slomka-Golebiowska (Supervisory Board Chairwoman)	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>				
8.15	Approve Discharge of Bettina Orlopp (Supervisory Board Deputy Chairwoman)	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-001] Remuneration arrangements are poorly structured.</i>				
8.16	Approve Discharge of Marcus Chromik (Supervisory Board Member)	Mgmt	For	For
8.17	Approve Discharge of Tomasz Bieske (Supervisory Board Member)	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-001] Remuneration arrangements are poorly structured.</i>				
8.18	Approve Discharge of Miroslaw Godlewski (Supervisory Board Member)	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-001] Remuneration arrangements are poorly structured.</i>				
8.19	Approve Discharge of Aleksandra Gren (Supervisory Board Member)	Mgmt	For	For
8.20	Approve Discharge of Arno Walter (Supervisory Board Member)	Mgmt	For	For
8.21	Approve Discharge of Thomas Schaufler (Supervisory Board Member)	Mgmt	For	For
8.22	Approve Discharge of Hans-George Beyer (Supervisory Board Member)	Mgmt	For	For
8.23	Approve Consolidated Financial Statements	Mgmt	For	For
8.24	Amend Statute	Mgmt	For	For
8.25	Approve Supervisory Board Report on Remuneration Policy	Mgmt	For	For
8.26	Approve Policy on Suitability, Appointment and Dismissal of Board Members	Mgmt	For	For
8.27	Approve Assessment of Supervisory Board Suitability	Mgmt	For	For
8.28	Approve Remuneration Report	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.[LN-M0550-003] Poor use of remuneration committee discretion regarding increases.[LN-M0550-001] Remuneration arrangements are poorly structured.</i>				
8.29	Approve Remuneration Policy	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.[LN-M0550-001] Remuneration arrangements are poorly structured.</i>				
8.30	Fix Number of Supervisory Board Members	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8.31	Elect Supervisory Board Members	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
8.32	Approve Remuneration of Supervisory Board Members	Mgmt	For	For
8.33	Ratify Auditor	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
8.34	Approve Management Board Authorization to Increase Share Capital within Limits of Target Capital with Preemptive Rights; Amend Statute Accordingly	Mgmt	For	For
8.35	Amend Regulations on General Meetings	Mgmt	For	For
9	Close Meeting	Mgmt		

McDonald's Holdings Co. (Japan) Ltd.

Meeting Date: 03/26/2024

Country: Japan

Ticker: 2702

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3750500005

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 42	Mgmt	For	For
2.1	Elect Director Sarah L. Casanova	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-024] AGAINST directors responsible as the board is less than 1/3 independent in face of major blockholders.</i>				
2.2	Elect Director Thomas Ko	Mgmt	For	For
2.3	Elect Director Jo Sempels	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-005] AGAINST incumbents with unsatisfactory attendance records.[RJ-M0201-006] AGAINST affiliated outsiders as the board lacks independence in face of major blockholders.</i>				
2.4	Elect Director Ueda, Masataka	Mgmt	For	For
2.5	Elect Director Takahashi, Tetsu	Mgmt	For	For
3.1	Appoint Statutory Auditor Kajiyama, Sonoko	Mgmt	For	For
3.2	Appoint Statutory Auditor Ellen Caya	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0280-001] AGAINST affiliated outsiders.</i>				
3.3	Appoint Statutory Auditor Honda, Yoshiyuki	Mgmt	For	For
4	Approve Bonus Related to Retirement Bonus System Abolition	Mgmt	For	For

Medley, Inc.

Meeting Date: 03/26/2024

Country: Japan

Ticker: 4480

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3921310003

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Takiguchi, Kohei	Mgmt	For	For
1.2	Elect Director Kawahara, Ryo	Mgmt	For	For
1.3	Elect Director Kotani, Noboru	Mgmt	For	For
1.4	Elect Director Sakuraba, Rina	Mgmt	For	For
1.5	Elect Director Nagatsuma, Reiko	Mgmt	For	For
1.6	Elect Director Hioki, Keisuke	Mgmt	For	For

METRO AG

Meeting Date: 02/07/2024

Country: Germany

Ticker: B4B

Record Date: 01/16/2024

Meeting Type: Annual

Primary ISIN: DE000BFB0019

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Meeting for Common and Preferred Shareholders	Mgmt		
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022/23 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 0.55 per Ordinary Share and EUR 0.55 per Preferred Share; Approve Dividends of EUR 0.34 per Preferred Share for Fiscal Years 2020/21 and 2021/22	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022/23	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022/23	Mgmt	For	For
5	Ratify KPMG AG as Auditors for Fiscal Year 2023/24 and as Auditor for the Review of the Interim Financial Statements and Reports for Fiscal Year 2024/25	Mgmt	For	For
6.1	Elect Juergen Steinemann to the Supervisory Board	Mgmt	For	For
6.2	Elect Willem Eelman to the Supervisory Board	Mgmt	For	For
6.3	Elect Roman Silha to the Supervisory Board	Mgmt	For	For

METRO AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6.4	Elect Stefan Tieben to the Supervisory Board	Mgmt	For	For
7	Approve Remuneration Report	Mgmt	For	For
8	Amend Articles Re: Proof of Entitlement	Mgmt	For	For

Metro Inc.

Meeting Date: 01/30/2024

Country: Canada

Ticker: MRU

Record Date: 12/01/2023

Meeting Type: Annual

Primary ISIN: CA59162N1096

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Lori-Ann Beausoleil	Mgmt	For	For
1.2	Elect Director Maryse Bertrand	Mgmt	For	For
1.3	Elect Director Pierre Boivin	Mgmt	For	For
1.4	Elect Director Francois J. Coutu	Mgmt	For	For
1.5	Elect Director Michel Coutu	Mgmt	For	For
1.6	Elect Director Stephanie Coyles	Mgmt	For	For
1.7	Elect Director Genevieve Fortier	Mgmt	For	For
1.8	Elect Director Marc Guay	Mgmt	For	For
1.9	Elect Director Eric R. La Fleche	Mgmt	For	For
1.10	Elect Director Christine Magee	Mgmt	For	For
1.11	Elect Director Brian McManus	Mgmt	For	For
1.12	Elect Director Pietro Satriano	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For
	Shareholder Proposals	Mgmt		
4	SP 1: Report on Cage-Free Egg Goal	SH	Against	Against
	<i>Blended Rationale: [SF-S0000-022] The company already provides sufficient disclosure and/or reporting regarding this issue or is already enhancing its relevant disclosures.</i>			
5	SP 2: Hold Annual Meetings of the Company in Person with Virtual Meetings as Complements	SH	Against	Against
	<i>Blended Rationale: [SF-S0000-021] The company already has policies in place to address the request being made by the proposal or is already enhancing its relevant policies.</i>			
6	SP 3: Auditor Rotation	SH	Against	Against
	<i>Blended Rationale: [SF-S4578-106] Company already has policies in place to address these issues.</i>			

Metro Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7	SP 4: Report on Anticompetitive Practices	SH	Against	Against
<p><i>Blended Rationale: [SF-S0000-021] The company already has policies in place to address the request being made by the proposal or is already enhancing its relevant policies.</i></p>				

Metsa Board Corp.

Meeting Date: 03/26/2024	Country: Finland	Ticker: METSB
Record Date: 03/14/2024	Meeting Type: Annual	Primary ISIN: FI0009000665

Proposal Number	Proposal Text	Proponent	Mgmt 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
8	Approve Allocation of Income and Dividends of EUR 0.25 Per Share	Mgmt	For	For
9	Approve Discharge of Board and President	Mgmt	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.[LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>				
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.[LN-M0550-004] Poor use of remuneration committee discretion regarding the grant of a one-off award.</i></p>				
12	Approve Remuneration of Directors in the Amount of EUR 99,000 for Chairman, EUR 85,000 for Vice Chairman and EUR 67,000 for Other Directors; Approve Meeting Fees; Approve Remuneration for Committee Work	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>				

Metsa Board Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
13	Fix Number of Directors at Nine (9)	Mgmt	For	For
14	Reelect Raija-Leena Hankonen-Nybom, Erja Hyrsky, Ilkka Hamala, Mari Kiviniemi, Jussi Linnaranta, Jukka Moisio, Mikko Makimattila and Juha Vanhainen as Directors; Elect Leena Craelius as New Director	Mgmt	For	Abstain
<p><i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.[SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-002] Remuneration committee discretion has been used poorly.[LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>				
15	Approve Remuneration of Auditors	Mgmt	For	For
16	Ratify KPMG as Auditor	Mgmt	For	For
17.a	Approve Authorized Sustainability Remuneration of Auditors	Mgmt	For	For
17.b	Ratify KPMG as Authorized Sustainability Auditors	Mgmt	For	For
18	Amend Articles Re: Notice of AGM	Mgmt	For	For
19	Approve Issuance of up to 35 Million Shares without Preemptive Rights	Mgmt	For	For
20	Authorize Share Repurchase Program	Mgmt	For	For
21	Close Meeting	Mgmt		

Micronics Japan Co., Ltd.

Meeting Date: 03/28/2024

Country: Japan

Ticker: 6871

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3750400008

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 33	Mgmt	For	For
2.1	Elect Director Hasegawa, Masayoshi	Mgmt	For	For
2.2	Elect Director Abe, Yuichi	Mgmt	For	For
2.3	Elect Director Sotokawa, Ko	Mgmt	For	For
2.4	Elect Director Ki Sang Kang	Mgmt	For	For
2.5	Elect Director Katayama, Yuki	Mgmt	For	For
2.6	Elect Director Tanabe, Eitatsu	Mgmt	For	For
2.7	Elect Director Ueda, Yasuhiro	Mgmt	For	For
2.8	Elect Director Hiramoto, Kazuo	Mgmt	For	For

Migdal Insurance & Financial Holdings Ltd.

Meeting Date: 03/14/2024

Country: Israel

Ticker: MGDJL

Record Date: 03/05/2024

Meeting Type: Annual

Primary ISIN: IL0010811656

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Discuss Financial Statements and the Report of the Board	Mgmt		
2a	Reelect Hanan Melcer as Director	Mgmt	For	For
2b	Reelect Shlomo Eliahu as Director	Mgmt	For	For
2c	Reelect Gavriel Picker as Director	Mgmt	For	For
2d	Reelect Carmi Gillon as Director	Mgmt	For	For
2e	Reelect Avraham Dotan as Director	Mgmt	For	For
2f	Reelect Ron Tor as Director	Mgmt	For	For
3	Reelect Hanan Melcer as Chairman	Mgmt	For	For
4	Reappoint Somekh Chaikin and Kost Forer Gabbay & Kasierer as Joint Auditors	Mgmt	For	For

Milbon Co., Ltd.

Meeting Date: 03/28/2024

Country: Japan

Ticker: 4919

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3910650005

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 48	Mgmt	For	For
2.1	Elect Director Sato, Ryuji	Mgmt	For	For
2.2	Elect Director Sakashita, Hidenori	Mgmt	For	For
2.3	Elect Director Murai, Masahiro	Mgmt	For	For
2.4	Elect Director Konoike, Kazunobu	Mgmt	For	For
2.5	Elect Director Morimoto, Junji	Mgmt	For	For
2.6	Elect Director Okazaki, Harumichi	Mgmt	For	For
2.7	Elect Director Ogata, Hiroyuki	Mgmt	For	For
2.8	Elect Director Hamaguchi, Taizo	Mgmt	For	For
2.9	Elect Director Murata, Tsuneko	Mgmt	For	For
2.10	Elect Director Takato, Etsuhiro	Mgmt	For	For
2.11	Elect Director Hayakawa, Chisa	Mgmt	For	For

Milbon Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2.12	Elect Director Fukumoto, Tomomi	Mgmt	For	For
3.1	Appoint Statutory Auditor Okuda, Yoshihiko	Mgmt	For	For
3.2	Appoint Statutory Auditor Hirano, Takashi	Mgmt	For	For

Mitchells & Butlers Plc

Meeting Date: 01/23/2024

Country: United Kingdom

Ticker: MAB

Record Date: 01/21/2024

Meeting Type: Annual

Primary ISIN: GB00B1FP6H53

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	For
3	Approve Remuneration Policy	Mgmt	For	For
4	Re-elect Amanda Brown as Director	Mgmt	For	Against
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i>				
5	Re-elect Keith Browne as Director	Mgmt	For	For
6	Re-elect Dave Coplin as Director	Mgmt	For	Against
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i>				
7	Re-elect Eddie Irwin as Director	Mgmt	For	Against
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i>				
8	Re-elect Bob Ivell as Director	Mgmt	For	For
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i>				
9	Re-elect Tim Jones as Director	Mgmt	For	For
10	Re-elect Josh Levy as Director	Mgmt	For	For
11	Re-elect Jane Moriarty as Director	Mgmt	For	Against
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i>				
12	Re-elect Phil Urban as Director	Mgmt	For	For
13	Reappoint KPMG LLP as Auditors	Mgmt	For	For
14	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For
15	Authorise UK Political Donations and Expenditure	Mgmt	For	For

Mitchells & Butlers Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
16	Approve Performance Share Plan	Mgmt	For	For
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

Mitsubishi Pencil Co., Ltd.

Meeting Date: 03/28/2024	Country: Japan	Ticker: 7976
Record Date: 12/31/2023	Meeting Type: Annual	Primary ISIN: JP3895600009

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 22	Mgmt	For	For
2.1	Elect Director Suhara, Eiichiro	Mgmt	For	For
2.2	Elect Director Suhara, Shigehiko	Mgmt	For	For
2.3	Elect Director Kirita, Kazuhisa	Mgmt	For	For
2.4	Elect Director Suzuki, Takao	Mgmt	For	For
2.5	Elect Director Yamamura, Nobuo	Mgmt	For	For
2.6	Elect Director Nagasawa, Nobuyuki	Mgmt	For	For
2.7	Elect Director Aoyama, Tojiro	Mgmt	For	For
2.8	Elect Director Saito, Asako	Mgmt	For	For
2.9	Elect Director Shimamoto, Tadashi	Mgmt	For	For
3	Appoint Statutory Auditor Ogawa, Hirohisa	Mgmt	For	For
4	Appoint Alternate Statutory Auditor Sugano, Satoshi	Mgmt	For	For
5	Approve Donation of Treasury Shares to Foundation for Human Expression & Creative Empowerment	Mgmt	For	Against

Blended Rationale: [RJ-M0501-001] AGAINST because of concerns for excessive dilution.

Mizrahi Tefahot Bank Ltd.

Meeting Date: 02/20/2024	Country: Israel	Ticker: MZTF
Record Date: 01/21/2024	Meeting Type: Special	Primary ISIN: IL0006954379

Mizrahi Tefahot Bank Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Reelect Estery Giloz-Ran as External Director	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i></p>				
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Mgmt	None	Against
	Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney	Mgmt		
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	Mgmt	None	For

Mobimo Holding AG

Meeting Date: 03/26/2024

Country: Switzerland

Ticker: MOBN

Record Date:

Meeting Type: Annual

Primary ISIN: CH0011108872

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	Do Not Vote
1.2	Approve Remuneration Report	Mgmt	For	Do Not Vote
2.1	Approve Allocation of Income and Dividends of CHF 5.00 per Share	Mgmt	For	Do Not Vote

Mobimo Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2.2	Approve Dividends of CHF 5.00 per Share from Capital Contribution Reserves	Mgmt	For	Do Not Vote
3	Approve Discharge of Board and Senior Management	Mgmt	For	Do Not Vote
4.1.1	Reelect Sabrina Contratto as Director	Mgmt	For	Do Not Vote
4.1.2	Reelect Brian Fischer as Director	Mgmt	For	Do Not Vote
4.1.3	Reelect Bernadette Koch as Director	Mgmt	For	Do Not Vote
4.1.4	Reelect Stephane Maye as Director	Mgmt	For	Do Not Vote
4.1.5	Reelect Peter Schaub as Director and as Board Chair	Mgmt	For	Do Not Vote
4.1.6	Reelect Martha Scheiber as Director	Mgmt	For	Do Not Vote
4.1.7	Elect Markus Schuerch as Director	Mgmt	For	Do Not Vote
4.2.1	Reappoint Bernadette Koch as Member of the Nomination and Compensation Committee	Mgmt	For	Do Not Vote
4.2.2	Reappoint Brian Fischer as Member of the Nomination and Compensation Committee	Mgmt	For	Do Not Vote
4.2.3	Reappoint Stephane Maye as Member of the Nomination and Compensation Committee	Mgmt	For	Do Not Vote
4.3	Ratify Ernst and Young AG as Auditors	Mgmt	For	Do Not Vote
4.4	Designate Grossenbacher Rechtsanwaelte AG as Independent Proxy	Mgmt	For	Do Not Vote
5	Approve Fixed Remuneration of Directors in the Amount of CHF 1.3 Million	Mgmt	For	Do Not Vote
6.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.9 Million	Mgmt	For	Do Not Vote
6.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 2.9 Million	Mgmt	For	Do Not Vote
7.1	Amend Corporate Purpose	Mgmt	For	Do Not Vote
7.2	Approve Creation of Capital Band within the Upper Limit of CHF 27.2 Million and the Lower Limit of CHF 24.7 Million with or without Exclusion of Preemptive Rights	Mgmt	For	Do Not Vote
7.3	Amend Articles Re: Share Register	Mgmt	For	Do Not Vote
7.4	Amend Articles Re: Variable Remuneration of Executive Committee	Mgmt	For	Do Not Vote

Mobimo Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8	Transact Other Business (Voting)	Mgmt	For	Do Not Vote

Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.

MODEC, Inc.

Meeting Date: 03/27/2024

Country: Japan

Ticker: 6269

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3888250002

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 20	Mgmt	For	For
2	Amend Articles to Abolish Board Structure with Statutory Auditors - Adopt Board Structure with Audit Committee - Authorize Directors to Execute Day to Day Operations without Full Board Approval	Mgmt	For	For
3.1	Elect Director Kanamori, Takeshi	Mgmt	For	For
3.2	Elect Director Miyata, Hirohiko	Mgmt	For	For
3.3	Elect Director Takano, Yasuhiro	Mgmt	For	For
3.4	Elect Director Watanabe, Koichi	Mgmt	For	For
<i>Blended Rationale: .</i>				
3.5	Elect Director Wakana, Koichi	Mgmt	For	For
<i>Blended Rationale: .</i>				
3.6	Elect Director Noma, Yasuchika	Mgmt	For	For
<i>Blended Rationale: .</i>				
3.7	Elect Director Shiraishi, Kazuko	Mgmt	For	For
3.8	Elect Director Nishigai, Kazuhisa	Mgmt	For	For
3.9	Elect Director Kobayashi, Masato	Mgmt	For	For
4.1	Elect Director and Audit Committee Member Takamura, Yoshihiro	Mgmt	For	For
4.2	Elect Director and Audit Committee Member Noda, Hiroko	Mgmt	For	For
4.3	Elect Director and Audit Committee Member Fujita, Toshihiko	Mgmt	For	For
4.4	Elect Director and Audit Committee Member Amma, Masaaki	Mgmt	For	For

MODEC, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Approve Fixed Cash Compensation Ceiling and Performance-Based Cash Compensation Ceiling for Directors Who Are Not Audit Committee Members, Stock Price-Based Cash Compensation Plan, Cash Compensation in Place of Trust-Type Equity Plan and Annual Bonus	Mgmt	For	For
6	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	Mgmt	For	For

Modern Times Group MTG AB

Meeting Date: 01/30/2024

Country: Sweden

Ticker: MTG.B

Record Date: 01/22/2024

Meeting Type: Extraordinary Shareholders

Primary ISIN: SE0018012494

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Elect Chairman of Meeting	Mgmt	For	For
3	Designate Johan Stahl and Ulrik Gronvall Inspectors of Minutes of Meeting	Mgmt	For	For
4	Prepare and Approve List of Shareholders	Mgmt	For	For
5	Approve Agenda of Meeting	Mgmt	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For
7	Approve Transfer of Class B Shares in Connection with Acquisition of PGPL	Mgmt	For	For
8	Approve Transfer of Class B Shares Through Book Building in Connection with Acquisition of PGPL	Mgmt	For	For
9	Close Meeting	Mgmt		

Mondi Plc

Meeting Date: 01/15/2024

Country: United Kingdom

Ticker: MNDI

Record Date: 01/11/2024

Meeting Type: Special

Primary ISIN: GB00B1CRLC47

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Special Dividend	Mgmt	For	Do Not Vote
2	Approve Share Consolidation	Mgmt	For	Do Not Vote
3	Authorise Issue of Equity	Mgmt	For	Do Not Vote
4	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Do Not Vote
5	Authorise Market Purchase of Ordinary Shares	Mgmt	For	Do Not Vote

Money Forward, Inc.

Meeting Date: 02/28/2024

Country: Japan

Ticker: 3994

Record Date: 11/30/2023

Meeting Type: Annual

Primary ISIN: JP3869960009

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Capital Reduction and Accounting Transfers	Mgmt	For	For
2	Amend Articles to Amend Business Lines	Mgmt	For	For
3.1	Elect Director Tsuji, Yosuke	Mgmt	For	For
<i>Blended Rationale: .</i>				
3.2	Elect Director Kanesaka, Naoya	Mgmt	For	For
3.3	Elect Director Nakade, Takuya	Mgmt	For	For
3.4	Elect Director Takeda, Masanobu	Mgmt	For	For
3.5	Elect Director Tanaka, Masaaki	Mgmt	For	For
3.6	Elect Director Kurabayashi, Akira	Mgmt	For	For
3.7	Elect Director Yasutake, Hiroaki	Mgmt	For	For
3.8	Elect Director Miyazawa, Gen	Mgmt	For	For
3.9	Elect Director Ryu Kawano Suliawan	Mgmt	For	For
3.10	Elect Director Kikuma, Yukino	Mgmt	For	For
4	Approve Merger by Absorption	Mgmt	For	For

MonotaRO Co., Ltd.

Meeting Date: 03/24/2024

Country: Japan

Ticker: 3064

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3922950005

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 8	Mgmt	For	For
2.1	Elect Director Suzuki, Masaya	Mgmt	For	For
2.2	Elect Director Tamura, Sakuya	Mgmt	For	For
2.3	Elect Director Kishida, Masahiro	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-031] AGAINST affiliated outsiders at board with three committee structure.</i>				
2.4	Elect Director Ise, Tomoko	Mgmt	For	For
2.5	Elect Director Sagiya, Mari	Mgmt	For	For
2.6	Elect Director Miura, Hiroshi	Mgmt	For	For
2.7	Elect Director Nakashima, Kiyoshi	Mgmt	For	For
2.8	Elect Director Barry Greenhouse	Mgmt	For	For

MONTEA NV

Meeting Date: 01/25/2024

Country: Belgium

Ticker: MONT

Record Date: 01/11/2024

Meeting Type: Extraordinary Shareholders

Primary ISIN: BE0003853703

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt		
1.a	Receive Special Board Report Re: Article 7:199 of the Code of Companies and Associations	Mgmt		
1.b	Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	Mgmt	For	For
2	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Mgmt	For	For

Motor Oil (Hellas) Corinth Refineries SA

Meeting Date: 01/24/2024

Country: Greece

Ticker: MOH

Record Date: 01/18/2024

Meeting Type: Extraordinary Shareholders

Primary ISIN: GRS426003000

Motor Oil (Hellas) Corinth Refineries SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Extraordinary Business Approve the Acquisition of 25 Percent of the Share Capital of ANEMOS RES SA by the Subsidiary MOTOR OIL RENEWABLE ENERGY SINGLE MEMBER SA from ELLAKTOR SA; and the Signing of the Relevant Draft of the Share Purchase Agreement	Mgmt	For	For

Multiply Group PJSC

Meeting Date: 03/13/2024

Country: United Arab Emirates

Ticker: MULTIPLY

Record Date: 03/12/2024

Meeting Type: Annual

Primary ISIN: AEM001001019

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Ordinary Business Approve Board Report on Company Operations and Its Financial Position for the Fiscal Year Ended 31/12/2023	Mgmt	For	For
2	Approve Auditors' Report on Company Financial Statements for the Fiscal Year Ended 31/12/2023	Mgmt	For	For
3	Accept Financial Statements and Statutory Reports for the Fiscal Year Ended 31/12/2023	Mgmt	For	For
4	Approve Absence of Dividends for the Fiscal Year Ended 31/12/2023	Mgmt	For	For
5	Approve Remuneration of Directors for the Fiscal Year Ended 31/12/2023	Mgmt	For	For
6	Approve Discharge of Directors for the Fiscal Year Ended 31/12/2023	Mgmt	For	For
7	Approve Discharge of Auditors for the Fiscal Year Ended 31/12/2023	Mgmt	For	For
8	Appoint Auditors and Fix Their Remuneration for the Fiscal Year Ending 31/12/2024	Mgmt	For	Abstain

Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.

Munters Group AB

Meeting Date: 03/21/2024

Country: Sweden

Ticker: MTRS

Record Date: 03/13/2024

Meeting Type: Annual

Primary ISIN: SE0009806607

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Elect Chairman of Meeting	Mgmt	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For
4	Approve Agenda of Meeting	Mgmt	For	For
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For
6	Designate Inspector(s) of Minutes of Meeting	Mgmt		
7	Receive Financial Statements and Statutory Reports	Mgmt		
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For
9	Approve Allocation of Income and Dividends of SEK 1.30 Per Share	Mgmt	For	For
10.a	Approve Discharge of Hakan Buskhe	Mgmt	For	For
10.b	Approve Discharge of Helen Fasth Gillstedt	Mgmt	For	For
10.c	Approve Discharge of CEO Klas Forsstrom	Mgmt	For	For
10.d	Approve Discharge of Simon Henriksson	Mgmt	For	For
10.e	Approve Discharge of Maria Hakansson	Mgmt	For	For
10.f	Approve Discharge of Tor Jansson	Mgmt	For	For
10.g	Approve Discharge of Anders Lindqvist	Mgmt	For	For
10.h	Approve Discharge of Linus Morell	Mgmt	For	For
10.i	Approve Discharge of Magnus Nicolin	Mgmt	For	For
10.j	Approve Discharge of Kristian Sildeby	Mgmt	For	For
10.k	Approve Discharge of Sabine Simeon-Aissaoui	Mgmt	For	For
10.l	Approve Discharge of Robert Wahlgren	Mgmt	For	For
10.m	Approve Discharge of Anna Westerberg	Mgmt	For	For
11	Determine Number of Members (7) and Deputy Members (0) of Board	Mgmt	For	For
12	Approve Remuneration of Directors in the Amount of SEK 1.3 Million for Chair and SEK 495,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
13.a	Reelect Helen Fasth Gillstedt as Director	Mgmt	For	For
13.b	Reelect Maria Hakansson as Director	Mgmt	For	For

Munters Group AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
13.c	Reelect Anders Lindqvist as Director	Mgmt	For	Against
	<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>			
13.d	Reelect Magnus Nicolin as Director	Mgmt	For	Against
	<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>			
13.e	Reelect Kristian Sildeby as Director	Mgmt	For	Against
	<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>			
13.f	Reelect Sabine Simeon-Aissaoui as Director	Mgmt	For	For
13.g	Elect Elizabeth Nugent as New Director	Mgmt	For	For
14.a	Reelect Magnus Nicolin as Board Chair	Mgmt	For	Against
	<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>			
15	Approve Remuneration of Auditors	Mgmt	For	For
16	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against
	<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>			
17	Approve Remuneration Report	Mgmt	For	Against
	<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>			
18	Approve Issuance of Up to 10 Percent of Issued Shares without Preemptive Rights	Mgmt	For	For
19	Authorize Reissuance of Repurchased Shares	Mgmt	For	For
20	Close Meeting	Mgmt		

Musti Group Oyj

Meeting Date: 01/31/2024

Country: Finland

Ticker: MUSTI

Record Date: 01/19/2024

Meeting Type: Annual

Primary ISIN: FI4000410758

Proposal Number	Proposal Text	Proponent	Mgmt 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		

Musti Group Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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
8	Approve Allocation of Income and Omission of Dividend	Mgmt	For	For
9	Approve Discharge of Board and President	Mgmt	For	For
10	Approve Remuneration Report	Mgmt	For	Against

Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.[SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.

11	Approve Remuneration of Directors in the Amount of EUR 65,000 for Chairman and EUR 35,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
12	Fix Number of Directors at 5	Mgmt	For	For
13	Reelect Jeffrey David, Ingrid Jonasson Blank, Ilkka Laurila, Johan Dettel and Inka Mero as Directors	Mgmt	For	Against

Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.[SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-001] Remuneration arrangements are poorly structured.

14	Approve Remuneration of Auditors	Mgmt	For	For
15	Renew Appointment of Ernst & Young as Auditor	Mgmt	For	For
16	Authorize Share Repurchase Program	Mgmt	For	For
17	Approve Issuance of up to 3.2 Million Shares without Preemptive Rights	Mgmt	For	For
18	Approve Waiver of the Transfer Restriction Re. Remuneration of Board Members	Mgmt	For	For
19	Close Meeting	Mgmt		

Nabtesco Corp.

Meeting Date: 03/26/2024

Country: Japan

Ticker: 6268

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3651210001

Nabtesco Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 40	Mgmt	For	For
2.1	Elect Director Kimura, Kazumasa	Mgmt	For	For
2.2	Elect Director Habe, Atsushi	Mgmt	For	For
2.3	Elect Director Fujiwara, Toshiya	Mgmt	For	For
2.4	Elect Director Takahashi, Seiji	Mgmt	For	For
2.5	Elect Director Ando, Kiyoshi	Mgmt	For	For
2.6	Elect Director Iizuka, Mari	Mgmt	For	For
2.7	Elect Director Mizukoshi, Naoko	Mgmt	For	For
2.8	Elect Director Hidaka, Naoki	Mgmt	For	For
2.9	Elect Director Takahata, Toshiya	Mgmt	For	For
2.10	Elect Director Shirahata, Seiichiro	Mgmt	For	For
3.1	Appoint Statutory Auditor Nakagawa, Yasuhito	Mgmt	For	For
3.2	Appoint Statutory Auditor Hitomi, Masatoshi	Mgmt	For	For
3.3	Appoint Statutory Auditor Tanabe, Yasuhiro	Mgmt	For	For
4	Approve Compensation Ceiling for Directors	Mgmt	For	For

Nachi-Fujikoshi Corp.

Meeting Date: 02/27/2024

Country: Japan

Ticker: 6474

Record Date: 11/30/2023

Meeting Type: Annual

Primary ISIN: JP3813200007

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 110	Mgmt	For	For
2.1	Elect Director Homma, Hiro	Mgmt	For	For
2.2	Elect Director Kurosawa, Tsutomu	Mgmt	For	For
2.3	Elect Director Hara, Hideaki	Mgmt	For	For
2.4	Elect Director Furusawa, Tetsu	Mgmt	For	For
2.5	Elect Director Sawasaki, Yuichi	Mgmt	For	For
2.6	Elect Director Hatasaki, Shiro	Mgmt	For	For
2.7	Elect Director Yoshida, Naozumi	Mgmt	For	For

Nachi-Fujikoshi Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2.8	Elect Director Okabe, Yo	Mgmt	For	For

Nakanishi, Inc.

Meeting Date: 03/28/2024	Country: Japan	Ticker: 7716
Record Date: 12/31/2023	Meeting Type: Annual	Primary ISIN: JP3642500007

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 26	Mgmt	For	For
2.1	Elect Director Nakanishi, Eiichi	Mgmt	For	For
2.2	Elect Director Nakanishi, Kensuke	Mgmt	For	For
2.3	Elect Director Suzuki, Masataka	Mgmt	For	For
2.4	Elect Director Nonagase, Yuji	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-006] AGAINST affiliated outsiders as the board lacks independence in face of major blockholders.</i>				
2.5	Elect Director Araki, Yukiko	Mgmt	For	For
2.6	Elect Director Shiomi, Chika	Mgmt	For	For
3	Appoint Statutory Auditor Maki, Yoshihiro	Mgmt	For	For

National Bank of Kuwait SAK

Meeting Date: 03/23/2024	Country: Kuwait	Ticker: NBK
Record Date: 03/10/2024	Meeting Type: Annual	Primary ISIN: KW0EQ0100010

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Board Report on Company Operations for the Fiscal Year Ended 31/12/2023	Mgmt	For	For
2	Approve Auditors' Report on Company Financial Statements for the Fiscal Year Ended 31/12/2023	Mgmt	For	For
3	Approve Special Board Report on Violations and Penalties for the Fiscal Year Ended 31/12/2023	Mgmt	For	For

National Bank of Kuwait SAK

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4	Accept Financial Statements and Statutory Reports for the Fiscal Year Ended 31/12/2023	Mgmt	For	For
5	Approve Discontinuing Allocation to Statutory Reserve as it Reached More than Half of the Company's Issued and Paid Up Capital for the Fiscal Year Ended 31/12/2023	Mgmt	For	For
6	Authorize Share Repurchase Program of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
7	Authorize Issuance of Bonds and Authorize the Board to Assign any Delegate to Take All the Necessary Procedures	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
8	Authorize the Company to Deal with Subsidiaries, Affiliates and Other Related Parties During FY 2024	Mgmt	For	Against
<i>Blended Rationale: [SF-M0460-001] The company did not provide sufficient information to support the related party transaction.</i>				
9	Authorize Issuance of Loans, Guarantees and Facilities to Directors for FY 2024	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
10	Approve Discharge of Directors and Fix Their Remuneration of KWD 70,000 Each for the Fiscal Year Ended 31/12/2023	Mgmt	For	For
11	Appoint or Reappoint Auditors and Authorize Board to Fix Their Remuneration for FY 2024	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
12	Approve Dividends of KWD 0.025 Per Share for the Fiscal Year Ended 31/12/2023 and Authorize the Board to Adjust the Distribution Schedule if Necessary	Mgmt	For	For
13	Authorize Distribution of Bonus Shares Representing 5 Percent of Share Capital Through Capital Increase	Mgmt	For	For
14	Authorize the Board to Distribute Interim Dividends for the First Half of FY 2024 and to Determine the Distribution Schedule and Adjust it if Necessary	Mgmt	For	For

National Co. for Learning & Education

Meeting Date: 02/26/2024

Country: Saudi Arabia

Ticker: 4291

Record Date:

Meeting Type: Ordinary Shareholders

Primary ISIN: SA14L09I31H9

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Ordinary Business	Mgmt		
	Ratify Auditors and Fix Their Remuneration for Q3 of Fiscal Year 2023/2024 and Annual Statements for the Fiscal Year Ending 31/08/2024 and Q1 and Q2 of Fiscal Year 2024/2025	Mgmt	For	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
2.1	Elect Salah Al Deen Mohammed as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
2.2	Elect Ahmed Saharti as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
2.3	Elect Ahmed Baaboud as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
2.4	Elect Saad Al Haqeel as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
2.5	Elect Mohammed Al Shamari as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
2.6	Elect Mohammed bin Khalid Al Khudheer as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
2.7	Elect Atif Al Shahri as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
2.8	Elect Ali Al Zahrani as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
2.9	Elect Abdulazeez Al Suweelim as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
2.10	Elect Ahmed Khoqeer as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
2.11	Elect Nawal Al Ghuneeman as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
2.12	Elect Khalid Al Khudheer as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			

National Co. for Learning & Education

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2.13	Elect Abdulrahman Al Zahrani as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
2.14	Elect Fahd Al Dhufeeri as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
2.15	Elect Abdulazeez Al Dhiyab as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
2.16	Elect Salim Al Anzi as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
2.17	Elect Mohammed Fateehi as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
2.18	Elect Muneerah Bin Hasan as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
2.19	Elect Mishaal Al Areefi as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
2.20	Elect Salih Al Thanayan as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
2.21	Elect Mohammed Al Qurayshah as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
2.22	Elect Fahd Muaammar as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
2.23	Elect Mohammed Al Naeem as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
2.24	Elect Sami Al Babteen as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
2.25	Elect Abdullah Al Mousa as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
2.26	Elect Ibraheem Al Daraa as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
2.27	Elect Yasmeen Najm as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
2.28	Elect Nawaf Al Khudheer as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
2.29	Elect Sulayman Al Jabreen as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			

National Co. for Learning & Education

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2.30	Elect Mohammed Ibraheem Al Kudheer as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
2.31	Elect Nayif Al Arfaj as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
2.32	Elect Hamoud Al Mureetee as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
2.33	Elect Ahmed Al Baqshi as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
2.34	Elect Abdullah Al Sheikh as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
2.35	Elect Sahar Al Ghamdi as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
2.36	Elect Isam Al Saqeer as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
2.37	Elect Majid Al Suweegh as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
3	Approve Authorization of the Elected Board of Director Regarding Future Related Party Transactions According to Paragraph 1 of Article 27 of Companies Law	Mgmt	For	For

National Medical Care Co.

Meeting Date: 01/31/2024

Country: Saudi Arabia

Ticker: 4005

Record Date:

Meeting Type: Extraordinary Shareholders

Primary ISIN: SA139051UIH0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Extraordinary Business	Mgmt		
1	Amend Articles of Bylaws According to the New Companies' Law, Rearranging and Renumbering of Articles of Bylaws in Accordance to the Proposed Amendments	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0100-001] On balance, we find that shareholders' rights are likely to be diminished in material ways under the new Charter/Articles/Bylaws.</i>			
2	Amend Audit Committee Charter	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0100-001] On balance, we find that shareholders' rights are likely to be diminished in material ways under the new Charter/Articles/Bylaws.</i>			

National Medical Care Co.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Amend the Policies, Standards, and Procedures of Board Membership	Mgmt	For	Against
<i>Blended Rationale: [SF-M0100-001] On balance, we find that shareholders' rights are likely to be diminished in material ways under the new Charter/Articles/Bylaws.</i>				
4	Amend Competing Business Standards Policy	Mgmt	For	For

Neighbourly Pharmacy Inc.

Meeting Date: 03/08/2024 **Country:** Canada **Ticker:** NBLY
Record Date: 01/29/2024 **Meeting Type:** Special
Primary ISIN: CA64016L1013

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Acquisition by T.I.D. Acquisition Corp.	Mgmt	For	For

Nemak SAB de CV

Meeting Date: 03/04/2024 **Country:** Mexico **Ticker:** NEMAKA
Record Date: 02/20/2024 **Meeting Type:** Extraordinary Shareholders
Primary ISIN: MX01NE000001

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Extraordinary Business	Mgmt		
1	Authorize Cancellation of 42.93 Million Repurchased Shares Held in Treasury	Mgmt	For	For
2	Amend Articles	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
3	Appoint Legal Representatives	Mgmt	For	For
4	Approve Minutes of Meeting	Mgmt	For	For

Nemak SAB de CV

Meeting Date: 03/04/2024 **Country:** Mexico **Ticker:** NEMAKA
Record Date: 02/20/2024 **Meeting Type:** Annual
Primary ISIN: MX01NE000001

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Annual Ordinary Business Approve Financial Statements and Statutory Reports	Mgmt	For	Abstain
<i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i>				
2	Approve Allocation of Income; Approve Maximum Amount for Repurchase of Shares	Mgmt	For	For
3	Elect Directors and Chairman of Audit and Corporate Practices Committee; Fix Their Remuneration	Mgmt	For	For
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
4	Appoint Legal Representatives	Mgmt	For	For
5	Approve Minutes of Meeting	Mgmt	For	For

Neste Corp.

Meeting Date: 03/27/2024

Country: Finland

Ticker: NESTE

Record Date: 03/15/2024

Meeting Type: Annual

Primary ISIN: FI0009013296

Proposal Number	Proposal Text	Proponent	Mgmt 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
8	Approve Allocation of Income and Dividends of EUR 1.20 Per Share	Mgmt	For	For
9	Approve Discharge of Board and President	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</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
13	Fix Number of Directors at Ten	Mgmt	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
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.[SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>				
15	Approve Remuneration of Auditors	Mgmt	For	For
16	Ratify KPMG as Auditor	Mgmt	For	For
17	Approve Authorized Sustainability Remuneration of Auditors	Mgmt	For	For
18	Ratify KPMG as Authorized Sustainability Auditors	Mgmt	For	For
19	Authorize Share Repurchase Program	Mgmt	For	For
20	Approve Issuance of up to 23 Million Shares without Preemptive Rights	Mgmt	For	For
21	Amend Articles Re: Sustainability Reporting Assurer; Annual General Meetings	Mgmt	For	For
22	Amend Charter for the Shareholders Nomination Board	Mgmt	For	For
23	Close Meeting	Mgmt		

Netcare Ltd.

Meeting Date: 02/02/2024

Country: South Africa

Ticker: NTC

Record Date: 01/26/2024

Meeting Type: Annual

Primary ISIN: ZAE000011953

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Re-elect Louisa Stephens as Director	Mgmt	For	For
1.2	Re-elect Roze Phillips as Director	Mgmt	For	For
1.3	Elect Alexander Maditse as Director	Mgmt	For	For
2	Reappoint Deloitte & Touche as Auditors with Spiro Tyrans as the Audit Partner	Mgmt	For	For
3.1	Re-elect Mark Bower as Member of the Audit Committee	Mgmt	For	For
3.2	Re-elect Bukelwa Bulo as Chairperson of the Audit Committee	Mgmt	For	For
3.3	Re-elect Louisa Stephens as Member of the Audit Committee	Mgmt	For	For
4	Authorise Ratification of Approved Resolutions	Mgmt	For	For
5	Approve Remuneration Policy	Mgmt	For	For
6	Approve Implementation Report	Mgmt	For	For
7	Authorise Repurchase of Issued Share Capital	Mgmt	For	For
8	Approve Non-executive Directors' Remuneration	Mgmt	For	For
9	Approve Financial Assistance to Related and Inter-related Companies	Mgmt	For	For

Netcompany Group A/S

Meeting Date: 02/29/2024

Country: Denmark

Ticker: NETC

Record Date: 02/22/2024

Meeting Type: Annual

Primary ISIN: DK0060952919

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Report of Board	Mgmt		
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For

Netcompany Group A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.[LN-M0550-001] Remuneration arrangements are poorly structured.</i>				
5	Approve Remuneration of Directors in the Amount of DKK 1.35 Million for Chairman, DKK 900,000 for Vice Chair and DKK 450,000 for Other Directors; Approve Travel Fees; Approve Remuneration for Committee Work	Mgmt	For	For
6.a	Reelect Bo Rygaard (Chair) as Director	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-001] Remuneration arrangements are poorly structured.</i>				
6.b	Reelect Juha Christensen (Vice Chair) as Director	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-001] Remuneration arrangements are poorly structured.</i>				
6.c	Reelect Asa Riisberg as Director	Mgmt	For	For
6.d	Reelect Susan Cooklin as Director	Mgmt	For	For
6.e	Reelect Bart Walterus as Director	Mgmt	For	For
7	Ratify Ernst & Young as Auditor	Mgmt	For	For
8	Authorize Share Repurchase Program	Mgmt		
9.a	Approve Creation of DKK 5 Million Pool of Capital without Preemptive Rights	Mgmt	For	For
9.b	Amend Articles	Mgmt	For	For
10	Other Business	Mgmt		

NEXON Co., Ltd.

Meeting Date: 03/27/2024

Country: Japan

Ticker: 3659

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3758190007

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Junghun Lee	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-029] AGAINST directors responsible as the board is less than 1/3 independent at board with audit committee structure.[RJ-M0201-034] AGAINST directors responsible for board composition as the board lacks gender diversity at TOPIX500 companies.</i>				
1.2	Elect Director Uemura, Shiro	Mgmt	For	For
1.3	Elect Director Patrick Soderlund	Mgmt	For	For
1.4	Elect Director Owen Mahoney	Mgmt	For	For
1.5	Elect Director Mitchell Lasky	Mgmt	For	For

NEXON Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2.1	Elect Director and Audit Committee Member Alexander Iosilevich	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-028] AGAINST affiliated outsiders at board with audit committee structure.</i>				
2.2	Elect Director and Audit Committee Member Honda, Satoshi	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-028] AGAINST affiliated outsiders at board with audit committee structure.</i>				
2.3	Elect Director and Audit Committee Member Kuniya, Shiro	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-028] AGAINST affiliated outsiders at board with audit committee structure.</i>				
3	Approve Deep Discount Stock Option Plan	Mgmt	For	For

Nextage Co., Ltd.

Meeting Date: 02/22/2024

Country: Japan

Ticker: 3186

Record Date: 11/30/2023

Meeting Type: Annual

Primary ISIN: JP3758210003

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 32	Mgmt	For	For
2	Amend Articles to Amend Business Lines	Mgmt	For	For
3.1	Elect Director Hirota, Seiji	Mgmt	For	For
<i>Blended Rationale: .</i>				
3.2	Elect Director Nomura, Masashi	Mgmt	For	For
3.3	Elect Director Matsui, Tadimitsu	Mgmt	For	For
3.4	Elect Director Endo, Isao	Mgmt	For	For

Nikkiso Co., Ltd.

Meeting Date: 03/28/2024

Country: Japan

Ticker: 6376

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3668000007

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Kai, Toshihiko	Mgmt	For	For
1.2	Elect Director Yamamura, Masaru	Mgmt	For	For
1.3	Elect Director Kato, Koichi	Mgmt	For	For

Nikkiso Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.4	Elect Director Kinoshita, Yoshihiko	Mgmt	For	For
1.5	Elect Director Saito, Kenji	Mgmt	For	For
1.6	Elect Director Peter Wagner	Mgmt	For	For
1.7	Elect Director Hirose, Haruko	Mgmt	For	For
1.8	Elect Director Nakakubo, Mitsuaki	Mgmt	For	For
1.9	Elect Director Fukuda, Junko	Mgmt	For	For

Nilfisk Holding A/S

Meeting Date: 03/21/2024

Country: Denmark

Ticker: NLFSK

Record Date: 03/14/2024

Meeting Type: Annual

Primary ISIN: DK0060907293

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Report of Board	Mgmt		
2	Receive Financial Statements and Statutory Reports	Mgmt		
3	Accept Financial Statements and Statutory Reports	Mgmt	For	For
4	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For
5	Approve Discharge of Management and Board	Mgmt	For	For
6	Approve Remuneration Report	Mgmt	For	For
7	Approve Remuneration of Directors	Mgmt	For	For
8.a	Reelect Peter Nilsson as Director	Mgmt	For	Abstain
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board. [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board. [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i></p>				
8.b	Reelect Bengt Thorsson as Director	Mgmt	For	For
8.c	Reelect Rene Svendsen Tune as Director	Mgmt	For	For
8.d	Reelect Are Dragesund as Director	Mgmt	For	For
8.e	Reelect Franck Falezan as Director	Mgmt	For	Abstain
<p><i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i></p>				
8.f	Reelect Viveka Ekberg as Director	Mgmt	For	For

Nilfisk Holding A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8.g	Reelect Ole Kristian Jodahl as Director	Mgmt	For	For
9	Ratify Deloitte as Auditors	Mgmt	For	For
10.a	Ratify Deloitte AB as Authorized Sustainability Auditors	Mgmt	For	For
11	Other Business	Mgmt		

Nippon Carbon Co., Ltd.

Meeting Date: 03/28/2024

Country: Japan

Ticker: 5302

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3690400001

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 100	Mgmt	For	For
2.1	Elect Director Miyashita, Takafumi	Mgmt	For	For
2.2	Elect Director Urano, Akira	Mgmt	For	For
2.3	Elect Director Kato, Takeo	Mgmt	For	For
2.4	Elect Director Katayama, Yuriko	Mgmt	For	For
3.1	Appoint Statutory Auditor Kinoshita, Mitsuhiro	Mgmt	For	For
3.2	Appoint Statutory Auditor Tanaka, Yoshikazu	Mgmt	For	For
4	Appoint Alternate Statutory Auditor Kawai, Chihiro	Mgmt	For	For
5	Appoint Gyosei & Co. as New External Audit Firm	Mgmt	For	For
6	Approve Takeover Defense Plan (Poison Pill)	Mgmt	For	Against

Blended Rationale: [RJ-M0609-003] AGAINST as there is concern of management entrenchment.

Nippon Ceramic Co., Ltd.

Meeting Date: 03/27/2024

Country: Japan

Ticker: 6929

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3725200004

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Taniguchi, Shinichi	Mgmt	For	For

Nippon Ceramic Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.2	Elect Director Kawasaki, Haruko	Mgmt	For	For
2.1	Elect Director and Audit Committee Member Ueda, Masateru	Mgmt	For	For
2.2	Elect Director and Audit Committee Member Tamura, Yasuaki	Mgmt	For	For
2.3	Elect Director and Audit Committee Member Seko, Tomoaki	Mgmt	For	For
2.4	Elect Director and Audit Committee Member Ikehara, Koichi	Mgmt	For	For

Nippon Electric Glass Co., Ltd.

Meeting Date: 03/28/2024

Country: Japan

Ticker: 5214

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3733400000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 60	Mgmt	For	For
2.1	Elect Director Matsumoto, Motoharu	Mgmt	For	For
2.2	Elect Director Kishimoto, Akira	Mgmt	For	For
2.3	Elect Director Yamazaki, Hiroki	Mgmt	For	For
2.4	Elect Director Kano, Tomonori	Mgmt	For	For
2.5	Elect Director Morii, Mamoru	Mgmt	For	For
2.6	Elect Director Urade, Reiko	Mgmt	For	For
<i>Blended Rationale: .</i>				
2.7	Elect Director Ito, Hiroyuki	Mgmt	For	For
2.8	Elect Director Ito, Yoshio	Mgmt	For	For
2.9	Elect Director Aoto, Nahomi	Mgmt	For	For
3	Appoint Alternate Statutory Auditor Watanabe, Toru	Mgmt	For	For
4	Approve Annual Bonus	Mgmt	For	For

Nippon Express Holdings, Inc.

Meeting Date: 03/28/2024

Country: Japan

Ticker: 9147

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3688370000

Nippon Express Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Amend Articles to Abolish Board Structure with Statutory Auditors - Adopt Board Structure with Audit Committee - Amend Provisions on Director Titles - Authorize Directors to Execute Day to Day Operations without Full Board Approval	Mgmt	For	For
2.1	Elect Director Saito, Mitsuru	Mgmt	For	For
2.2	Elect Director Horikiri, Satoshi	Mgmt	For	For
2.3	Elect Director Akaishi, Mamoru	Mgmt	For	For
2.4	Elect Director Abe, Sachiko	Mgmt	For	For
2.5	Elect Director Shiba, Yojiro	Mgmt	For	For
2.6	Elect Director Ito, Yumiko	Mgmt	For	For
2.7	Elect Director Tsukahara, Tsukiko	Mgmt	For	For
3.1	Elect Director and Audit Committee Member Nakamoto, Takashi	Mgmt	For	For
3.2	Elect Director and Audit Committee Member Aoki, Yoshio	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-020] AGAINST affiliated outsiders as the nominee sits on audit committee.</i>				
3.3	Elect Director and Audit Committee Member Sanui, Nobuko	Mgmt	For	For
3.4	Elect Director and Audit Committee Member Masuno, Ryuji	Mgmt	For	For
4	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For
5	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	Mgmt	For	For
6	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For

Nippon Paint Holdings Co., Ltd.

Meeting Date: 03/27/2024

Country: Japan

Ticker: 4612

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3749400002

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 8	Mgmt	For	For
2.1	Elect Director Goh Hup Jin	Mgmt	For	For

Nippon Paint Holdings Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2.2	Elect Director Hara, Hisashi	Mgmt	For	For
2.3	Elect Director Peter M Kirby	Mgmt	For	For
2.4	Elect Director Lim Hwee Hua	Mgmt	For	For
2.5	Elect Director Mitsuhashi, Masataka	Mgmt	For	For
2.6	Elect Director Morohoshi, Toshio	Mgmt	For	For
2.7	Elect Director Nakamura, Masayoshi	Mgmt	For	For
2.8	Elect Director Wakatsuki, Yuichiro	Mgmt	For	For
2.9	Elect Director Wee Siew Kim	Mgmt	For	For

Nissha Co., Ltd.

Meeting Date: 03/22/2024

Country: Japan

Ticker: 7915

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3713200008

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Suzuki, Junya	Mgmt	For	For
1.2	Elect Director Inoue, Daisuke	Mgmt	For	For
1.3	Elect Director Watanabe, Wataru	Mgmt	For	For
1.4	Elect Director Nishimoto, Yutaka	Mgmt	For	For
1.5	Elect Director Iso, Hisashi	Mgmt	For	For
1.6	Elect Director Osugi, Kazuhito	Mgmt	For	For
1.7	Elect Director Matsuki, Kazumichi	Mgmt	For	For
1.8	Elect Director Takeuchi, Juichi	Mgmt	For	For
1.9	Elect Director Hashitera, Yukiko	Mgmt	For	For
2.1	Appoint Statutory Auditor Taniguchi, Tetsuya	Mgmt	For	For
2.2	Appoint Statutory Auditor Kurahashi, Yusaku	Mgmt	For	For

Nisshinbo Holdings, Inc.

Meeting Date: 03/28/2024

Country: Japan

Ticker: 3105

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3678000005

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Murakami, Masahiro	Mgmt	For	For
1.2	Elect Director Koarai, Takeshi	Mgmt	For	For
1.3	Elect Director Taji, Satoru	Mgmt	For	For
1.4	Elect Director Ishii, Yasuji	Mgmt	For	For
1.5	Elect Director Tsukatani, Shuji	Mgmt	For	For
1.6	Elect Director Taga, Keiji	Mgmt	For	For
1.7	Elect Director Yagi, Hiroaki	Mgmt	For	For
1.8	Elect Director Tani, Naoko	Mgmt	For	For
1.9	Elect Director Richard Dyck	Mgmt	For	For
1.10	Elect Director Ikuno, Yuki	Mgmt	For	For
2	Appoint Statutory Auditor Baba, Kazunori	Mgmt	For	For
3	Appoint Alternate Statutory Auditor Nagaya, Fumihiro	Mgmt	For	For

NKT A/S

Meeting Date: 03/20/2024

Country: Denmark

Ticker: NKT

Record Date: 03/13/2024

Meeting Type: Annual

Primary ISIN: DK0010287663

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Report of Board	Mgmt		
2	Receive Annual Report	Mgmt		
3	Accept Financial Statements and Statutory Reports	Mgmt	For	For
4	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For
5	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
6	Approve Discharge of Management and Board	Mgmt	For	For
7	Approve Remuneration of Directors in the Amount of DKK 1.12 Million for Chairman, DKK 750,000 for Deputy Chairman and DKK 375,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
8.a	Reelect Jens Due Olsen as Director	Mgmt	For	For

NKT A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8.b	Reelect Rene Svendsen-Tune as Director	Mgmt	For	For
8.c	Reelect Nebahat Albayrak as Director	Mgmt	For	For
8.d	Reelect Karla Marianne Lindahl as Director	Mgmt	For	For
8.e	Reelect Andreas Nauen as Director	Mgmt	For	For
8.f	Reelect Anne Vedel as Director	Mgmt	For	For
9.1	Ratify PWC as Auditors	Mgmt	For	For
9.2	Ratify PWC as Authorized Sustainability Auditor	Mgmt	For	For
10.1	Amend Remuneration Policy (Indemnification Scheme)	Mgmt	For	For
11	Other Business	Mgmt		

Nordea Bank Abp

Meeting Date: 03/21/2024

Country: Finland

Ticker: NDA.SE

Record Date: 03/11/2024

Meeting Type: Annual

Primary ISIN: FI4000297767

Proposal Number	Proposal Text	Proponent	Mgmt 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 President Review	Mgmt		
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For
8	Approve Allocation of Income and Dividends of EUR 0.92 Per Share	Mgmt	For	For
9	Approve Discharge of Board and President	Mgmt	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
12	Approve Remuneration of Directors in the Amount of EUR 365,000 for Chairman, EUR 171,000 for Vice Chairman and EUR 109,000 for Other Directors; Approve Legal and Administrative Fees; Approve Travel Expenses; Approve Remuneration for Committee Work	Mgmt	For	For
13	Determine Number of Members (10) and Deputy Members (1) of Board	Mgmt	For	For
14a	Reelect Sir Stephen Hester as Director (Chair)	Mgmt	For	For
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>				
14b	Reelect Petra van Hoeken as Director	Mgmt	For	For
14c	Reelect John Maltby as Director	Mgmt	For	For
14d	Reelect Risto Murto as Director	Mgmt	For	For
14e	Reelect Lene Skole as Director	Mgmt	For	For
14f	Reelect Per Stromberg as Director	Mgmt	For	For
14g	Reelect Jonas Synnergren as Director	Mgmt	For	For
14h	Reelect Arja Talma as Director	Mgmt	For	For
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>				
14i	Reelect Kjersti Wiklund as Director	Mgmt	For	For
14j	Elect Lars Rohde as new Director	Mgmt	For	For
15	Approve Remuneration of Auditors	Mgmt	For	For
16	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For
17	Approve Remuneration of Authorized Sustainability Auditors	Mgmt	For	For
18	Ratify PricewaterhouseCoopers as Authorized Sustainability Auditor	Mgmt	For	For
19	Approve Issuance of Convertible Instruments without Preemptive Rights	Mgmt	For	For
20	Authorize Share Repurchase Program in the Securities Trading Business	Mgmt	For	For
21	Authorize Reissuance of Repurchased Shares	Mgmt	For	For
22	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
23	Approve Issuance of up to 30 Million Shares without Preemptive Rights	Mgmt	For	For

Nordea Bank Abp

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Shareholder Proposals Submitted by Greenpeace Nordic, the Swedish Society for Nature Conservation and Mellefolkeligt Samvirke / Action Aid Denmark	Mgmt		
24	Approve Business Activities in Line with the Paris Agreement	SH	Against	Against
<i>Blended Rationale: [RU-S0000-001] Proposal is not in shareholders' best interests.</i>				
25	Close Meeting	Mgmt		

Nordic Semiconductor ASA

Meeting Date: 02/06/2024

Country: Norway

Ticker: NOD

Record Date: 01/30/2024

Meeting Type: Extraordinary Shareholders

Primary ISIN: NO0003055501

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Elect Chairman of Meeting; Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For
3	Approve Notice of Meeting and Agenda	Mgmt	For	For
4.a	Elect Dieter May as New Director	Mgmt	For	For
4.b	Elect Helmut Gassel as New Director	Mgmt	For	For

Noritsu Koki Co., Ltd.

Meeting Date: 03/21/2024

Country: Japan

Ticker: 7744

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3759500006

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 91	Mgmt	For	For
2.1	Elect Director Iwakiri, Ryukichi	Mgmt	For	For
2.2	Elect Director Yokobari, Ryosuke	Mgmt	For	For
2.3	Elect Director Murase, Kazue	Mgmt	For	For
3	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For

Noritsu Koki Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	Mgmt	For	For

Noritz Corp.

Meeting Date: 03/28/2024 **Country:** Japan **Ticker:** 5943
Record Date: 12/31/2023 **Meeting Type:** Annual
Primary ISIN: JP3759400009

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 21	Mgmt	For	For
2.1	Elect Director Haramaki, Satoshi	Mgmt	For	For
2.2	Elect Director Hirokazu, Masamine	Mgmt	For	For
2.3	Elect Director Takenaka, Masayuki	Mgmt	For	For
2.4	Elect Director Hiroka, Kazushi	Mgmt	For	For
2.5	Elect Director Ikeda, Hidenari	Mgmt	For	For
2.6	Elect Director Onoe, Hirokazu	Mgmt	For	For
3	Elect Director and Audit Committee Member Hirano, Naoki	Mgmt	For	For
4	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For
5	Approve Performance Share Plan	Mgmt	For	For

Note AB

Meeting Date: 01/29/2024 **Country:** Sweden **Ticker:** NOTE
Record Date: 01/19/2024 **Meeting Type:** Extraordinary Shareholders
Primary ISIN: SE0001161654

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Elect Chairman of Meeting; Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For
4	Approve Agenda of Meeting	Mgmt	For	For

Note AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For
7	Determine Number of Members (5) and Deputy Members of Board (0)	Mgmt	For	For
8	Approve Remuneration of Directors	Mgmt	For	For
9	Elect Egil Dahl as New Director	Mgmt	For	For
10	Close Meeting	Mgmt		

Novartis AG

Meeting Date: 03/05/2024

Country: Switzerland

Ticker: NOVN

Record Date:

Meeting Type: Annual

Primary ISIN: CH0012005267

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
	<i>Blended Rationale:</i> .			
1.2	Approve Non-Financial Report	Mgmt	For	For
	<i>Blended Rationale:</i> .			
2	Approve Discharge of Board and Senior Management	Mgmt	For	For
	<i>Blended Rationale:</i> .			
3	Approve Allocation of Income and Dividends of CHF 3.30 per Share	Mgmt	For	For
	<i>Blended Rationale:</i> .			
4	Approve CHF 42.9 Million Reduction in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
	<i>Blended Rationale:</i> .			
5.1	Approve Remuneration of Directors in the Amount of CHF 8.8 Million	Mgmt	For	For
	<i>Blended Rationale:</i> .			
5.2	Approve Maximum Remuneration of Executive Committee in the Amount of CHF 95 Million	Mgmt	For	For
	<i>Blended Rationale:</i> .			
5.3	Approve Remuneration Report	Mgmt	For	For
	<i>Blended Rationale:</i> .			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6.1	Reelect Joerg Reinhardt as Director and Board Chair	Mgmt	For	For
	<i>Blended Rationale: .</i>			
6.2	Reelect Nancy Andrews as Director	Mgmt	For	For
	<i>Blended Rationale: .</i>			
6.3	Reelect Ton Buechner as Director	Mgmt	For	Against
	<i>Blended Rationale: .SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>			
6.4	Reelect Patrice Bula as Director	Mgmt	For	For
	<i>Blended Rationale: .</i>			
6.5	Reelect Elizabeth Doherty as Director	Mgmt	For	For
	<i>Blended Rationale: .</i>			
6.6	Reelect Bridgette Heller as Director	Mgmt	For	For
	<i>Blended Rationale: .</i>			
6.7	Reelect Daniel Hochstrasser as Director	Mgmt	For	For
	<i>Blended Rationale: .</i>			
6.8	Reelect Frans van Houten as Director	Mgmt	For	For
	<i>Blended Rationale: .</i>			
6.9	Reelect Simon Moroney as Director	Mgmt	For	For
	<i>Blended Rationale: .</i>			
6.10	Reelect Ana de Pro Gonzalo as Director	Mgmt	For	For
	<i>Blended Rationale: .</i>			
6.11	Reelect Charles Sawyers as Director	Mgmt	For	For
	<i>Blended Rationale: .</i>			
6.12	Reelect William Winters as Director	Mgmt	For	For
	<i>Blended Rationale: .</i>			
6.13	Reelect John Young as Director	Mgmt	For	For
	<i>Blended Rationale: .</i>			
7.1	Reappoint Patrice Bula as Member of the Compensation Committee	Mgmt	For	For
	<i>Blended Rationale: .</i>			
7.2	Reappoint Bridgette Heller as Member of the Compensation Committee	Mgmt	For	For
	<i>Blended Rationale: .</i>			
7.3	Reappoint Simon Moroney as Member of the Compensation Committee	Mgmt	For	For
	<i>Blended Rationale: .</i>			

Novartis AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7.4	Reappoint William Winters as Member of the Compensation Committee	Mgmt	For	For
	<i>Blended Rationale: .</i>			
8	Ratify KPMG AG as Auditors	Mgmt	For	For
	<i>Blended Rationale: .</i>			
9	Designate Peter Zahn as Independent Proxy	Mgmt	For	For
	<i>Blended Rationale: .</i>			
10	Transact Other Business (Voting)	Mgmt	For	Abstain
	<i>Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.</i>			

Novo Nordisk A/S

Meeting Date: 03/21/2024

Country: Denmark

Ticker: NOVO.B

Record Date: 03/14/2024

Meeting Type: Annual

Primary ISIN: DK0062498333

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Report of Board	Mgmt		
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of DKK 6.40 Per Share	Mgmt	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
5.1	Approve Remuneration of Directors in the Amount of DKK 3.4 Million for the Chairman, DKK 1.7 Million for the Vice Chairman and DKK 840,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
5.2a	Approve Indemnification of Board of Directors	Mgmt	For	For
5.2b	Approve Indemnification of Executive Management	Mgmt	For	For
5.2c	Amend Articles Re: Indemnification Scheme	Mgmt	For	For
5.3	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	For
6.1	Reelect Helge Lund (Chair) as Director	Mgmt	For	Abstain
	<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>			

Novo Nordisk A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6.2	Reelect Henrik Poulsen (Vice Chair) as Director	Mgmt	For	For
6.3a	Reelect Laurence Debroux as Director	Mgmt	For	For
6.3b	Reelect Andreas Fibig as Director	Mgmt	For	For
6.3c	Reelect Sylvie Gregoire as Director	Mgmt	For	For
6.3d	Reelect Kasim Kutay as Director	Mgmt	For	For
6.3e	Reelect Christina Law as Director	Mgmt	For	For
6.3f	Reelect Martin Mackay as Director	Mgmt	For	Abstain

Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board

7	Ratify Deloitte as Auditor	Mgmt	For	For
8.1	Approve DKK 4.5 Million Reduction in Share Capital via Share Cancellation of B Shares	Mgmt	For	For
8.2	Authorize Share Repurchase Program	Mgmt	For	For
8.3	Approve Creation of DKK 44.7 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 44.7 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 44.7 Million	Mgmt	For	For
9	Other Business	Mgmt		

Novozymes A/S

Meeting Date: 03/04/2024

Country: Denmark

Ticker: NZYM.B

Record Date: 02/26/2024

Meeting Type: Extraordinary Shareholders

Primary ISIN: DK0060336014

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Adoption of Novonesis AS as Secondary Name	Mgmt	For	For
2.a	Elect Jesper Brandgaard (Vice Chair) as Director	Mgmt	For	For
3.a	Elect Lise Kaae as Director	Mgmt	For	For
3.b	Elect Kevin Lane as Director	Mgmt	For	For
3.c	Elect Kim Stratton as Director	Mgmt	For	Abstain

Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.

Novozymes A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For

NSI NV

Meeting Date: 02/28/2024

Country: Netherlands

Ticker: NSI

Record Date: 01/31/2024

Meeting Type: Extraordinary Shareholders

Primary ISIN: NL0012365084

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt		
1	Open Meeting	Mgmt		
2	Elect Marlies Janssen to Supervisory Board	Mgmt	For	For
3	Other Business (Non-Voting)	Mgmt		
4	Close Meeting	Mgmt		

NTG Nordic Transport Group A/S

Meeting Date: 03/21/2024

Country: Denmark

Ticker: NTG

Record Date: 03/14/2024

Meeting Type: Annual

Primary ISIN: DK0061141215

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Report of Board	Mgmt		
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>				
5	Approve Remuneration of Directors in the Amount of DKK 750,000 for Chairman, DKK 500,000 for Vice Chairman and DKK 250,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For

NTG Nordic Transport Group A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6.1	Reelect Eivind Drachmann Kolding (Chair) as Director	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board. [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>				
6.2	Reelect Jorgen Hansen (Vice Chair) as Director	Mgmt	For	Against
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>				
6.3	Reelect Finn Skovbo Pedersen as Director	Mgmt	For	For
6.4	Reelect Jesper Praestensgaard as Director	Mgmt	For	Against
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>				
6.5	Reelect Karen-Marie Katholm as Director	Mgmt	For	For
6.6	Reelect Carsten Krogsgaard Thomsen as Director	Mgmt	For	For
6.7	Reelect Louise Knauer as Director	Mgmt	For	For
7	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For
8.a	Authorize Share Repurchase Program	Mgmt	For	For
8.b	Approve Indemnification of Members of the Board of Directors and Executive Management; Amend Remuneration Policy	Mgmt	For	For
8.c	Amend Articles Re: Indemnification Scheme	Mgmt	For	For
8.d	Approve Remuneration Policy	Mgmt	For	For
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>				
9	Other Business	Mgmt		

Nufarm Limited

Meeting Date: 02/01/2024

Country: Australia

Ticker: NUF

Record Date: 01/30/2024

Meeting Type: Annual

Primary ISIN: AU000000NUF3

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Approve Remuneration Report	Mgmt	For	For
3a	Elect Federico Tripodi as Director	Mgmt	For	For

Nufarm Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3b	Elect Adrian Percy as Director	Mgmt	For	For
3c	Elect Lynne Saint as Director	Mgmt	For	For
4a	Approve FY22 Grant of Rights to Greg Hunt	Mgmt	For	For
4b	Approve FY23 Grant of Rights to Greg Hunt	Mgmt	For	For
5	Approve Conditional Spill Resolution	Mgmt	Against	Against

Blended Rationale: [LN-M0307-001] This operation is not in the interest of shareholders.

Nuh Cimento Sanayi AS

Meeting Date: 02/24/2024

Country: Turkey

Ticker: NUHCM.E

Record Date:

Meeting Type: Annual

Primary ISIN: TRANUHCM91F0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt		
1	Open Meeting and Elect Presiding Council of Meeting	Mgmt	For	For
2	Accept Board Report	Mgmt	For	For
3	Accept Audit Report	Mgmt	For	For
4	Accept Financial Statements	Mgmt	For	For
5	Approve Discharge of Board	Mgmt	For	For
6	Approve Allocation of Income	Mgmt	For	For
7	Authorize Board to Distribute Advance Dividends	Mgmt	For	For
8	Approve Director Remuneration	Mgmt	For	Against
9	Elect Directors	Mgmt	For	Against
10	Ratify External Auditors	Mgmt	For	For
11	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	Mgmt	For	For

Nuh Cimento Sanayi AS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
12	Receive Information on Donations Made in 2023 and Approve Upper Limit of Donations for 2024	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
13	Receive Information on Guarantees, Pledges and Mortgages Provided to Third Parties	Mgmt		
14	Wishes	Mgmt		

OC Oerlikon Corp. AG

Meeting Date: 03/21/2024

Country: Switzerland

Ticker: OERL

Record Date: 03/11/2024

Meeting Type: Annual

Primary ISIN: CH0000816824

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Allocation of Income and Dividends of CHF 0.20 per Share	Mgmt	For	For
3	Approve Non-Financial Report	Mgmt	For	For
4	Approve Discharge of Board and Senior Management	Mgmt	For	For
5.1	Reelect Michael Suess as Director and Board Chair	Mgmt	For	For
5.2	Reelect Paul Adams as Director	Mgmt	For	For
5.3	Reelect Juerg Fedier as Director	Mgmt	For	For
5.4	Reelect Inka Koljonen as Director	Mgmt	For	For
5.5	Reelect Irina Matveeva as Director	Mgmt	For	For
5.6	Reelect Alexey Moskov as Director	Mgmt	For	For
5.7	Reelect Gerhard Pegam as Director	Mgmt	For	For
5.8	Reelect Zhenguo Yao as Director	Mgmt	For	For
6.1	Reappoint Paul Adams as Member of the Human Resources Committee	Mgmt	For	Against
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.[SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-001] Remuneration arrangements are poorly structured.</i>				
6.2	Reappoint Inka Koljonen as Member of the Human Resources Committee	Mgmt	For	Against
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.[SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-001] Remuneration arrangements are poorly structured.</i>				

OC Oerlikon Corp. AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6.3	Reappoint Alexey Moskov as Member of the Human Resources Committee	Mgmt	For	Against
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.[SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-001] Remuneration arrangements are poorly structured.</i>				
6.4	Reappoint Gerhard Pegam as Member of the Human Resources Committee	Mgmt	For	Against
<i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee.[RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.[SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-001] Remuneration arrangements are poorly structured.</i>				
6.5	Reappoint Zhenguo Yao as Member of the Human Resources Committee	Mgmt	For	Against
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.[SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-001] Remuneration arrangements are poorly structured.</i>				
7	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For
8	Designate Proxy Voting Services GmbH as Independent Proxy	Mgmt	For	For
9	Approve Remuneration Report	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.[SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging.</i>				
10	Approve Remuneration of Directors in the Amount of CHF 4.5 Million	Mgmt	For	For
11	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 4 Million	Mgmt	For	For
12	Approve Variable Remuneration of Executive Committee in the Amount of CHF 6.1 Million	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>				
13	Transact Other Business (Voting)	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.</i>				

Oceana Group Ltd.

Meeting Date: 02/06/2024

Country: South Africa

Ticker: OCE

Record Date: 01/26/2024

Meeting Type: Annual

Primary ISIN: ZAE000025284

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Re-elect Peter de Beyer as Director	Mgmt	For	Against

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
<p><i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence.[SD-M0201-005] Nominee is not independent and serves on a key committee.[LN-M0200-001] Re-appointment of this director is not in shareholders' best interest.[SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>				
1.2	Re-elect Lesego Sennelo as Director	Mgmt	For	For
1.3	Re-elect Thoko Mokgosi-Mwantembe as Director	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence.[SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>				
2	Reappoint Mazars Incorporated as Auditors with Marc Edelberg as the Audit Partner	Mgmt	For	For
3.1	Re-elect Peter Golesworthy as Member of the Audit Committee	Mgmt	For	For
3.2	Re-elect Peter de Beyer as Member of the Audit Committee	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee.</i></p>				
3.3	Re-elect Lesego Sennelo as Member of the Audit Committee	Mgmt	For	For
3.4	Re-elect Aoubakar Jakoet as Member of the Audit Committee	Mgmt	For	For
4	Authorise Board to Issue Ordinary Shares for Cash	Mgmt	For	For
5	Authorise Ratification of Approved Resolutions	Mgmt	For	For
6	Approve Financial Assistance in Terms of Section 45 of the Companies Act	Mgmt	For	For
7	Approve Non-executive Directors' Remuneration	Mgmt	For	For
8	Authorise Repurchase of Issued Share Capital	Mgmt	For	For
9.1	Approve Remuneration Policy	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.[LN-M0550-001] Remuneration arrangements are poorly structured.[SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging.</i></p>				
9.2	Approve Implementation Report	Mgmt	For	For

Oil & Natural Gas Corporation Limited

Meeting Date: 03/16/2024

Country: India

Ticker: 500312

Record Date: 02/09/2024

Meeting Type: Special

Primary ISIN: INE213A01029

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Postal Ballot	Mgmt		
1	Approve Material Related Party Transactions with respect to Area-1 Offshore Mozambique Project - AssetCo Structure	Mgmt	For	For
2	Approve Material Related Party Transactions with respect to Area-1 Offshore Mozambique Project - Debt Service Undertaking	Mgmt	For	For

OPTEX GROUP Co., Ltd.

Meeting Date: 03/27/2024

Country: Japan

Ticker: 6914

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3197700002

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 20	Mgmt	For	For
2.1	Elect Director Nakajima, Tatsuya	Mgmt	For	For
2.2	Elect Director Kamimura, Toru	Mgmt	For	For
2.3	Elect Director Yamana, Koki	Mgmt	For	For
2.4	Elect Director Yoshida, Kazuhiro	Mgmt	For	For
2.5	Elect Director Negishi, Shoko	Mgmt	For	For
3.1	Elect Director and Audit Committee Member Okuno, Masaya	Mgmt	For	For
3.2	Elect Director and Audit Committee Member Iijima, Keiko	Mgmt	For	For

OPTORUN Co., Ltd.

Meeting Date: 03/22/2024

Country: Japan

Ticker: 6235

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3197760006

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 50	Mgmt	For	For
2.1	Elect Director Hayashi, Ihei	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-027] AGAINST directors responsible as the board is less than 1/3 independent at company listed on Prime section.</i>				
2.2	Elect Director Bin Fan	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-027] AGAINST directors responsible as the board is less than 1/3 independent at company listed on Prime section.</i>				
2.3	Elect Director Kondo, Koji	Mgmt	For	For
2.4	Elect Director Min Rin	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-026] AGAINST affiliated outsiders as the board lacks independence at company listed on Prime section.</i>				
2.5	Elect Director Yamazaki, Naoko	Mgmt	For	For
2.6	Elect Director Takiguchi, Tadashi	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-026] AGAINST affiliated outsiders as the board lacks independence at company listed on Prime section.</i>				
2.7	Elect Director Shimaoka, Mikiko	Mgmt	For	For

Orion Oyj

Meeting Date: 03/20/2024 **Country:** Finland **Ticker:** ORNBV
Record Date: 03/08/2024 **Meeting Type:** Annual
Primary ISIN: FI0009014377

Proposal Number	Proposal Text	Proponent	Mgmt 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

Orion Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8	Approve Allocation of Income and Dividends of EUR 1.62 Per Share; Approve Charitable Donations of up to EUR 350,000	Mgmt	For	For
9	Approve Discharge of Board, President and CEO	Mgmt	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>				
12	Approve Remuneration of Directors in the Amount of EUR 100,000 for Chairman, EUR 61,000 for Vice Chairman and EUR 50,000 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For
13	Fix Number of Directors at Eight	Mgmt	For	For
14	Reelect Kari Jussi Aho, Maziar Mike Doustdar, Ari Lehtoranta, Veli-Matti Mattila (Chair), Hilpi Rautelin, Eija Ronkainen and Karen Lykke Sorensen as Directors; Elect Henrik Stenqvist as New Director	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.[SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>				
15	Approve Remuneration of Auditors and Authorized Sustainability Auditors	Mgmt	For	For
16	Ratify KPMG as Auditors and Authorized Sustainability Auditors	Mgmt	For	For
17	Approve Issuance of up to 14 Million Class B Shares without Preemptive Rights	Mgmt	For	For
18	Close Meeting	Mgmt		

ORLEN SA

Meeting Date: 02/06/2024

Country: Poland

Ticker: PKN

Record Date: 01/21/2024

Meeting Type: Special

Primary ISIN: PLPKN0000018

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Management Proposals	Mgmt		
1	Open Meeting	Mgmt		
2	Elect Meeting Chairman	Mgmt	For	For
3	Acknowledge Proper Convening of Meeting	Mgmt		
4	Approve Agenda of Meeting	Mgmt	For	For
5	Elect Members of Vote Counting Commission	Mgmt	For	For
6	Approve Sale of Shares of Gas Storage Poland Sp. z o.o of Debogorze	Mgmt	For	For
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
7	Approve Sale of Company Real Estate Property	Mgmt	For	For
8	Approve Sale of Organized Part of Enterprise	Mgmt	For	For
9	Approve In-Kind Contribution of Organized Part of Enterprise Polska Spolka Gazownictwa sp. z o.o. of Tarnow	Mgmt	For	For
	Shareholder Proposals	Mgmt		
10	Fix Size of Supervisory Board	SH	None	Against
<i>Blended Rationale: [SF-S0000-001] Vote against due to lack of disclosure.</i>				
11.1	Recall Supervisory Board Member	SH	None	Against
<i>Blended Rationale: [SF-S0000-001] Vote against due to lack of disclosure.</i>				
11.2	Elect Supervisory Board Member	SH	None	Against
<i>Blended Rationale: [SF-S0000-001] Vote against due to lack of disclosure.</i>				
11.3	Elect Supervisory Board Chairman	SH	None	Against
<i>Blended Rationale: [SF-S0000-001] Vote against due to lack of disclosure.</i>				
	Management Proposals	Mgmt		
12	Close Meeting	Mgmt		

Orsted A/S

Meeting Date: 03/05/2024

Country: Denmark

Ticker: ORSTED

Record Date: 02/27/2024

Meeting Type: Annual

Primary ISIN: DK0060094928

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Report of Board	Mgmt		
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
4	Approve Discharge of Management and Board	Mgmt	For	Against
<i>Blended Rationale: [LN-M0261-001] Concerns with the level of oversight provided by the supervisory board.</i>				
5	Approve Treatment of Net Loss	Mgmt	For	For
6.1	Determine Number of Members (6) and Deputy Members (0) of Board	Mgmt	For	For
6.2	Elect Lene Skole as Board Chairman	Mgmt	For	For
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>				
6.3	Elect Andrew Brown as Vice Chairman	Mgmt	For	For
6.4A	Reelect Peter Korsholm as Director	Mgmt	For	For
6.4B	Reelect Dieter Wemmer as Director	Mgmt	For	For
6.4C	Reelect Julia King as Director	Mgmt	For	For
6.4D	Reelect Annica Bresky as Director	Mgmt	For	For
7	Approve Remuneration of Directors in the Amount of DKK 1.2 Million for Chairman, DKK 800,000 for Deputy Chairman and DKK 400,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
8.1	Ratify PricewaterhouseCoopers as Auditor	Mgmt	For	For
8.2	Ratify PricewaterhouseCoopers as Authorized Sustainability Auditor	Mgmt	For	For
9	Other Business	Mgmt		

Osaka Organic Chemical Industry Ltd.

Meeting Date: 02/28/2024

Country: Japan

Ticker: 4187

Record Date: 11/30/2023

Meeting Type: Annual

Primary ISIN: JP3187000009

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 28	Mgmt	For	For

Osaka Organic Chemical Industry Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Amend Articles to Adopt Board Structure with Audit Committee - Amend Provisions on Number of Directors - Authorize Directors to Execute Day to Day Operations without Full Board Approval	Mgmt	For	For
3.1	Elect Director Ando, Masayuki	Mgmt	For	For
3.2	Elect Director Honda, Soichi	Mgmt	For	For
3.3	Elect Director Ogasawara, Motomi	Mgmt	For	For
3.4	Elect Director Watanabe, Tetsuya	Mgmt	For	For
3.5	Elect Director Hamanaka, Takayuki	Mgmt	For	For
3.6	Elect Director Enomoto, Naoki	Mgmt	For	For
4.1	Elect Director and Audit Committee Member Nagayanagi, Sobi	Mgmt	For	For
4.2	Elect Director and Audit Committee Member Yoshida, Yasuko	Mgmt	For	For
4.3	Elect Director and Audit Committee Member Takase, Tomoko	Mgmt	For	For
5.1	Elect Alternate Director and Audit Committee Member Yoshimura, Masaki	Mgmt	For	For
5.2	Elect Alternate Director and Audit Committee Member Tsujimoto, Kiyoshi	Mgmt	For	For
6	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For
7	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	Mgmt	For	For
8	Approve Restricted Stock Plan	Mgmt	For	For
9	Approve Performance Share Plan	Mgmt	For	For

OSG Corp. (6136)

Meeting Date: 02/16/2024

Country: Japan

Ticker: 6136

Record Date: 11/30/2023

Meeting Type: Annual

Primary ISIN: JP3170800001

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 32	Mgmt	For	For
2.1	Elect Director Ishikawa, Norio	Mgmt	For	For
2.2	Elect Director Osawa, Nobuaki	Mgmt	For	For
3.1	Elect Director and Audit Committee Member Tomiyoshi, Takehiro	Mgmt	For	For

OSG Corp. (6136)

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3.2	Elect Director and Audit Committee Member Takahashi, Akito	Mgmt	For	For
3.3	Elect Director and Audit Committee Member Hara, Kunihiko	Mgmt	For	For
3.4	Elect Director and Audit Committee Member Yamashita, Kayoko	Mgmt	For	For
3.5	Elect Director and Audit Committee Member Hayashi, Yoshitsugu	Mgmt	For	For
4	Approve Annual Bonus	Mgmt	For	For

OTSUKA CORP.

Meeting Date: 03/27/2024

Country: Japan

Ticker: 4768

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3188200004

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 135	Mgmt	For	For
2.1	Appoint Statutory Auditor Nakai, Kazuhiko	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0280-001] AGAINST affiliated outsiders.</i>				
2.2	Appoint Statutory Auditor Hada, Etsuo	Mgmt	For	For
2.3	Appoint Statutory Auditor Minagawa, Katsumasa	Mgmt	For	For
3	Approve Compensation Ceiling for Statutory Auditors	Mgmt	For	For

Otsuka Holdings Co., Ltd.

Meeting Date: 03/28/2024

Country: Japan

Ticker: 4578

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3188220002

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Otsuka, Ichiro	Mgmt	For	For
1.2	Elect Director Higuchi, Tatsuo	Mgmt	For	For
1.3	Elect Director Inoue, Makoto	Mgmt	For	For
1.4	Elect Director Matsuo, Yoshiro	Mgmt	For	For
1.5	Elect Director Makino, Yuko	Mgmt	For	For

Otsuka Holdings Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.6	Elect Director Takagi, Shuichi	Mgmt	For	For
1.7	Elect Director Kobayashi, Masayuki	Mgmt	For	For
1.8	Elect Director Tojo, Noriko	Mgmt	For	For
1.9	Elect Director Matsutani, Yukio	Mgmt	For	For
1.10	Elect Director Sekiguchi, Ko	Mgmt	For	For
1.11	Elect Director Aoki, Yoshihisa	Mgmt	For	For
1.12	Elect Director Mita, Mayo	Mgmt	For	For
1.13	Elect Director Kitachi, Tatsuki	Mgmt	For	For
2	Approve Restricted Stock Plan	Mgmt	For	For

OUTSOURCING, Inc.

Meeting Date: 03/29/2024

Country: Japan

Ticker: 2427

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3105270007

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Anne Heraty	Mgmt	For	For
1.2	Elect Director Shiwa, Hideo	Mgmt	For	For
1.3	Elect Director Namatame, Masaru	Mgmt	For	For
1.4	Elect Director Sakiyama, Atsuko	Mgmt	For	For
1.5	Elect Director Abe, Hiroto	Mgmt	For	For
1.6	Elect Director Ujiiie, Makiko	Mgmt	For	For
1.7	Elect Director Mukai, Toshio	Mgmt	For	For
1.8	Elect Director Inoue, Azuma	Mgmt	For	For
1.9	Elect Director Kizaki, Hiroshi	Mgmt	For	For
1.10	Elect Director Fujita, Kenichi	Mgmt	For	For
1.11	Elect Director Ozawa, Hiroko	Mgmt	For	For

OVH Groupe SAS

Meeting Date: 02/15/2024

Country: France

Ticker: OVH

Record Date: 02/13/2024

Meeting Type: Annual/Special

Primary ISIN: FR0014005HJ9

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Non-Deductible Expenses	Mgmt	For	For
4	Approve Allocation of Income and Absence of Dividends	Mgmt	For	For
5	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For
6	Reelect Henryk Klaba as Director	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-001] Remuneration arrangements are poorly structured.</i>				
7	Reelect Sophie Stabile as Director	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-001] Remuneration arrangements are poorly structured.</i>				
8	Approve Compensation of Chairman of the Board	Mgmt	For	For
9	Approve Compensation of CEO	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging.</i>				
10	Approve Compensation Report of Corporate Officers	Mgmt	For	For
11	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For
12	Approve Remuneration Policy of CEO	Mgmt	For	For
<i>Blended Rationale: .</i>				
13	Approve Remuneration Policy of Corporate Officers	Mgmt	For	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
16	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 70 Million	Mgmt	For	For

OVH Groupe SAS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
17	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 35 Million	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>				
18	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 35 Million	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>				
19	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For
20	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>				
21	Authorize Capitalization of Reserves of Up to EUR 100 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For
22	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>				
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
24	Authorize up to 2 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	For	For
<i>Blended Rationale: .</i>				
25	Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For
<i>Blended Rationale: .</i>				
26	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

OVS SpA

Meeting Date: 01/24/2024

Country: Italy

Ticker: OVS

Record Date: 01/15/2024

Meeting Type: Ordinary Shareholders

Primary ISIN: IT0005043507

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Authorize Extraordinary Dividend	Mgmt	For	For
2	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For

OY Nofar Energy Ltd.

Meeting Date: 02/01/2024 Country: Israel Ticker: NOFR
 Record Date: 01/04/2024 Meeting Type: Annual/Special
 Primary ISIN: IL0011708778

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Discuss Financial Statements and the Report of the Board	Mgmt		
2	Reelect Ofer Yanay as Director	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>				
3	Reelect Jony Tal as Director	Mgmt	For	For
4	Reelect Yonit Fartook as Director	Mgmt	For	For
5	Reelect Zvi Levin as Director	Mgmt	For	For
6	Reelect Uri Orbach as Director	Mgmt	For	For
7	Reappoint Ziv Haft (BDO) as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
8	Reelect Gil Cohen as External Director and Approve His Employment Terms	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>				
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Mgmt	None	Against
	Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney	Mgmt		
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against

OY Nofar Energy Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	Mgmt	None	For

Pagaya Technologies Ltd.

Meeting Date: 02/15/2024

Country: Israel

Ticker: PGY

Record Date: 01/19/2024

Meeting Type: Special

Primary ISIN: IL0011858912

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve between 1:10 and 1:15 Reverse Share Split and Amend Articles Accordingly	Mgmt	For	For

Page Industries Limited

Meeting Date: 03/25/2024

Country: India

Ticker: 532827

Record Date: 02/16/2024

Meeting Type: Special

Primary ISIN: INE761H01022

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Postal Ballot Elect Christopher Carroll Smith as Director	Mgmt	For	For

Pandora AS

Meeting Date: 03/14/2024

Country: Denmark

Ticker: PNDORA

Record Date: 03/07/2024

Meeting Type: Annual

Primary ISIN: DK0060252690

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Report of Board	Mgmt		
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
4	Approve Remuneration of Directors	Mgmt	For	For
5	Approve Allocation of Income and Dividends of DKK 18.00 Per Share	Mgmt	For	For
6.1	Reelect Peter A. Ruzicka as Director	Mgmt	For	Abstain
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i></p>				
6.2	Reelect Christian Frigast as Director	Mgmt	For	For
6.3	Reelect Lilian Fossum Biner as Director	Mgmt	For	For
6.4	Reelect Birgitta Stymne Goransson as Director	Mgmt	For	For
6.5	Reelect Marianne Kirkegaard as Director	Mgmt	For	For
6.6	Reelect Catherine Spindler as Director	Mgmt	For	For
6.7	Reelect Jan Zijderveld as Director	Mgmt	For	For
7	Ratify Ernst & Young as Auditor	Mgmt	For	For
8	Approve Discharge of Management and Board	Mgmt	For	For
9.1	Approve DKK 7 Million Reduction in Share Capital via Share Cancellation; Amend Articles Accordingly	Mgmt	For	For
9.2	Amend Remuneration Policy (Indemnification Scheme)	Mgmt	For	For
9.3A	Amend Remuneration Policy (Specification of the Derogation Clause)	Mgmt	For	For
9.3B	Amend Remuneration Policy (Short-Term Incentive Plan)	Mgmt	For	For
9.3C	Amend Remuneration Policy (Travel Allowance for Board Members)	Mgmt	For	For
9.4	Authorize Share Repurchase Program	Mgmt	For	For
9.5	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For
10	Other Business	Mgmt		

Paragon Banking Group Plc

Meeting Date: 03/06/2024

Country: United Kingdom

Ticker: PAG

Record Date: 03/04/2024

Meeting Type: Annual

Primary ISIN: GB00B2NGPM57

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	For
3	Approve Final Dividend	Mgmt	For	For
4	Elect Zoe Howorth as Director	Mgmt	For	For
5	Re-elect Robert East as Director	Mgmt	For	For
6	Re-elect Nigel Terrington as Director	Mgmt	For	For
7	Re-elect Richard Woodman as Director	Mgmt	For	For
8	Re-elect Tanvi Davda as Director	Mgmt	For	For
9	Re-elect Peter Hill as Director	Mgmt	For	For
10	Re-elect Alison Morris as Director	Mgmt	For	For
11	Re-elect Barbara Ridpath as Director	Mgmt	For	For
12	Re-elect Hugo Tudor as Director	Mgmt	For	For
13	Re-elect Graeme Yorston as Director	Mgmt	For	For
14	Reappoint KPMG LLP as Auditors	Mgmt	For	For
15	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For
17	Authorise Issue of Equity	Mgmt	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
21	Authorise Issue of Equity in Relation to Additional Tier 1 Securities	Mgmt	For	For
22	Authorise Issue of Equity without Pre-emptive Rights in Relation to Additional Tier 1 Securities	Mgmt	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

PARAGON REIT

Meeting Date: 03/25/2024

Country: Singapore

Ticker: SK6U

Record Date:

Meeting Type: Annual

Primary ISIN: SG2G02994595

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Adopt Report of DBS Trustee Limited, Statement by PARAGON REIT Management Pte. Ltd., Financial Statements and Auditors' Reports	Mgmt	For	For
2	Approve KPMG LLP as Auditors and Authorize the Manager to Fix Their Remuneration	Mgmt	For	For
3	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For

Park24 Co., Ltd.

Meeting Date: 01/25/2024

Country: Japan

Ticker: 4666

Record Date: 10/31/2023

Meeting Type: Annual

Primary ISIN: JP3780100008

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Nishikawa, Koichi	Mgmt	For	For
	<i>Blended Rationale: .</i>			
1.2	Elect Director Sasaki, Kenichi	Mgmt	For	For
1.3	Elect Director Kawakami, Norifumi	Mgmt	For	For
1.4	Elect Director Miki, Takao	Mgmt	For	For
1.5	Elect Director Kawasaki, Keisuke	Mgmt	For	For
1.6	Elect Director Oura, Yoshimitsu	Mgmt	For	For
1.7	Elect Director Kuroki, Shoko	Mgmt	For	For
2.1	Elect Director and Audit Committee Member Yamanaka, Shingo	Mgmt	For	For
2.2	Elect Director and Audit Committee Member Niunoya, Miho	Mgmt	For	For
3	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	Mgmt	For	For
4	Approve Restricted Stock Plan	Mgmt	For	For

Parkland Corporation

Meeting Date: 03/28/2024

Country: Canada

Ticker: PKI

Record Date: 02/08/2024

Meeting Type: Annual

Primary ISIN: CA70137W1086

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Lisa Colnett	Mgmt	For	For
1.2	Elect Director Nora Duke	Mgmt	For	For
1.3	Elect Director Robert Espey	Mgmt	For	For
1.4	Elect Director Timothy Hogarth	Mgmt	For	For
1.5	Elect Director Richard Hookway	Mgmt	For	For
1.6	Elect Director Michael Jennings	Mgmt	For	For
1.7	Elect Director Angela John	Mgmt	For	For
1.8	Elect Director James Neate	Mgmt	For	For
1.9	Elect Director Steven Richardson	Mgmt	For	For
1.10	Elect Director Mariame McIntosh Robinson	Mgmt	For	For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For

Partner Communications Co. Ltd.

Meeting Date: 03/21/2024

Country: Israel

Ticker: PTNR

Record Date: 02/21/2024

Meeting Type: Special

Primary ISIN: IL0010834849

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Amended Compensation Policy for the Directors and Officers of the Company	Mgmt	For	For
2	Approved 2024 Measured Goals Plan for Annual Grant to Avi Gabbay, CEO	Mgmt	For	For
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Mgmt	None	Against

Partner Communications Co. Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney	Mgmt		
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	Mgmt	None	For

Paz Oil Co. Ltd.

Meeting Date: 02/22/2024

Country: Israel

Ticker: PZOL

Record Date: 01/25/2024

Meeting Type: Special

Primary ISIN: IL0011000077

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Approve One-Time Special Grant to Harel Locker, Chairman	Mgmt	For	For
1.2	Approve One-Time Special Grant to Nir Sztern, CEO	Mgmt	For	For
1.3	Approve One-Time Special Grant to Shlomi Fruhling, Deputy CEO	Mgmt	For	For
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Mgmt	None	Against
	Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney	Mgmt		
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against

Paz Oil Co. Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	Mgmt	None	For

Pepco Group NV

Meeting Date: 03/15/2024

Country: Netherlands

Ticker: PCO

Record Date: 02/16/2024

Meeting Type: Annual

Primary ISIN: NL0015000AU7

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt		
1	Open Meeting	Mgmt		
2a	Receive Report of Management Board (Non-Voting)	Mgmt		
2b	Approve Remuneration Report	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.[LN-M0550-002] Remuneration committee discretion has been used poorly.[LN-M0550-004] Poor use of remuneration committee discretion regarding the grant of a one-off award.</i></p>				
2c	Adopt Financial Statements and Statutory Reports	Mgmt	For	For
2d	Receive Explanation on Company's Dividend Policy	Mgmt		
3a	Approve Discharge of Executive Members of the Board	Mgmt	For	For
3b	Approve Discharge of Non-Executive Members of the Board	Mgmt	For	For
4a	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
4b	Grant Board Authority to Issue Shares and Restrict/Exclude Preemptive Rights	Mgmt	For	For
5	Approve Cancellation of Ordinary Shares	Mgmt	For	For
6a	Elect Sean Mahoney as Director	Mgmt	For	For
6b	Reelect Neil Brown as Director	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee.[SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-002] Remuneration committee discretion has been used poorly.</i></p>				
6c	Reelect Maria Fernanda Mejia as Director	Mgmt	For	For

Pepco Group NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6d	Reelect Brendan Connolly as Director	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-002] Remuneration committee discretion has been used poorly.</i>			
6e	Reelect Grazyna Piotrowska-Oliwa as Director	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-002] Remuneration committee discretion has been used poorly.</i>			
6f	Reelect Paul Soldatos as Director	Mgmt	For	Against
	<i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee.[SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-002] Remuneration committee discretion has been used poorly.</i>			
7	Ratify Mazars Accountants N.V. as Auditors	Mgmt	For	For
8	Amend Long-Term Incentive Plan	Mgmt	For	Against
	<i>Blended Rationale: [SD-M0550-006] Vesting conditions and performance hurdles are unsatisfactory.[SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging.</i>			
9	Amend Remuneration Policy	Mgmt	For	Against
	<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>			
10	Other Business (Non-Voting)	Mgmt		
11	Close Meeting	Mgmt		

Pepkor Holdings Ltd.

Meeting Date: 03/07/2024

Country: South Africa

Ticker: PPH

Record Date: 03/01/2024

Meeting Type: Annual

Primary ISIN: ZAE000259479

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
XXX	Present Financial Statements and Statutory Reports for the Year Ended 30 September 2023	Mgmt		
	Ordinary Resolutions	Mgmt		
1	Re-elect Fagmeedah Petersen-Cook as Director	Mgmt	For	For
2	Re-elect Wendy Luhabe as Director	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>			
3	Re-elect Zola Malinga as Director	Mgmt	For	For
4	Elect Nunu Ntshingila as Director	Mgmt	For	For
5	Re-elect Hester Hickey as Member of the Audit and Risk Committee	Mgmt	For	For

Pepkor Holdings Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6	Re-elect Fagmeedah Petersen-Cook as Member of the Audit and Risk Committee	Mgmt	For	For
7	Re-elect Zola Malinga as Member of the Audit and Risk Committee	Mgmt	For	For
8	Re-elect Steve Muller as Member of the Audit and Risk Committee	Mgmt	For	For
9	Reappoint PricewaterhouseCoopers Inc as Auditors with D de Jager as Registered Auditor and Director in the Firm	Mgmt	For	For
10	Approve Remuneration Policy	Mgmt	For	For
11	Approve Implementation Report on the Remuneration Policy	Mgmt	For	For
	Special Resolutions	Mgmt		
1.1	Approve Remuneration of Board Chair	Mgmt	For	For
1.2	Approve Remuneration of Lead Independent Director	Mgmt	For	For
1.3	Approve Remuneration of Board Members	Mgmt	For	For
1.4	Approve Remuneration of Audit and Risk Committee Chair	Mgmt	For	For
1.5	Approve Remuneration of Audit and Risk Committee Members	Mgmt	For	For
1.6	Approve Remuneration of Human Resources and Remuneration Committee Chair	Mgmt	For	For
1.7	Approve Remuneration of Human Resources and Remuneration Committee Members	Mgmt	For	For
1.8	Approve Remuneration of Social and Ethics Committee Chair	Mgmt	For	For
1.9	Approve Remuneration of Social and Ethics Committee Members	Mgmt	For	For
1.10	Approve Remuneration of Nomination Committee Members	Mgmt	For	For
1.11	Approve Remuneration of Investment Committee Chair	Mgmt	For	For
1.12	Approve Remuneration of Investment Committee Members	Mgmt	For	For
1.13	Approve Remuneration of Director Approved by Prudential Authority	Mgmt	For	For
2	Approve Financial Assistance in Terms of Section 45 of the Companies Act	Mgmt	For	For
3	Approve Financial Assistance in Terms of Section 44 of the Companies Act	Mgmt	For	For
4	Authorise Repurchase of Issued Share Capital	Mgmt	For	For

Peptidream, Inc.

Meeting Date: 03/27/2024

Country: Japan

Ticker: 4587

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3836750004

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Patrick Reid	Mgmt	For	For
1.2	Elect Director Masuya, Keiichi	Mgmt	For	For
1.3	Elect Director Kaneshiro, Kiyofumi	Mgmt	For	For

Per Aarsleff Holding A/S

Meeting Date: 01/29/2024

Country: Denmark

Ticker: PAAL.B

Record Date: 01/22/2024

Meeting Type: Annual

Primary ISIN: DK0060700516

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Report of Board	Mgmt		
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of DKK 10 Per Share	Mgmt	For	For
4	Approve Discharge of Management and Board	Mgmt	For	For
5.1	Approve Remuneration Report	Mgmt	For	For
5.2	Approve Remuneration of Directors for 2023/24 in the Aggregate Amount of DKK 325,000	Mgmt	For	For
5.3	Approve DKK 1,620,000 Reduction in Share Capital via Share Cancellation	Mgmt	For	For
5.4	Approve Creation of DKK 7,830,000 Pool of Capital with Preemptive Rights	Mgmt	For	For
5.5	Approve Creation of DKK 7,830,000 Pool of Capital without Preemptive Rights	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>				
5.6	Authorize Share Repurchase Program	Mgmt	For	For
5.7	Amend Articles Re: Admission Cards	Mgmt	For	For
6.1	Reelect Ebbe Malte Iversen as Director	Mgmt	For	Abstain
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.[RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i>				
6.2	Reelect Jorgen Wisborg as Director	Mgmt	For	For

Per Aarsleff Holding A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6.3	Reelect Charlotte Strand as Director	Mgmt	For	For
6.4	Reelect Klaus Kaae as Director	Mgmt	For	For
6.5	Reelect Pernille Lind Olsen as New Director	Mgmt	For	For
6.6	Reelect Henrik Hojen Andersen as Director	Mgmt	For	For
6.7	Elect Lars-Peter Soby as New Director	Mgmt	For	For
7	Ratify Deloitte as Auditor	Mgmt	For	For
8	Other Business	Mgmt		

Persistent Systems Limited

Meeting Date: 03/08/2024

Country: India

Ticker: 533179

Record Date: 02/02/2024

Meeting Type: Special

Primary ISIN: INE262H01013

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Postal Ballot	Mgmt		
1	Approve Sub-Division of Equity Shares and Amend Memorandum and Articles of Association	Mgmt	For	For
2	Approve Amendment in Scheme Document of Persistent Employee Stock Option Scheme 2014 to Amend Face Value and Aggregate Number of Options Consequent to the Sub-Division of Equity Shares for Grant of Stock Options to Employees of the Company	Mgmt	For	For
3	Approve Amendment in Scheme Document of Persistent Employee Stock Option Scheme 2014 to Amend Face Value and Aggregate Number of Options Consequent to the Sub-Division of Equity Shares for Grant of Stock Options to Employees of the Subsidiary(ies)	Mgmt	For	For
4	Approve Amendment in Clause of Persistent Employee Stock Option Scheme 2014 to Add Time Period to the Existing Maximum Cap on the Stock Options Granted to an Individual Employee of the Company	Mgmt	For	For

Persistent Systems Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Approve Amendment in Clause of Persistent Employee Stock Option Scheme 2014 to Add Time Period to the Existing Maximum Cap on the Stock Options Granted to an Individual Employee of the Subsidiary(ies) of the Company	Mgmt	For	For

PGE Polska Grupa Energetyczna SA

Meeting Date: 01/31/2024

Country: Poland

Ticker: PGE

Record Date: 01/16/2024

Meeting Type: Special

Primary ISIN: PLPGER000010

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Management Proposals	Mgmt		
1	Open Meeting	Mgmt		
2	Elect Meeting Chairman	Mgmt	For	For
3	Acknowledge Proper Convening of Meeting	Mgmt		
4	Approve Agenda of Meeting	Mgmt	For	For
5	Resolve Not to Elect Members of Vote Counting Commission	Mgmt	For	For
	Shareholder Proposals	Mgmt		
6.1	Recall Supervisory Board Member	SH	None	Against
	<i>Blended Rationale: [SF-S0000-001] Vote against due to lack of disclosure.</i>			
6.2	Elect Supervisory Board Member	SH	None	Against
	<i>Blended Rationale: [SF-S0000-001] Vote against due to lack of disclosure.</i>			
7	Approve Decision on Covering Costs of Convocation of EGM	SH	None	Against
	<i>Blended Rationale: [SF-S0000-001] Vote against due to lack of disclosure.</i>			
	Management Proposal	Mgmt		
8	Close Meeting	Mgmt		

Phoenix Holdings Ltd.

Meeting Date: 01/04/2024

Country: Israel

Ticker: PHOE

Record Date: 12/07/2023

Meeting Type: Special

Primary ISIN: IL0007670123

Phoenix Holdings Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Updated Compensation Policy for the Directors and Officers of the Company	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>				
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Mgmt	None	Against
	Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney	Mgmt		
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	Mgmt	None	For

Phoenix Holdings Ltd.

Meeting Date: 03/07/2024

Country: Israel

Ticker: PHOE

Record Date: 02/08/2024

Meeting Type: Special

Primary ISIN: IL0007670123

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Grant of Unregistered Options of Subsidiary to Eyal Ben Simon, CEO	Mgmt	For	For
2	Approve Grant of Unregistered Options of Subsidiary to Benjamin Gabbay, Chairman	Mgmt	For	For

Phoenix Holdings Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
A	<p>Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager</p> <p>Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney</p>	Mgmt	None	Against
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	Mgmt	None	For

Pidilite Industries Limited

Meeting Date: 03/13/2024

Country: India

Ticker: 500331

Record Date: 02/02/2024

Meeting Type: Special

Primary ISIN: INE318A01026

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	<p>Postal Ballot</p> <p>Elect Murali Sivaraman as Director</p>	Mgmt	For	For

Pierre & Vacances SA

Meeting Date: 02/08/2024

Country: France

Ticker: VAC

Record Date: 02/06/2024

Meeting Type: Annual/Special

Primary ISIN: FR0000073041

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

Pierre & Vacances SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Treatment of Losses	Mgmt	For	For
3	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For
5	Approve Compensation Report of Corporate Officers	Mgmt	For	For
6	Approve Compensation of Georges Sampeur, Chairman of the Board	Mgmt	For	For
7	Approve Compensation of Franck Gervais, CEO	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>				
8	Approve Remuneration Policy of Corporate Officers	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-003] Poor use of remuneration committee discretion regarding increases.[LN-M0550-001] Remuneration arrangements are poorly structured.</i>				
9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
10	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Mgmt	For	For
11	Subject to Approval of Item 10, Approve 1-for-20 Reverse Stock Split	Mgmt	For	For
12	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

Pigeon Corp.

Meeting Date: 03/28/2024

Country: Japan

Ticker: 7956

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3801600002

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 38	Mgmt	For	For
2	Amend Articles to Amend Business Lines	Mgmt	For	For
3.1	Elect Director Kitazawa, Norimasa	Mgmt	For	For
3.2	Elect Director Itakura, Tadashi	Mgmt	For	For
3.3	Elect Director Kevin Vyse-Peacock	Mgmt	For	For
3.4	Elect Director Yano, Ryo	Mgmt	For	For

Pigeon Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3.5	Elect Director Hatoyama, Rehito	Mgmt	For	For
3.6	Elect Director Hayashi, Chiaki	Mgmt	For	For
3.7	Elect Director Yamaguchi, Eriko	Mgmt	For	For
3.8	Elect Director Miwa, Yumiko	Mgmt	For	For
3.9	Elect Director Nagaoka, Hidenori	Mgmt	For	For
4	Appoint Alternate Statutory Auditor Toriyama, Ayumi	Mgmt	For	For

Pilot Corp.

Meeting Date: 03/28/2024

Country: Japan

Ticker: 7846

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3780610006

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Fujisaki, Fumio	Mgmt	For	For
1.2	Elect Director Shirakawa, Masakazu	Mgmt	For	For
1.3	Elect Director Ito, Shu	Mgmt	For	For
1.4	Elect Director Araki, Toshio	Mgmt	For	For
1.5	Elect Director Yokoyama, Kazuhiko	Mgmt	For	For
1.6	Elect Director Hatano, Katsuji	Mgmt	For	For
1.7	Elect Director Kodaira, Takeshi	Mgmt	For	For
1.8	Elect Director Masuda, Shinzo	Mgmt	For	For
1.9	Elect Director Muramatsu, Masanobu	Mgmt	For	For
1.10	Elect Director Shibata, Misuzu	Mgmt	For	For
2.1	Elect Director and Audit Committee Member Saimura, Yoshihiro	Mgmt	For	For
2.2	Elect Director and Audit Committee Member Kamiyama, Toshizo	Mgmt	For	For
2.3	Elect Director and Audit Committee Member Fujita, Tsugukiyo	Mgmt	For	For

Platzer Fastigheter Holding AB

Meeting Date: 03/20/2024

Country: Sweden

Ticker: PLAZ.B

Record Date: 03/12/2024

Meeting Type: Annual

Primary ISIN: SE0004977692

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Elect Chairman of Meeting	Mgmt	For	For
3	Prepare and Approve List of Shareholders	Mgmt		
4	Approve Agenda of Meeting	Mgmt	For	For
5	Designate Inspectors of Minutes of Meeting	Mgmt		
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For
7.1	Receive Financial Statements and Statutory Reports	Mgmt		
7.2	Receive Board Report on Dividend Proposal	Mgmt		
7.3	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt		
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For
9	Approve Allocation of Income and Dividends of SEK 2.00 Per Share	Mgmt	For	For
10a.1	Approve Discharge of Anders Jarl	Mgmt	For	For
10a.2	Approve Discharge of Anneli Jansson	Mgmt	For	For
10a.3	Approve Discharge of Caroline Krensler	Mgmt	For	For
10a.4	Approve Discharge of Charlotte Hybinette	Mgmt	For	For
10a.5	Approve Discharge of Eric Grimlund	Mgmt	For	For
10a.6	Approve Discharge of Henrik Forsberg Schoultz	Mgmt	For	For
10a.7	Approve Discharge of Maximilian Hobohm	Mgmt	For	For
10a.8	Approve Discharge of Ricard Robbstal	Mgmt	For	For
10b.1	Approve Discharge of P-G Persson	Mgmt	For	For
10b.2	Approve Discharge of Johanna Hult Rentsch	Mgmt	For	For
11a	Determine Number of Members (7) and Deputy Members of Board (0)	Mgmt	For	For
11b	Determine Number of Auditors (1)	Mgmt	For	For
11c	Determine Number of Deputy Auditors (0)	Mgmt	For	For

Platzer Fastigheter Holding AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
12a	Approve Remuneration of Directors in the Amount of SEK 550,000 for Chairman and SEK 230,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
12b	Approve Remuneration of Auditors	Mgmt	For	For
13a.1	Reelect Anders Jarl as Director	Mgmt	For	For
13a.2	Reelect Anneli Jansson as Director	Mgmt	For	For
13a.3	Reelect Eric Grimlund as Director	Mgmt	For	For
13a.4	Reelect Henrik Forsberg Schoultz as Director	Mgmt	For	Against
<i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee.</i>				
13a.5	Reelect Maximilian Hobohm as Director	Mgmt	For	Against
<i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee.</i>				
13a.6	Reelect Ricard Robbstal as Director	Mgmt	For	Against
<i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee.</i>				
13a.7	Elect Carina Akerstrom as New Director	Mgmt	For	For
13b	Elect Henrik Forsberg Schoultz as New Board Chairman	Mgmt	For	For
14	Ratify PricewaterhouseCoopers as Auditor	Mgmt	For	For
15	Approve Nomination Committee Procedures	Mgmt	For	For
16	Approve Remuneration Report	Mgmt	For	For
17	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For
18	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
19	Approve Issuance of up to 10 Percent of the Company's Share Capital without Preemptive Rights	Mgmt	For	For
20	Close Meeting	Mgmt		

Plus500 Ltd.

Meeting Date: 01/08/2024

Country: Israel

Ticker: PLUS

Record Date: 12/08/2023

Meeting Type: Special

Primary ISIN: IL0011284465

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Proximity Only Meeting	Mgmt		
	You May Vote FOR Only Once Between 1A or 1B if You Support the Election; Otherwise Vote AGAINST Both	Mgmt		
1A	Vote FOR if You Are a Controlling Shareholder or Have a Personal Interest In the Re-election of Anne Grim as Director and Approve Her Remuneration, otherwise vote AGAINST	Mgmt	None	Against
1B	Vote FOR if You Are NOT a Controlling Shareholder and Do NOT Have a Personal Interest In the Re-election of Anne Grim as Director and Approve Her Remuneration, otherwise vote AGAINST	Mgmt	None	For
	You May Vote FOR Only Once Between 2A or 2B if You Support the Election; Otherwise Vote AGAINST Both	Mgmt		
2A	Vote FOR if You Are a Controlling Shareholder or Have a Personal Interest In the Re-election of Tami Gottlieb as Director and Approve Her Remuneration, otherwise vote AGAINST	Mgmt	None	Against
2B	Vote FOR if You Are NOT a Controlling Shareholder and Do NOT Have a Personal Interest In the Re-election of Tami Gottlieb as Director and Approve Her Remuneration, otherwise vote AGAINST	Mgmt	None	For
	You May Vote FOR Only Once Between 3A or 3B if You Support the Election; Otherwise Vote AGAINST Both	Mgmt		
3A	Vote FOR if You Are a Controlling Shareholder or Have a Personal Interest In the Re-election of Daniel King as Director and Approve His Remuneration, otherwise vote AGAINST	Mgmt	None	Against
3B	Vote FOR if You Are NOT a Controlling Shareholder and Do NOT Have a Personal Interest In the Re-election of Daniel King as Director and Approve His Remuneration, otherwise vote AGAINST	Mgmt	None	For

Pola Orbis Holdings, Inc.

Meeting Date: 03/28/2024

Country: Japan

Ticker: 4927

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3855900001

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 31	Mgmt	For	For
2.1	Elect Director Suzuki, Satoshi	Mgmt	For	For
2.2	Elect Director Yokote, Yoshikazu	Mgmt	For	For
2.3	Elect Director Kume, Naoki	Mgmt	For	For
2.4	Elect Director Ogawa, Koji	Mgmt	For	For
2.5	Elect Director Kobayashi, Takuma	Mgmt	For	For
2.6	Elect Director Komiya, Kazuyoshi	Mgmt	For	For
2.7	Elect Director Ushio, Naomi	Mgmt	For	For
2.8	Elect Director Yamamoto, Hikaru	Mgmt	For	For

Powszechna Kasa Oszczednosci Bank Polski SA

Meeting Date: 02/02/2024

Country: Poland

Ticker: PKO

Record Date: 01/17/2024

Meeting Type: Special

Primary ISIN: PLPKO0000016

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Management Proposals	Mgmt		
1	Open Meeting	Mgmt		
2	Elect Meeting Chairman	Mgmt	For	For
3	Acknowledge Proper Convening of Meeting	Mgmt		
4	Approve Agenda of Meeting	Mgmt	For	For
	Shareholder Proposals	Mgmt		
5.1	Recall Supervisory Board Member	SH	None	Against
<i>Blended Rationale: [SF-S0000-001] Vote against due to lack of disclosure.</i>				
5.2	Elect Supervisory Board Member	SH	None	Against
<i>Blended Rationale: [SF-S0000-001] Vote against due to lack of disclosure.</i>				
6	Approve Collective Suitability Assessment of Supervisory Board Members	SH	None	Against
<i>Blended Rationale: [SF-S0000-001] Vote against due to lack of disclosure.</i>				

Powszechna Kasa Oszczedności Bank Polski SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7	Approve Decision on Covering Costs of Convocation of EGM	SH	None	Against
<i>Blended Rationale: [SF-S0000-001] Vote against due to lack of disclosure.</i>				
	Management Proposal	Mgmt		
8	Close Meeting	Mgmt		

Powszechny Zakład Ubezpieczeń SA

Meeting Date: 02/15/2024

Country: Poland

Ticker: PZU

Record Date: 01/30/2024

Meeting Type: Special

Primary ISIN: PLPZU0000011

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Management Proposals	Mgmt		
1	Open Meeting	Mgmt		
2	Elect Meeting Chairman	Mgmt	For	For
3	Acknowledge Proper Convening of Meeting	Mgmt		
4	Approve Agenda of Meeting	Mgmt	For	For
	Shareholder Proposals	Mgmt		
5.1	Recall Supervisory Board Member	SH	None	Against
<i>Blended Rationale: [SF-S0000-001] Vote against due to lack of disclosure.</i>				
5.2	Elect Supervisory Board Member	SH	None	Against
<i>Blended Rationale: [SF-S0000-001] Vote against due to lack of disclosure.</i>				
6	Approve Collective Suitability of Supervisory Board Members	SH	None	Against
<i>Blended Rationale: [SF-S0000-001] Vote against due to lack of disclosure.</i>				
7	Approve Decision on Covering Costs of Convocation of EGM	SH	None	Against
<i>Blended Rationale: [SF-S0000-001] Vote against due to lack of disclosure.</i>				
	Management Proposal	Mgmt		
8	Close Meeting	Mgmt		

PT Bank BTPN Syariah Tbk

Meeting Date: 03/20/2024

Country: Indonesia

Ticker: BTPS

Record Date: 02/26/2024

Meeting Type: Annual

Primary ISIN: ID1000142805

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Annual Report, Financial Statements, Statutory Reports and Discharge of Directors, Commissioners and Sharia Supervisory Board	Mgmt	For	For
2	Approve Allocation of Income	Mgmt	For	For
3	Approve Remuneration of Directors, Commissioners and Sharia Supervisory Board	Mgmt	For	For
4	Approve KAP Sidharta Widjaja & Rekan as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
5	Amend Articles of Association	Mgmt	For	For
6	Accept Report on the Implementation of the Transfer of a Portion of Treasury Stock in 2023	Mgmt		

PT Bank Central Asia Tbk

Meeting Date: 03/14/2024

Country: Indonesia

Ticker: BBCA

Record Date: 02/13/2024

Meeting Type: Annual

Primary ISIN: ID1000109507

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Annual Report, Financial Statements, Statutory Reports and Discharge of Directors and Commissioners	Mgmt	For	For
2	Approve Allocation of Income and Dividends	Mgmt	For	For
3	Approve Remuneration and Tantiem of Directors and Commissioners	Mgmt	For	For
4	Approve KAP Tanudiredja, Wibisana, Rintis & Rekan as Auditors	Mgmt	For	For
5	Approve Payment of Interim Dividends	Mgmt	For	For
6	Approve Revised Recovery Plan	Mgmt	For	For

PT Bank Mandiri (Persero) Tbk

Meeting Date: 03/07/2024

Country: Indonesia

Ticker: BMRI

Record Date: 02/12/2024

Meeting Type: Annual

Primary ISIN: ID1000095003

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Annual Report, Financial Statements, Statutory Reports, Report of the Micro and Small Business Funding Program (PUMK), and Discharge of Directors and Commissioners	Mgmt	For	For
2	Approve Allocation of Income	Mgmt	For	For
3	Approve Remuneration and Tantiem of Directors and Commissioners	Mgmt	For	For
4	Appoint Auditors of the Company and the Micro and Small Business Funding Program (PUMK)	Mgmt	For	For

Blended Rationale: [HK-M0100-002] Without explanation, non-audit fees exceed audit fees which may impair the independence of the external audit process.

5	Accept Report on the Use of Proceeds from the Shelf Public Offering of Shelf Green Bonds I Tranche I of Bank Mandiri of 2023	Mgmt		
6	Approve Company's Recovery Plan Update	Mgmt	For	For
7	Amend Articles of Association	Mgmt	For	Against
8	Approve Changes in the Boards of the Company	Mgmt	For	Against

Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.

Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.

PT Bank Negara Indonesia (Persero) Tbk

Meeting Date: 03/04/2024

Country: Indonesia

Ticker: BBNI

Record Date: 02/06/2024

Meeting Type: Annual

Primary ISIN: ID1000096605

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements, Statutory Reports, Annual Report, Report of the Micro and Small Business Funding Program (PUMK), and Discharge of Directors and Commissioners	Mgmt	For	For
2	Approve Allocation of Income and Dividends	Mgmt	For	For

PT Bank Negara Indonesia (Persero) Tbk

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Approve Remuneration and Tantiem of Directors and Commissioners	Mgmt	For	For
4	Approve Auditors of the Company and the Micro and Small Business Funding Program (PUMK)	Mgmt	For	For
5	Amend Articles of Association	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
6	Approve Changes in the Boards of the Company	SH	None	Against
<i>Blended Rationale: [SF-S0000-001] Vote against due to lack of disclosure.</i>				

PT Bank Rakyat Indonesia (Persero) Tbk

Meeting Date: 03/01/2024

Country: Indonesia

Ticker: BBRI

Record Date: 02/06/2024

Meeting Type: Annual

Primary ISIN: ID1000118201

Proposal Number	Proposal Text	Proponent	Mgmt 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
2	Approve Allocation of Income	Mgmt	For	For
3	Approve Remuneration and Tantiem of Directors and Commissioners	Mgmt	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
5	Accept Report on the Use of Proceeds	Mgmt		
6	Amend Articles of Association	Mgmt	For	For
7	Approve Changes in the Boards of the Company	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				

PT Bank Tabungan Negara (Persero) Tbk

Meeting Date: 03/06/2024

Country: Indonesia

Ticker: BBTN

Record Date: 02/12/2024

Meeting Type: Annual

Primary ISIN: ID1000113707

PT Bank Tabungan Negara (Persero) Tbk

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements, Statutory Reports, Annual Report, Report of the Micro and Small Business Lending Program (PUMK), and Discharge of Directors and Commissioners	Mgmt	For	For
2	Approve Allocation of Income	Mgmt	For	For
3	Approve Remuneration and Tantiem of Directors and Commissioners	Mgmt	For	For
4	Approve Purwanto, Sungkoro & Surja as Auditors of the Company and the Micro and Small Business Lending Program (PUMK)	Mgmt	For	For
5	Approve Report on Use of Proceeds from Additional Capital with Pre-Emptive Rights Limited Public Offering II	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
6	Amend Articles of Association	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
7	Approve Changes in the Boards of the Company	Mgmt	For	For

PT ESSA Industries Indonesia Tbk

Meeting Date: 03/20/2024

Country: Indonesia

Ticker: ESSA

Record Date: 02/26/2024

Meeting Type: Annual

Primary ISIN: ID1000122203

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Annual Report, Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
3	Approve Remuneration of Directors and Commissioners	Mgmt	For	For
4	Approve Allocation of Income	Mgmt	For	For

PT Indo Tambangraya Megah Tbk

Meeting Date: 03/28/2024

Country: Indonesia

Ticker: ITMG

Record Date: 03/05/2024

Meeting Type: Annual

Primary ISIN: ID1000108509

PT Indo Tambangraya Megah Tbk

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Annual Report, Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Allocation of Income	Mgmt	For	For
3	Approve Toto Harsono and Tanudiredja, Wibisana, Rintis & Rekan as Auditors	Mgmt	For	For
4	Approve Changes in the Boards of the Company	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-032] Greater climate-related disclosure, including disclosure aligned with all four pillars of TCFD, would enable investors to better assess climate-related risks and opportunities.</i>				
5	Approve Remuneration of Directors and Commissioners	Mgmt	For	For

PT Medikaloka Hermina Tbk

Meeting Date: 02/29/2024

Country: Indonesia

Ticker: HEAL

Record Date: 02/06/2024

Meeting Type: Extraordinary Shareholders

Primary ISIN: ID1000143100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Changes in the Board of Directors	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
2	Amend Article 12 of the Company's Articles of Association	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				

PT Petrindo Jaya Kreasi Tbk

Meeting Date: 02/12/2024

Country: Indonesia

Ticker: CUAN

Record Date: 01/19/2024

Meeting Type: Extraordinary Shareholders

Primary ISIN: ID1000187206

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Acquisition of Shares of PT Petrosea Tbk by PT Kreasi Jasa Persada, a Subsidiary of the Company	Mgmt	For	For

PT Petrindo Jaya Kreasi Tbk

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Approve Changes in the Boards of the Company	Mgmt	For	Against

Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.

PT XL Axiata Tbk

Meeting Date: 01/11/2024	Country: Indonesia	Ticker: EXCL
Record Date: 12/19/2023	Meeting Type: Extraordinary Shareholders	Primary ISIN: ID1000102502

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Amend Article 3 of the Articles of Association in Relation to Change of the Company's Business Activities, Including the Feasibility Study Discussion on the Additional Business Activity	Mgmt	For	For
2	Approve Changes in the Board of Commissioners	Mgmt	For	For

QinetiQ Group plc

Meeting Date: 02/06/2024	Country: United Kingdom	Ticker: QQ
Record Date: 02/02/2024	Meeting Type: Special	Primary ISIN: GB00B0WMWD03

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For

Qisda Corp.

Meeting Date: 03/14/2024	Country: Taiwan	Ticker: 2352
Record Date: 02/07/2024	Meeting Type: Special	Primary ISIN: TW0002352002

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Subsidiary BenQ BM Holding Cayman Corp. to Apply for Listing on the Main Board of Stock Exchange of Hong Kong Limited	Mgmt	For	For

Qt Group Plc

Meeting Date: 03/12/2024 **Country:** Finland **Ticker:** QTCOM
Record Date: 02/29/2024 **Meeting Type:** Annual
Primary ISIN: FI4000198031

Proposal Number	Proposal Text	Proponent	Mgmt 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 CEO report	Mgmt		
7	Accept Financial Statements and Statutory Reports	Mgmt	For	Abstain
	<i>Blended Rationale: .</i>			
8	Approve Treatment of Net Loss	Mgmt	For	Abstain
	<i>Blended Rationale: .</i>			
9	Approve Discharge of Board and President	Mgmt	For	Abstain
	<i>Blended Rationale: .</i>			
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Abstain
	<i>Blended Rationale: .</i>			
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Abstain
	<i>Blended Rationale: .</i>			

Qt Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
12	Approve Monthly Remuneration of Directors in the Amount of EUR 6,000 to Chairman, EUR 4,000 to Vice Chairman and EUR 3,000 to Other Directors; Approve Meeting Fees; Approve Remuneration for Committee Work	Mgmt	For	Abstain
	<i>Blended Rationale: .</i>			
13	Fix Number of Directors at Six	Mgmt	For	Abstain
	<i>Blended Rationale: .</i>			
14	Reelect Marika Auramo, Matti Heikkonen, Robert Ingman, Mikko Marsio and Mikko Valimaki as Directors; Elect Elina Anckar as New Director	Mgmt	For	Abstain
	<i>Blended Rationale: .</i>			
15	Approve Remuneration of Auditors	Mgmt	For	Abstain
	<i>Blended Rationale: .</i>			
16	Amend Articles Re: Notice of Meeting	Mgmt	For	Abstain
	<i>Blended Rationale: .</i>			
17	Authorize Share Repurchase Program	Mgmt	For	Abstain
	<i>Blended Rationale: .</i>			
18	Approve Issuance of up to 2 Million Shares without Preemptive Rights	Mgmt	For	Abstain
	<i>Blended Rationale: .</i>			
19	Close Meeting	Mgmt		

Rakuten Group, Inc.

Meeting Date: 03/28/2024

Country: Japan

Ticker: 4755

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3967200001

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Amend Articles to Create Bond-Type Class Shares - Amend Business Lines	Mgmt	For	For
2.1	Elect Director Mikitani, Hiroshi	Mgmt	For	For
	<i>Blended Rationale: .</i>			
2.2	Elect Director Hosaka, Masayuki	Mgmt	For	For
2.3	Elect Director Hyakuno, Kentaro	Mgmt	For	For
2.4	Elect Director Takeda, Kazunori	Mgmt	For	For

Rakuten Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2.5	Elect Director Hirose, Kenji	Mgmt	For	For
2.6	Elect Director Ando, Takaharu	Mgmt	For	For
<i>Blended Rationale: .</i>				
2.7	Elect Director Sarah J. M. Whitley	Mgmt	For	For
2.8	Elect Director Tsedal Neeley	Mgmt	For	For
2.9	Elect Director Charles B. Baxter	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-006] AGAINST affiliated outsiders as the board lacks independence in face of major blockholders.[RJ-M0201-026] AGAINST affiliated outsiders as the board lacks independence at company listed on Prime section.</i>				
2.10	Elect Director Habuka, Shigeki	Mgmt	For	For
2.11	Elect Director Mitachi, Takashi	Mgmt	For	For
2.12	Elect Director Murai, Jun	Mgmt	For	For
<i>Blended Rationale: .</i>				
3.1	Appoint Statutory Auditor Yamaguchi, Katsuyuki	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0280-001] AGAINST affiliated outsiders.</i>				
3.2	Appoint Statutory Auditor Nakamura, Futoshi	Mgmt	For	For

Randstad NV

Meeting Date: 03/26/2024

Country: Netherlands

Ticker: RAND

Record Date: 02/27/2024

Meeting Type: Annual

Primary ISIN: NL0000379121

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt		
1	Open Meeting	Mgmt		
2a	Receive Reports of Executive Board and Supervisory Board (Non-Voting)	Mgmt		
2b	Discussion on Company's Corporate Governance Structure	Mgmt		
2c	Approve Remuneration Report	Mgmt	For	For
2d	Adopt Financial Statements and Statutory Reports	Mgmt	For	For
2e	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt		
2f	Approve Dividend	Mgmt	For	For
2g	Approve Special Dividend	Mgmt	For	For

Randstad NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3a	Approve Discharge of Executive Board	Mgmt	For	For
3b	Approve Discharge of Supervisory Board	Mgmt	For	For
4a	Elect Dimitra Manis to Supervisory Board	Mgmt	For	For
4b	Elect Philippe Vimard to Supervisory Board	Mgmt	For	For
5a	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Preemptive Rights	Mgmt	For	For
5b	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
5c	Approve Cancellation of Repurchased Shares	Mgmt	For	For
6	Other Business (Non-Voting)	Mgmt		
7	Close Meeting	Mgmt		

Ratos AB

Meeting Date: 03/26/2024

Country: Sweden

Ticker: RATO.B

Record Date: 03/18/2024

Meeting Type: Annual

Primary ISIN: SE0000111940

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Open Meeting; Elect Per-Olof Saderberg as Chairman of Meeting	Mgmt	For	For
2	Prepare and Approve List of Shareholders	Mgmt	For	For
3	Designate Inspectors (2) of Minutes of Meeting	Mgmt	For	For
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For
5	Approve Agenda of Meeting	Mgmt	For	For
6	Receive President's Report	Mgmt		
7	Receive Financial Statements and Statutory Reports	Mgmt		
8	Any Questions Re. Activities in FY2023	Mgmt		
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For
10	Approve Remuneration Report	Mgmt	For	For
11.1	Approve Discharge of Chair Per-Olof Soderberg	Mgmt	For	For
11.2	Approve Discharge of Board Member Ulla Litzen	Mgmt	For	For

Ratos AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
11.3	Approve Discharge of Board Member Tone Lunde Bakker	Mgmt	For	For
11.4	Approve Discharge of Board Member Karsten Slotte	Mgmt	For	For
11.5	Approve Discharge of Board Member Jan Soderberg	Mgmt	For	For
11.6	Approve Discharge of Board Member and CEO Jonas Wistrom	Mgmt	For	For
12	Approve Allocation of Income and Dividends of SEK 1.25 per Class A Share and SEK 1.25 per Class B Share	Mgmt	For	For
13	Determine Number of Members (7) and Deputy Members of Board (0)	Mgmt	For	For
14	Approve Remuneration of Directors in the Amount of SEK 990,000 for Chairman and SEK 510,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors	Mgmt	For	For
15.1	Reelect Per-Olof Soderberg (Chair) as Director	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>				
15.2	Reelect Ulla Litzen as Director	Mgmt	For	For
15.3	Reelect Tone Lunde Bakker as Director	Mgmt	For	For
15.4	Reelect Jan Soderberg as Director	Mgmt	For	For
15.5	Reelect Jonas Wistrom as Director	Mgmt	For	For
15.6	Elect Mats Granryd as New Director	Mgmt	For	For
15.7	Elect Cecilia Sjostedt as New Director	Mgmt	For	For
15.8	Ratify Ernst & Young as Auditor	Mgmt	For	For
16	Approve Nomination Committee Procedures	Mgmt	For	Against
<i>Blended Rationale: [RU-S0000-001] Proposal is not in shareholders' best interests.</i>				
17	Approve Incentive Plan LTI 2024 for Key Employees	Mgmt	For	For
18	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
19	Approve Issuance of 35 Million Class B Shares without Preemptive Rights	Mgmt	For	For
20	Close Meeting	Mgmt		

Redefine Properties Ltd.

Meeting Date: 02/19/2024

Country: South Africa

Ticker: RDF

Record Date: 02/09/2024

Meeting Type: Annual

Primary ISIN: ZAE000190252

Redefine Properties Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Resolutions	Mgmt		
1	Re-elect Lesego Sennelo as Director	Mgmt	For	For
2	Re-elect Diane Radley as Director	Mgmt	For	For
3	Re-elect Ntobeko Nyawo as Director	Mgmt	For	For
4	Re-elect Amanda Dambuza as Director	Mgmt	For	For
5.1	Re-elect Diane Radley as Member of the Audit Committee	Mgmt	For	For
5.2	Re-elect Lesego Sennelo as Member of the Audit Committee	Mgmt	For	For
5.3	Re-elect Simon Fifield as Member of the Audit Committee	Mgmt	For	For
5.4	Elect Cora Fernandez as Member of the Audit Committee	Mgmt	For	For
6	Reappoint PricewaterhouseCoopers Inc as Auditors with Jorge Goncalves as the Designated Audit Partner	Mgmt	For	For
7	Place Authorised but Unissued Shares under Control of Directors	Mgmt	For	For
8	Authorise Board to Issue Shares for Cash	Mgmt	For	For
9	Approve Specific Authority to Issue Shares Pursuant to a Reinvestment Option	Mgmt	For	For
10	Approve Remuneration Policy	Mgmt	For	For
11	Approve Implementation of the Remuneration Policy	Mgmt	For	For
12	Authorise Ratification of Approved Resolutions	Mgmt	For	For
	Special Resolutions	Mgmt		
1	Approve Non-executive Directors' Fees	Mgmt	For	For
2	Approve Financial Assistance in Terms of Section 44 of the Companies Act	Mgmt	For	For
3	Approve Financial Assistance in Terms of Section 45 of the Companies Act	Mgmt	For	For
4	Authorise Repurchase of Issued Share Capital	Mgmt	For	For

Renesas Electronics Corp.

Meeting Date: 03/26/2024

Country: Japan

Ticker: 6723

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3164720009

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 28	Mgmt	For	For
2	Amend Articles to Authorize Board to Determine Income Allocation - Establish Record Dates for Quarterly Dividends	Mgmt	For	For
<i>Blended Rationale: .</i>				
3	Amend Articles to Adopt Board Structure with Three Committees - Clarify Director Authority on Shareholder Meetings	Mgmt	For	For
4.1	Elect Director Shibata, Hidetoshi	Mgmt	For	For
4.2	Elect Director Iwasaki, Jiro	Mgmt	For	For
4.3	Elect Director Selena Loh Lacroix	Mgmt	For	For
4.4	Elect Director Yamamoto, Noboru	Mgmt	For	For
4.5	Elect Director Hirano, Takuya	Mgmt	For	For
4.6	Elect Director Mizuno, Tomoko	Mgmt	For	For

Renew Holdings Plc

Meeting Date: 01/30/2024

Country: United Kingdom

Ticker: RNWH

Record Date: 01/26/2024

Meeting Type: Annual

Primary ISIN: GB0005359004

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Final Dividend	Mgmt	For	For
3	Re-elect David Brown as Director	Mgmt	For	For
4	Re-elect Shatish Dasani as Director	Mgmt	For	For
5	Re-elect Stephanie Hazell as Director	Mgmt	For	For
6	Re-elect Liz Barber as Director	Mgmt	For	For
7	Re-elect Paul Scott as Director	Mgmt	For	For
8	Re-elect Sean Wyndham-Quin as Director	Mgmt	For	For
9	Re-elect Andries Liebenberg as Director	Mgmt	For	For
10	Approve Remuneration Report	Mgmt	For	For

Renew Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
11	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For
12	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For
13	Authorise Issue of Equity	Mgmt	For	For
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For

Resonac Holdings Corp.

Meeting Date: 03/26/2024

Country: Japan

Ticker: 4004

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3368000000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 65	Mgmt	For	For
2.1	Elect Director Morikawa, Kohei	Mgmt	For	For
2.2	Elect Director Takahashi, Hidehito	Mgmt	For	For
2.3	Elect Director Somemiya, Hideki	Mgmt	For	For
2.4	Elect Director Maoka, Tomomitsu	Mgmt	For	For
2.5	Elect Director Imai, Nori	Mgmt	For	For
2.6	Elect Director Isshiki, Kozo	Mgmt	For	For
2.7	Elect Director Morikawa, Noriko	Mgmt	For	For
2.8	Elect Director Tsuneishi, Tetsuo	Mgmt	For	For
2.9	Elect Director Yasukawa, Kenji	Mgmt	For	For
3.1	Appoint Statutory Auditor Katayose, Mitsuo	Mgmt	For	For
3.2	Appoint Statutory Auditor Yajima, Masako	Mgmt	For	For
3.3	Appoint Statutory Auditor Toda, Kiyoko	Mgmt	For	For

Reunert Ltd

Meeting Date: 02/22/2024

Country: South Africa

Ticker: RLO

Record Date: 02/09/2024

Meeting Type: Annual

Primary ISIN: ZAE000057428

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Elect Gavin Dalgleish as Director	Mgmt	For	For
2	Re-elect Tasneem Abdool-Samad as Director	Mgmt	For	For
3	Re-elect Pierre Fourie as Director	Mgmt	For	For
4	Re-elect Mohini Moodley as Director	Mgmt	For	For
5	Re-elect Tumeka Matshoba-Ramuedzisi as Director	Mgmt	For	For
6	Re-elect Pierre Fourie as Member of the Audit Committee	Mgmt	For	For
7	Re-elect Tasneem Abdool-Samad as Member of the Audit Committee	Mgmt	For	For
8	Elect Ralph Boettger as Member of the Audit Committee	Mgmt	For	For
9	Re-elect Sarita Martin as Member of the Audit Committee	Mgmt	For	For
10	Re-elect Tumeka Matshoba-Ramuedzisi as Member of the Audit Committee	Mgmt	For	For
11	Appoint KPMG Inc as Auditors and Authorise Their Remuneration	Mgmt	For	For
12	Appoint CH Basson as the Individual Designated Auditor	Mgmt	For	For
13	Approve Resolutions or Agreements of Executive Directors and Prescribed Officers in Contravention of Section 75 of Companies Act but Only to the Extent that the Relevant Resolutions or Agreements Fell Within the Ambit of Section 75 of Companies Act	Mgmt	For	For
14	Approve Remuneration Policy	Mgmt	For	For
15	Approve Remuneration Implementation Report	Mgmt	For	For
16	Authorise Repurchase of Issued Share Capital	Mgmt	For	For
17	Approve Remuneration of Non-Executive Directors	Mgmt	For	For
18	Approve Remuneration of Non-Executive Directors for Ad Hoc Assignments	Mgmt	For	For
19	Approve Financial Assistance Relating to Share Repurchases and Share Plans	Mgmt	For	For
20	Approve Financial Assistance Relating to Securities for the Advancement of Commercial Interests	Mgmt	For	For
21	Approve Financial Assistance in Terms of Section 45 of the Companies Act	Mgmt	For	For
22	Authorise Ratification of Approved Resolutions	Mgmt	For	For

Ringjobing Landbobank A/S

Meeting Date: 02/28/2024

Country: Denmark

Ticker: RILBA

Record Date: 02/21/2024

Meeting Type: Annual

Primary ISIN: DK0060854669

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Elect Chairman of Meeting	Mgmt		
2	Approve Report of Board	Mgmt	For	For
3	Accept Financial Statements and Statutory Reports	Mgmt	For	For
4	Approve Allocation of Income	Mgmt	For	For
5	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
6	Approve Remuneration of Directors	Mgmt	For	For
7	Approve Remuneration Policy	Mgmt	For	For
8	Amend Articles Re: Board-Related	Mgmt	For	For
9.1.a	Reelect Claus Dalgaard as Member of Committee of Representatives	Mgmt	For	For
9.1.b	Reelect Poul Johnsen Hoj as Member of Committee of Representatives	Mgmt	For	For
9.1.c	Reelect Carl Erik Kristensen as Member of Committee of Representatives	Mgmt	For	For
9.1.d	Reelect Karsten Madsen as Member of Committee of Representatives	Mgmt	For	For
9.1.e	Reelect Bjarne Bjornkjaer Nielsen as Member of Committee of Representatives	Mgmt	For	For
9.1.f	Reelect Marianne Oksbjerg as Member of Committee of Representatives	Mgmt	For	For
9.1.g	Reelect Yvonne Skagen as Member of Committee of Representatives	Mgmt	For	For
9.1.h	Reelect Peer Buch Sorensen as Member of Committee of Representatives	Mgmt	For	For
9.1.i	Reelect Dorte Zacho as Member of Committee of Representatives	Mgmt	For	For
9.1.j	Reelect John Christian Aasted as Member of Committee of Representatives	Mgmt	For	For
9.1.k	Elect Mattias Manstrup as Member of Committee of Representatives	Mgmt	For	For
9.1.l	Elect Tommy Rahbek Nielsen as Member of Committee of Representatives	Mgmt	For	For
9.1.m	Elect Birgitte Rom as Member of Committee of Representatives	Mgmt	For	For

Ringjobing Landbobank A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
9.2.a	Reelect Anette Orbaek Andersen as Member of Committee of Representatives	Mgmt	For	For
9.2.b	Reelect Dennis Conradsen as Member of Committee of Representatives	Mgmt	For	For
9.2.c	Reelect Erik Jensen as Member of Committee of Representatives	Mgmt	For	For
9.2.d	Reelect Anne Kaptain as Member of Committee of Representatives	Mgmt	For	For
9.2.e	Reelect Jacob Moller as Member of Committee of Representatives	Mgmt	For	For
9.2.f	Reelect Lars Moller as Member of Committee of Representatives	Mgmt	For	For
9.2.g	Reelect Bente Skjorbaek Olesen as Member of Committee of Representatives	Mgmt	For	For
9.2.h	Reelect Karsten Sandal as Member of Committee of Representatives	Mgmt	For	For
9.2.i	Reelect Lone Rejkjaer Sollmann as Member of Committee of Representatives	Mgmt	For	For
9.2.j	Reelect Egon Sorensen as Member of Committee of Representatives	Mgmt	For	For
9.2.k	Reelect Lise Kvist Thomsen as Member of Committee of Representatives	Mgmt	For	For
10	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For
11	Authorize Share Repurchase Program	Mgmt	For	For
12.a	Amend Articles: Approve Creation of DKK 5.5 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 2.7 Million Pool of Capital without Preemptive Rights; Agenda of Annual General Meeting	Mgmt	For	For
12.b	Approve DKK 784,600 Reduction in Share Capital via Share Cancellation	Mgmt	For	For
12.c	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For

Riyadh Cables Group Co.

Meeting Date: 02/04/2024

Country: Saudi Arabia

Ticker: 4142

Record Date:

Meeting Type: Ordinary Shareholders

Primary ISIN: SA15LGLI0N19

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Ordinary Business Ratify Auditors and Fix Their Remuneration for Q1, Q2, Q3 and Annual Statements of Fiscal Years 2024 and 2025 and Q1 of FY 2026	Mgmt	For	Abstain

Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.

Roche Holding AG

Meeting Date: 03/12/2024

Country: Switzerland

Ticker: ROG

Record Date:

Meeting Type: Annual

Primary ISIN: CH0012032048

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	Do Not Vote
2.1	Approve Remuneration Report	Mgmt	For	Do Not Vote
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.[LN-M0550-003] Poor use of remuneration committee discretion regarding increases.[LN-M0550-001] Remuneration arrangements are poorly structured.</i>				
2.2	Approve Sustainability Report	Mgmt	For	Do Not Vote
3.1	Approve CHF 10 Million in Bonuses to the Corporate Executive Committee for Fiscal Year 2023	Mgmt	For	Do Not Vote
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.[LN-M0550-003] Poor use of remuneration committee discretion regarding increases.</i>				
3.2	Approve CHF 583,334 Share Bonus for the Former Board Chair Christoph Franz for Fiscal Year 2023	Mgmt	For	Do Not Vote
4	Approve Discharge of Board and Senior Management	Mgmt	For	Do Not Vote
5	Approve Allocation of Income and Dividends of CHF 9.60 per Share	Mgmt	For	Do Not Vote
6.1	Reelect Severin Schwan as Director and Board Chair	Mgmt	For	Do Not Vote
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>				
6.2	Reelect Andre Hoffmann as Director	Mgmt	For	Do Not Vote
6.3	Reelect Joerg Duschmale as Director	Mgmt	For	Do Not Vote

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6.4	Reelect Patrick Frost as Director	Mgmt	For	Do Not Vote
6.5	Reelect Anita Hauser as Director	Mgmt	For	Do Not Vote
6.6	Reelect Akiko Iwasaki as Director	Mgmt	For	Do Not Vote
6.7	Reelect Richard Lifton as Director	Mgmt	For	Do Not Vote
6.8	Reelect Jemilah Mahmood as Director	Mgmt	For	Do Not Vote
6.9	Reelect Mark Schneider as Director	Mgmt	For	Do Not Vote
6.10	Reelect Claudia Dyckerhoff as Director	Mgmt	For	Do Not Vote
6.11	Reappoint Andre Hoffmann as Member of the Compensation Committee	Mgmt	For	Do Not Vote
<p><i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee.[SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-002] Remuneration committee discretion has been used poorly.[LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>				
6.12	Reappoint Joerg Duschmale as Member of the Compensation Committee	Mgmt	For	Do Not Vote
<p><i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee.[SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-002] Remuneration committee discretion has been used poorly.[LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>				
6.13	Reappoint Anita Hauser as Member of the Compensation Committee	Mgmt	For	Do Not Vote
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-002] Remuneration committee discretion has been used poorly.[LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>				
6.14	Reappoint Richard Lifton as Member of the Compensation Committee	Mgmt	For	Do Not Vote
<p><i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee.[SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-002] Remuneration committee discretion has been used poorly.[LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>				
7	Approve Remuneration of Directors in the Amount of CHF 12 Million	Mgmt	For	Do Not Vote
8	Approve Remuneration of Executive Committee in the Amount of CHF 38 Million	Mgmt	For	Do Not Vote
9	Designate Testaris AG as Independent Proxy	Mgmt	For	Do Not Vote
10	Ratify KPMG AG as Auditors	Mgmt	For	Do Not Vote
11	Transact Other Business (Voting)	Mgmt	For	Do Not Vote
<p><i>Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.</i></p>				

Roche Holding AG

Meeting Date: 03/12/2024

Country: Switzerland

Ticker: ROG

Record Date:

Meeting Type: Annual

Primary ISIN: CH0012032048

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Broadridge Only Meeting Vote For If You Intend On Participating In This Meeting. This Is To Enable The Sub-custodian To Create A Blocking Certificate On Your Behalf.	Mgmt	None	Do Not Vote

Rogers Sugar Inc.

Meeting Date: 02/07/2024

Country: Canada

Ticker: RSI

Record Date: 12/08/2023

Meeting Type: Annual

Primary ISIN: CA77519R1029

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Dean Bergmame	Mgmt	For	For
1.2	Elect Director Shelley Potts	Mgmt	For	For
1.3	Elect Director M. Dallas H. Ross	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board</i>				
1.4	Elect Director Daniel Lafrance	Mgmt	For	For
1.5	Elect Director Gary M. Collins	Mgmt	For	For
1.6	Elect Director Stephanie Wilkes	Mgmt	For	For
2	Approve KPMG LLP as Auditors and Authorize the Audit Committee to Fix Their Remuneration	Mgmt	For	For
Election of Directors of Lantic Inc.				
3.1	Elect Director M. Dallas H. Ross	Mgmt	For	Withhold
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board</i>				
3.2	Elect Director Daniel Lafrance	Mgmt	For	For
4	Advisory Vote on Executive Compensation Approach	Mgmt	For	For

Roland Corp.

Meeting Date: 03/26/2024

Country: Japan

Ticker: 7944

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3983400007

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 85	Mgmt	For	For
2.1	Elect Director Gordon Raison	Mgmt	For	For
2.2	Elect Director Minowa, Masahiro	Mgmt	For	For
2.3	Elect Director Suzuki, Yasunobu	Mgmt	For	For
2.4	Elect Director Oinuma, Toshihiko	Mgmt	For	For
2.5	Elect Director Brian K. Heywood	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-006] AGAINST affiliated outsiders as the board lacks independence in face of major blockholders.[RJ-M0201-026] AGAINST affiliated outsiders as the board lacks independence at company listed on Prime section.</i>				
2.6	Elect Director Katayama, Mikio	Mgmt	For	For
2.7	Elect Director Yamamoto, Hiroshi	Mgmt	For	For
3.1	Appoint Statutory Auditor Ishihara, Kazuhiro	Mgmt	For	For
3.2	Appoint Statutory Auditor Morizumi, Yoji	Mgmt	For	For
4	Appoint Alternate Statutory Auditor Honda, Noriyuki	Mgmt	For	For

Royal Holdings Co., Ltd.

Meeting Date: 03/27/2024

Country: Japan

Ticker: 8179

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3983600002

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 85,000 for Class A Preferred Shares, and JPY 20 for Ordinary Shares	Mgmt	For	For
2.1	Elect Director Kikuchi, Tadao	Mgmt	For	For
2.2	Elect Director Abe, Masataka	Mgmt	For	For
2.3	Elect Director Fujita, Atsuko	Mgmt	For	For
2.4	Elect Director Hirai, Ryutaro	Mgmt	For	For
<i>Blended Rationale: .</i>				
2.5	Elect Director Murai, Hiroto	Mgmt	For	For
<i>Blended Rationale: .</i>				
3.1	Elect Director and Audit Committee Member Kimura, Tomoatsu	Mgmt	For	For

Royal Holdings Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3.2	Elect Director and Audit Committee Member Nakayama, Hitomi	Mgmt	For	For
3.3	Elect Director and Audit Committee Member Umezawa, Mayumi	Mgmt	For	For
3.4	Elect Director and Audit Committee Member Sakamoto, Koichiro	Mgmt	For	For

RS Technologies Co. Ltd.

Meeting Date: 03/28/2024

Country: Japan

Ticker: 3445

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3100350002

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Ho, Nagayoshi	Mgmt	For	For
1.2	Elect Director Endo, Satoru	Mgmt	For	For
1.3	Elect Director Osawa, Issei	Mgmt	For	For
1.4	Elect Director Tomatsu, Kiyohide	Mgmt	For	For
1.5	Elect Director Izawa, Taro	Mgmt	For	For
2.1	Elect Director and Audit Committee Member Kanamori, Hiroyuki	Mgmt	For	For
2.2	Elect Director and Audit Committee Member Shimizu, Natsuko	Mgmt	For	For
2.3	Elect Director and Audit Committee Member Zhang Cui Ping	Mgmt	For	For

RWS Holdings Plc

Meeting Date: 02/22/2024

Country: United Kingdom

Ticker: RWS

Record Date: 02/20/2024

Meeting Type: Annual

Primary ISIN: GB00BVFCZV34

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	For
3	Approve Final Dividend	Mgmt	For	For
4	Re-elect Julie Southern as Director	Mgmt	For	For

Blended Rationale: .

RWS Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Re-elect Andrew Brode as Director	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>				
6	Re-elect David Clayton as Director	Mgmt	For	For
7	Re-elect Frances Earl as Director	Mgmt	For	For
8	Re-elect Gordon Stuart as Director	Mgmt	For	For
9	Re-elect Ian El-Mokadem as Director	Mgmt	For	For
10	Re-elect Candida Davies as Director	Mgmt	For	For
11	Elect Paul Abbott as Director	Mgmt	For	For
12	Elect Graham Cooke as Director	Mgmt	For	For
13	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For
14	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For
15	Authorise Issue of Equity	Mgmt	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For

Ryobi Ltd.

Meeting Date: 03/27/2024

Country: Japan

Ticker: 5851

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3975800008

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 45	Mgmt	For	For
2	Amend Articles to Allow Virtual Only Shareholder Meetings	Mgmt	For	For
3.1	Elect Director Ooka, Satoshi	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-026] AGAINST affiliated outsiders as the board lacks independence at company listed on Prime section.</i>				
3.2	Elect Director Arai, Yoichi	Mgmt	For	For
3.3	Elect Director Fujii, Kazuhiko	Mgmt	For	For
3.4	Elect Director Tanifuji, Hedeki	Mgmt	For	For

Ryobi Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4	Appoint Statutory Auditor Hirano, Takashi	Mgmt	For	For
5	Appoint Alternate Statutory Auditor Shigezaki, Takashi	Mgmt	For	For

S2 Resources Limited

Meeting Date: 02/06/2024

Country: Australia

Ticker: S2R

Record Date: 02/04/2024

Meeting Type: Special

Primary ISIN: AU000000S2R9

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Ratify Past Issuance of Shares to Various Sophisticated and Professional Investors	Mgmt	For	For
2	Ratify Past Issuance of Shares to Oxley Resources Limited	Mgmt	For	For

Safestore Holdings Plc

Meeting Date: 03/13/2024

Country: United Kingdom

Ticker: SAFE

Record Date: 03/11/2024

Meeting Type: Annual

Primary ISIN: GB00B1N7Z094

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	For
3	Approve Final Dividend	Mgmt	For	For
4	Elect Avis Darzins as Director	Mgmt	For	For
5	Re-elect David Hearn as Director	Mgmt	For	For
6	Re-elect Frederic Vecchioli as Director	Mgmt	For	For
7	Re-elect Andy Jones as Director	Mgmt	For	For
8	Re-elect Jane Bentall as Director	Mgmt	For	For
9	Re-elect Laure Duhot as Director	Mgmt	For	For
10	Re-elect Delphine Mousseau as Director	Mgmt	For	For
11	Re-elect Gert van de Weerdhof as Director	Mgmt	For	For
12	Reappoint Deloitte LLP as Auditors	Mgmt	For	For

Safestore Holdings Plc

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

Sakata Inx Corp.

Meeting Date: 03/27/2024

Country: Japan

Ticker: 4633

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3314800008

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 20	Mgmt	For	For
2	Amend Articles to Amend Business Lines	Mgmt	For	For
3.1	Elect Director Ueno, Yoshiaki	Mgmt	For	For
3.2	Elect Director Nakamura, Hitoshi	Mgmt	For	For
3.3	Elect Director Fukunaga, Toshihiko	Mgmt	For	For
3.4	Elect Director Morita, Hiroshi	Mgmt	For	For
3.5	Elect Director Tateiri, Minoru	Mgmt	For	For
3.6	Elect Director Sato, Yoshio	Mgmt	For	For
3.7	Elect Director Tsujimoto, Yukiko	Mgmt	For	For
3.8	Elect Director Otsuki, Kazuko	Mgmt	For	For
4	Appoint Statutory Auditor Nakada, Eri	Mgmt	For	For

Meeting Date: 03/18/2024

Country: Kuwait

Ticker: SRE

Record Date: 03/04/2024

Meeting Type: Annual

Primary ISIN: KW0EQ0400642

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Board Report on Company Operations for the Fiscal Year Ended 31/12/2023	Mgmt	For	For
2	Approve Auditors' Report on Company Financial Statements for the Fiscal Year Ended 31/12/2023	Mgmt	For	For
3	Approve Corporate Governance Report and Audit Committee Report for the Fiscal Year Ended 31/12/2023	Mgmt	For	For
4	Accept Financial Statements and Statutory Reports for the Fiscal Year Ended 31/12/2023	Mgmt	For	For
5	Approve Special Report on Penalties and Violations	Mgmt	For	For
6	Approve Dividends of KWD 0.015 for the Fiscal Year Ended 31/12/2023	Mgmt	For	For
7	Authorize Distribution of Bonus Shares Representing 5 Percent of Share Capital for the Fiscal Year Ended 31/12/2023	Mgmt	For	For
8	Approve Charitable Donations up to KWD 100,000	Mgmt	For	For
9	Approve Remuneration of Directors of KWD 120,000 and Remuneration of Chairman	Mgmt	For	For
10	Authorize Share Repurchase Program of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
11	Ratify Related Party Transactions for the Fiscal Year Ended 31/12/2023 and Authorize Board to Conduct Related Party Transactions for the Fiscal Year Ending 31/12/2024	Mgmt	For	Against
<i>Blended Rationale: [SF-M0460-001] The company did not provide sufficient information to support the related party transaction.</i>				
12	Approve Discharge of Directors for the Fiscal Year Ended 31/12/2023	Mgmt	For	For
13	Appoint or Reappoint Auditors and Authorize Board to Fix Their Remuneration for the Fiscal Year Ending 31/12/2024	Mgmt	For	Abstain

Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.

Salhia Real Estate Co.

Meeting Date: 03/18/2024

Country: Kuwait

Ticker: SRE

Record Date: 03/04/2024

Meeting Type: Extraordinary Shareholders

Primary ISIN: KW0EQ0400642

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Extraordinary Business Authorize Increase in Authorized, Issued and Paid Up Capital from KWD 56,527,756.300 to KWD 59,354,144.100 and Authorize the Board to Dispose Shares Fractions and Amend Distribution Schedule if Necessary	Mgmt	For	For
2	Amend Article 6 of Memorandum of Association and Article 5 of Articles of Association to Reflect Changes in Capital	Mgmt	For	For

Samhallsbyggnadsbolaget I Norden AB

Meeting Date: 03/27/2024

Country: Sweden

Ticker: SBB.B

Record Date: 03/19/2024

Meeting Type: Extraordinary Shareholders

Primary ISIN: SE0009554454

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Elect Chairman of Meeting	Mgmt	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For
4	Approve Agenda of Meeting	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For
7	Approve Warrant Plan LTIP 2024 for Key Employees	Mgmt	For	For
8	Close Meeting	Mgmt		

Samvardhana Motherson International Limited

Meeting Date: 01/20/2024

Country: India

Ticker: 517334

Record Date: 12/15/2023

Meeting Type: Special

Primary ISIN: INE775A01035

Samvardhana Motherson International Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Postal Ballot Amend Object Clause of Memorandum of Association	Mgmt	For	For

Santander Bank Polska SA

Meeting Date: 01/11/2024	Country: Poland	Ticker: SPL
Record Date: 12/26/2023	Meeting Type: Special	Primary ISIN: PLBZ00000044

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Elect Meeting Chairman	Mgmt	For	For
3	Acknowledge Proper Convening of Meeting	Mgmt		
4	Approve Agenda of Meeting	Mgmt	For	For
5	Amend April 19, 2023, AGM, Resolution Re: Authorize Share Repurchase Program for Purposes of Performance Share Plan; Approve Creation of Reserve Capital for Purposes of Share Repurchase Program	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.[SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>				
6	Amend Statute	Mgmt	For	For
7	Receive Amendments to the Supervisory Board Terms of Reference	Mgmt		
8	Close Meeting	Mgmt		

Sappi Ltd.

Meeting Date: 02/07/2024	Country: South Africa	Ticker: SAP
Record Date: 02/02/2024	Meeting Type: Annual	Primary ISIN: ZAE000006284

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Resolutions	Mgmt		

Sappi Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Re-elect Zola Malinga as Director	Mgmt	For	For
2	Re-elect Valli Moosa as Director	Mgmt	For	For
<i>Blended Rationale: .</i>				
3	Re-elect Rob Jan Renders as Director	Mgmt	For	For
<i>Blended Rationale: .</i>				
4	Elect Zola Malinga as Chairman of the Audit and Risk Committee	Mgmt	For	For
5	Re-elect Boni Mehloakulu as Member of the Audit and Risk Committee	Mgmt	For	For
6	Re-elect Rob Jan Renders as Member of the Audit and Risk Committee	Mgmt	For	For
7	Re-elect Louis von Zeuner as Member of the Audit and Risk Committee	Mgmt	For	For
8	Re-elect Eleni Istavridis as Member of the Audit and Risk Committee	Mgmt	For	For
9	Reappoint KPMG Inc as Auditors with Guiseppina Aldrighetti as the Designated Registered Auditor	Mgmt	For	For
10	Approve Remuneration Policy	Mgmt	For	For
11	Approve Remuneration Implementation Report	Mgmt	For	For
<i>Blended Rationale: .</i>				
	Special Resolutions	Mgmt		
1	Approve Non-executive Directors' Fees	Mgmt	For	For
2	Approve Financial Assistance to Related or Inter-related Companies	Mgmt	For	For
3	Authorise Repurchase of Issued Share Capital	Mgmt	For	For
	Continuation of Ordinary Resolutions	Mgmt		
12	Authorise Ratification of Approved Resolutions	Mgmt	For	For

Sapporo Holdings Ltd.

Meeting Date: 03/28/2024

Country: Japan

Ticker: 2501

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3320800000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 47	Mgmt	For	For
2.1	Elect Director Oga, Masaki	Mgmt	For	For

Sapporo Holdings Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2.2	Elect Director Matsude, Yoshitada	Mgmt	For	For
2.3	Elect Director Shofu, Rieko	Mgmt	For	For
2.4	Elect Director Shoji, Tetsuya	Mgmt	For	For
<i>Blended Rationale: .</i>				
2.5	Elect Director Uchiyama, Toshihiro	Mgmt	For	For
2.6	Elect Director Tanehashi, Makio	Mgmt	For	For
2.7	Elect Director Okamura, Kotaro	Mgmt	For	For
2.8	Elect Director Fujii, Ryotaro	Mgmt	For	For
3.1	Elect Director and Audit Committee Member Miyaishi, Toru	Mgmt	For	For
3.2	Elect Director and Audit Committee Member Yamamoto, Kotaro	Mgmt	For	For
3.3	Elect Director and Audit Committee Member Tanochi, Naoko	Mgmt	For	For
4	Elect Alternate Director and Audit Committee Member Iizuka, Takanori	Mgmt	For	For
5	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For

Sartorius Stedim Biotech SA

Meeting Date: 03/26/2024

Country: France

Ticker: DIM

Record Date: 03/22/2024

Meeting Type: Annual/Special

Primary ISIN: FR0013154002

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Discharge Directors	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 0.69 per Share	Mgmt	For	For
4	Approve Remuneration Policy of Directors; Approve Remuneration of Directors in the Aggregate Amount of EUR 600,000	Mgmt	For	For
5	Approve Compensation Report of Corporate Officers	Mgmt	For	For
<i>Blended Rationale: .</i>				

Sartorius Stedim Biotech SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6	Approve Compensation of Joachim Kreuzburg, Chairman and CEO from January 1, 2023 to March 27, 2023	Mgmt	For	For
7	Approve Compensation of Rene Faber, Vice-CEO from January 1, 2023 to March 27, 2023	Mgmt	For	For
8	Approve Compensation of Joachim Kreuzburg, Chairman of the Board from March 28, 2023 to December 31, 2023	Mgmt	For	For
9	Approve Compensation of Rene Faber, CEO from March 28, 2023 to December 31, 2023	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>				
10	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For
11	Approve Remuneration Policy of CEO	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0550-003] Poor use of remuneration committee discretion regarding increases.[LN-M0550-001] Remuneration arrangements are poorly structured.[SD-M0550-005] Termination payments have the potential to be excessive.</i></p>				
12	Reelect Susan Dexter as Director	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-002] Remuneration committee discretion has been used poorly.[LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>				
13	Reelect Anne-Marie Graffin as Director	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-002] Remuneration committee discretion has been used poorly.[LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>				
14	Appoint PricewaterhouseCoopers Audit as Auditor	Mgmt	For	For
15	Appoint PricewaterhouseCoopers Audit as Sustainability Auditor	Mgmt	For	For
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
17	Amend Articles 17 and 22 of Bylaws Re: General Meetings	Mgmt	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 6 Million	Mgmt	For	For

Sartorius Stedim Biotech SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
19	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 6 Million	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>				
20	Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Investors, up to Aggregate Nominal Amount of EUR 6 Million	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>				
21	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 18 to 19	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>				
22	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For
23	Authorize Capitalization of Reserves of Up to EUR 6 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For
24	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
25	Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.[SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>				
26	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For

Sasol Ltd.

Meeting Date: 01/19/2024

Country: South Africa

Ticker: SOL

Record Date: 01/12/2024

Meeting Type: Annual

Primary ISIN: ZAE000006896

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Remuneration Policy	Mgmt	For	For
2	Approve Implementation Report of the Remuneration Policy	Mgmt	For	For

Sasol Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Approve Climate Change Report	Mgmt	For	For
4.1	Re-elect Manuel Cuambe as Director	Mgmt	For	For
4.2	Re-elect Muriel Dube as Director	Mgmt	For	For
4.3	Re-elect Martina Floel as Director	Mgmt	For	For
4.4	Re-elect Fleetwood Grobler as Director	Mgmt	For	For
4.5	Re-elect Mpho Nkeli as Director	Mgmt	For	For
5	Appoint KPMG Inc as Auditors	Mgmt	For	For
6.1	Elect Muriel Dube as Member of the Audit Committee	Mgmt	For	For
6.2	Re-elect Kathy Harper as Member of the Audit Committee	Mgmt	For	For
6.3	Re-elect Trix Kennealy as Chairman of the Audit Committee	Mgmt	For	For
6.4	Re-elect Nomgando Matyumza as Member of the Audit Committee	Mgmt	For	For
6.5	Re-elect Stanley Subramoney as Member of the Audit Committee	Mgmt	For	For
7	Approve Remuneration of Non-Executive Directors	Mgmt	For	For
8	Authorise Repurchase of Issued Share Capital	Mgmt	For	For
9	Authorise Repurchase of Issued Share Capital from a Director and/or a Prescribed Officer of the Company	Mgmt	For	For

Saudi Chemical Co.

Meeting Date: 02/05/2024

Country: Saudi Arabia

Ticker: 2230

Record Date:

Meeting Type: Extraordinary Shareholders

Primary ISIN: SA0007879402

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Extraordinary Business Amend Article 6 of Bylaws Re: Participation and Ownership in Companies	Mgmt	For	For

Saudi Electricity Co.

Meeting Date: 01/09/2024

Country: Saudi Arabia

Ticker: 5110

Record Date:

Meeting Type: Ordinary Shareholders

Primary ISIN: SA0007879550

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1.1	Elect Ahmed Al Baqshi as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
1.2	Elect Ahmed Khoqeer as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
1.3	Elect Ahmed Saharti as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
1.4	Elect Cheong Seung IL as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
1.5	Elect Thamir Al Wadee as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
1.6	Elect Khalid Al Ruwees as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
1.7	Elect Khuloud Al Dousari as Director	Mgmt	None	For
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
1.8	Elect Raed Al Rayis as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
1.9	Elect Scott Prochazka as Director	Mgmt	None	For
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
1.10	Elect Atif Al Shihri as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
1.11	Elect Abdulazeez Al Naeem as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
1.12	Elect Ali Al Lafi as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
1.13	Elect Fahd bin Muaammar as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
1.14	Elect Faysal Al Otheem as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
1.15	Elect Mohammed Al Qurayshah as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			

Saudi Electricity Co.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.16	Elect Mohammed Faraj as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
1.17	Elect Mohammed Al Baleehid as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
1.18	Elect Mohammed Al Shammari as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
1.19	Elect Mohammed Abahuseen as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
1.20	Elect Najm Al Zayd as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
1.21	Elect Haytham Al Tuweejri as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
1.22	Elect Wael Al Bassam as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
1.23	Elect Waleed Shukri as Director	Mgmt	None	For
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
2	Amend Audit Committee Charter	Mgmt	For	For
	<i>Blended Rationale: [SF-M0100-001] On balance, we find that shareholders' rights are likely to be diminished in material ways under the new Charter/Articles/Bylaws.</i>			
3	Amend Nomination and Remuneration Committee Charter	Mgmt	For	For

Saudi National Bank

Meeting Date: 01/11/2024

Country: Saudi Arabia

Ticker: 1180

Record Date:

Meeting Type: Ordinary Shareholders

Primary ISIN: SA13L050IE10

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Ratify the Appointment of Nayif Al Marshad as a Non-Executive Director	Mgmt	For	For

Saudi National Bank

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Ratify Auditors and Fix Their Remuneration for Q1, Q2, Q3 and Annual Statements of FY 2024 and Q1 of FY 2025	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
3	Amend Board Nomination Policy, Criteria and Procedures	Mgmt	For	For
4	Amend Nomination and Remuneration Committee Charter	Mgmt	For	For
5	Amend Audit Committee Charter	Mgmt	For	For
6	Amend Remuneration Policy of Senior Executive Management	Mgmt	For	For

Saudia Dairy & Foodstuff Co.

Meeting Date: 02/28/2024	Country: Saudi Arabia	Ticker: 2270
Record Date:	Meeting Type: Extraordinary Shareholders	Primary ISIN: SA000A0EAXM3

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Extraordinary Business Elect Tariq Mulla Niyazi as Director	Mgmt	None	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
1.2	Elect Sabah Al Sabah as Director	Mgmt	None	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
1.3	Elect Ahmed Al Marzouqi as Director	Mgmt	None	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
1.4	Elect Salah Mohammed as Director	Mgmt	None	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
1.5	Elect Abdullah Al Nassar as Director	Mgmt	None	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
1.6	Elect Hani Sab as Director	Mgmt	None	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
1.7	Elect Abdulazeez Al Sudees as Director	Mgmt	None	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
1.8	Elect Mohammed Abahuseen as Director	Mgmt	None	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				

Saudia Dairy & Foodstuff Co.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.9	Elect Abdullah Al Feefi as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
1.10	Elect Ahmed Khoqeer as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
1.11	Elect Ghassan Kashmeeri as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
1.12	Elect Mohammed Abdulateef as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
1.13	Elect Isam Al Saqeer as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
1.14	Elect Musaid Al Nassar as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
1.15	Elect Sulayman Al Jarallah as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
1.16	Elect Saeed Basamh as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
1.17	Elect Faysal Al Ayyar as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
1.18	Elect Isam Al Thukeer as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
1.19	Elect Hamad Al Sabah as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
1.20	Elect Nael Fayiz as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
1.21	Elect Ahmed Basamh as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
1.22	Elect Mohammed Al Qraynees as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
1.23	Elect Fahd Al Muaammar as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
1.24	Elect Ihab Othman as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
1.25	Elect Usamah Basheikh as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			

Saudia Dairy & Foodstuff Co.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.26	Elect Saad Al Qahtani as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
1.27	Elect Hani Damanhour as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
1.28	Elect Atif Al Shihri as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
1.29	Elect Mohammed Al Shammari as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
1.30	Elect Hathal Al Oteebi as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
2	Approve Extending the Maximum Period within which the Company is Allowed to Hold 500,250 Shares as Treasury Shares for Additional 5 Years from the Assembly Date and After this Period Expires the Company will Follow the Procedures as per the Regulations	Mgmt	For	For
3	Amend Audit Committee Charter	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>			
4	Amend Remuneration and Nomination Committee Charter	Mgmt	For	For
5	Amend the Policies, Standards, and Procedures of Board Membership	Mgmt	For	For
6	Amend Remuneration Policy of Board Members, Committees, and Executive Management	Mgmt	For	For

SBI Life Insurance Company Limited

Meeting Date: 03/30/2024

Country: India

Ticker: 540719

Record Date: 02/23/2024

Meeting Type: Special

Primary ISIN: INE123W01016

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Postal Ballot	Mgmt		
1	Elect Ashwini Kumar Tewari as Director	Mgmt	For	Against
	<i>Blended Rationale: [SD-M0201-999] Director is not liable to retire by rotation.</i>			
2	Approve Material Related Party Transaction for Purchase and/or Sale of Investments	Mgmt	For	For

SBI Life Insurance Company Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Approve Material Related Party Transaction with State Bank of India	Mgmt	For	For

SBS Holdings, Inc.

Meeting Date: 03/27/2024

Country: Japan

Ticker: 2384

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3163500006

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Kamata, Masahiko	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-029] AGAINST directors responsible as the board is less than 1/3 independent at board with audit committee structure.</i>				
1.2	Elect Director Hoshi, Shuichi	Mgmt	For	For
1.3	Elect Director Taiji, Masato	Mgmt	For	For
1.4	Elect Director Tanaka, Yasuhito	Mgmt	For	For
1.5	Elect Director Gomi, Natsuki	Mgmt	For	For
1.6	Elect Director Wakamatsu, Katsuhisa	Mgmt	For	For
1.7	Elect Director Iwasaki, Jiro	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-028] AGAINST affiliated outsiders at board with audit committee structure.</i>				
1.8	Elect Director Kosugi, Yoshinobu	Mgmt	For	For
2	Elect Alternate Director and Audit Committee Member Suzuki, Tomoyuki	Mgmt	For	For

Schaeffler AG

Meeting Date: 02/02/2024

Country: Germany

Ticker: SHA

Record Date: 01/11/2024

Meeting Type: Extraordinary Shareholders

Primary ISIN: DE000SHA0159

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Meeting for Preferred Shareholders	Mgmt		
1	Approve Conversion of Preferred Shares into Ordinary Shares	Mgmt	For	For

Meeting Date: 03/19/2024

Country: Switzerland

Ticker: SCHK

Record Date:

Meeting Type: Annual

Primary ISIN: CH0024638196

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Allocation of Income and Ordinary Dividends of CHF 4.00 per Share and Extraordinary Dividends of CHF 1.00 per Share	Mgmt	For	For
3	Approve Non-Financial Report	Mgmt	For	For
4	Approve Discharge of Board and Senior Management	Mgmt	For	For
5.1	Approve Variable Remuneration of Directors in the Amount of CHF 6.7 Million	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>				
5.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 18 Million	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.[LN-M0550-004] Poor use of remuneration committee discretion regarding the grant of a one-off award.</i>				
5.3	Approve Fixed Remuneration of Directors in the Amount of CHF 7.6 Million	Mgmt	For	For
5.4	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 8.8 Million	Mgmt	For	For
6.1	Reelect Silvio Napoli as Director and Board Chair	Mgmt	For	For
6.2.1	Reelect Alfred Schindler as Director	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence.[SD-M0201-005] Nominee is not independent and serves on a key committee.[RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i>				
6.2.2	Reelect Patrice Bula as Director	Mgmt	For	For
6.2.3	Reelect Luc Bonnard as Director	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence.[SD-M0201-005] Nominee is not independent and serves on a key committee.[RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i>				
6.2.4	Reelect Monika Buetler as Director	Mgmt	For	For
6.2.5	Reelect Guenter Schaeuble as Director	Mgmt	For	For
<i>Blended Rationale: .</i>				
6.2.6	Reelect Tobias Staehelin as Director	Mgmt	For	For

Schindler Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6.2.7	Reelect Carole Vischer as Director	Mgmt	For	Against
	<i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee.</i>			
6.2.8	Reelect Petra Winkler as Director	Mgmt	For	For
6.3	Elect Christoph Maeder as Director	Mgmt	For	For
6.4	Elect Thomas Zurbuchen as Director	Mgmt	For	For
6.5.1	Reappoint Patrice Bula as Member of the Compensation Committee	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-002] Remuneration committee discretion has been used poor</i>			
6.5.2	Reappoint Monika Buetler as Member of the Compensation Committee	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-002] Remuneration committee discretion has been used poor</i>			
6.6	Appoint Petra Winkler as Member of the Compensation Committee	Mgmt	For	Against
	<i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee.</i>			
6.7	Designate Adrian von Segesser as Independent Proxy	Mgmt	For	For
6.8	Ratify PricewaterhouseCoopers Ltd as Auditors	Mgmt	For	For
7	Amend Articles Re: Annulment of the Compulsory Shares for the Board of Directors Clause	Mgmt	For	For
8	Transact Other Business (Voting)	Mgmt	For	Abstain
	<i>Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.</i>			

Seera Group Holding

Meeting Date: 01/11/2024

Country: Saudi Arabia

Ticker: 1810

Record Date:

Meeting Type: Ordinary Shareholders

Primary ISIN: SA132GSGS910

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Elect Ibraheem Al Rashid as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
2	Elect Ahmed Al Zaeem as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
3	Elect Ahmed Khoqeer as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			

Seera Group Holding

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4	Elect Hamzah Khasheem as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
5	Elect Khalid Al Amoudi as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
6	Elect Abdulazeez Al Zahim as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
7	Elect Abdulazeez Al Rabdi as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
8	Elect Abdulazeez Al Sudees as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
9	Elect Abdullah Al Harbi as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
10	Elect Abdullah Al Dawoud as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
11	Elect Isam Al Saqeer as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
12	Elect Eid Al Shamri as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
13	Elect Ghassan Kashmeeri as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
14	Elect Fawaz Al Omran as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
15	Elect Mohammed Al Qareeshah as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
16	Elect Mohammed Al Khaleel as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			

Sekisui House Reit, Inc.

Meeting Date: 01/24/2024

Country: Japan

Ticker: 3309

Record Date: 10/31/2023

Meeting Type: Special

Primary ISIN: JP3047820000

Sekisui House Reit, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Amend Articles to Amend Permitted Investment Types - Disclose Unitholder Meeting Materials on Internet - Clarify Director Authority on Board Meetings	Mgmt	For	For
2	Elect Executive Director Kida, Atsuhiko	Mgmt	For	For
3	Elect Alternate Executive Director Abe, Toru	Mgmt	For	For
4.1	Elect Supervisory Director Yada, Yu	Mgmt	For	For
4.2	Elect Supervisory Director Yamashita, Rei	Mgmt	For	For
4.3	Elect Supervisory Director Sugiura, Ayako	Mgmt	For	For

Select Harvests Limited

Meeting Date: 02/29/2024

Country: Australia

Ticker: SHV

Record Date: 02/27/2024

Meeting Type: Annual

Primary ISIN: AU000000SHV6

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Remuneration Report	Mgmt	For	For
2	Elect Paul van Heerwaarden as Director	Mgmt	For	For
3	Approve Participation by David Surveyor in the Long-Term Incentive Plan	Mgmt	For	For

Septeni Holdings Co., Ltd.

Meeting Date: 03/27/2024

Country: Japan

Ticker: 4293

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3423300007

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 5.2	Mgmt	For	For
2	Amend Articles to Make Technical Changes	Mgmt	For	For
3.1	Elect Director Kono, Yuichi	Mgmt	For	For

Septeni Holdings Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3.2	Elect Director Shimizu, Yusuke	Mgmt	For	For
3.3	Elect Director Okajima, Etsuko	Mgmt	For	Against
<i>Blended Rationale: [TK-M0201-023] AGAINST as outside director sits on more than four board of directors or audit & supervisory board of listed companies.</i>				
3.4	Elect Director Asakura, Yusuke	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-006] AGAINST affiliated outsiders as the board lacks independence in face of major blockholders.</i>				
3.5	Elect Director Ishikawa, Yoshiki	Mgmt	For	For
3.6	Elect Director Iriyama, Akie	Mgmt	For	For
3.7	Elect Director Takaoka, Mio	Mgmt	For	For
3.8	Elect Director Shiono, Makoto	Mgmt	For	For
3.9	Elect Director Kitahara, Tadashi	Mgmt	For	For
4.1	Appoint Statutory Auditor Mori, Tadahiro	Mgmt	For	For
4.2	Appoint Statutory Auditor Hatano, Hideo	Mgmt	For	For

SGS SA

Meeting Date: 03/26/2024

Country: Switzerland

Ticker: SGSN

Record Date:

Meeting Type: Annual

Primary ISIN: CH1256740924

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	Do Not Vote
1.2	Approve Non-Financial Report	Mgmt	For	Do Not Vote
1.3	Approve Remuneration Report (Non-Binding)	Mgmt	For	Do Not Vote
2	Approve Discharge of Board and Senior Management	Mgmt	For	Do Not Vote
3.1	Approve Allocation of Income and Dividends of CHF 3.20 per Share, if Item 3.2 is Approved	Mgmt	For	Do Not Vote
3.2	Approve CHF 360,000 Ordinary Share Capital Increase without Preemptive Rights, if Item 3.1 is Approved	Mgmt	For	Do Not Vote
3.3	Approve CHF 113,499 Reduction in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	Do Not Vote
4.1.1	Reelect Calvin Grieder as Director	Mgmt	For	Do Not Vote

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.1.2	Reelect Sami Atiya as Director	Mgmt	For	Do Not Vote
4.1.3	Reelect Phyllis Cheung as Director	Mgmt	For	Do Not Vote
4.1.4	Reelect Ian Gallienne as Director	Mgmt	For	Do Not Vote
4.1.5	Reelect Tobias Hartmann as Director	Mgmt	For	Do Not Vote
4.1.6	Reelect Jens Riedl as Director	Mgmt	For	Do Not Vote
4.1.7	Reelect Kory Sorenson as Director	Mgmt	For	Do Not Vote
4.1.8	Reelect Janet Vergis as Director	Mgmt	For	Do Not Vote
4.2	Reelect Calvin Grieder as Board Chair	Mgmt	For	Do Not Vote
4.3.1	Reappoint Sami Atiya as Member of the Compensation Committee	Mgmt	For	Do Not Vote
4.3.2	Reappoint Ian Gallienne as Member of the Compensation Committee	Mgmt	For	Do Not Vote
4.3.3	Reappoint Kory Sorenson as Member of the Compensation Committee	Mgmt	For	Do Not Vote
4.4	Ratify PricewaterhouseCoopers SA as Auditors	Mgmt	For	Do Not Vote
4.5	Designate Notaires Carouge as Independent Proxy	Mgmt	For	Do Not Vote
5.1	Approve Remuneration of Directors in the Amount of CHF 2.7 Million	Mgmt	For	Do Not Vote
5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 10.5 Million	Mgmt	For	Do Not Vote
5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 5 Million	Mgmt	For	Do Not Vote
5.4	Approve Long Term Incentive Plan for Executive Committee in the Amount of CHF 12 Million for Fiscal Year 2024	Mgmt	For	Do Not Vote
5.5	Approve Long Term Incentive Plan for Executive Committee in the Amount of CHF 13 Million for Fiscal Year 2025	Mgmt	For	Do Not Vote
6.1	Amend Articles Re: Remuneration of Executive Committee	Mgmt	For	Do Not Vote
6.2	Amend Articles of Association	Mgmt	For	Do Not Vote
7	Transact Other Business (Voting)	Mgmt	For	Do Not Vote

Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.

Shapir Engineering & Industry Ltd.

Meeting Date: 01/16/2024

Country: Israel

Ticker: SPEN

Record Date: 12/18/2023

Meeting Type: Annual/Special

Primary ISIN: IL0011338758

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Discuss Financial Statements and the Report of the Board	Mgmt		
2.1	Reelect Yehuda Segev as Director	Mgmt	For	For
2.2	Reelect Harel Shapira as Director	Mgmt	For	For
2.3	Reelect Israel Shapira as Director	Mgmt	For	For
2.4	Reelect Gil Shapira as Director	Mgmt	For	For
2.5	Reelect Chen Shapira as Director	Mgmt	For	For
2.6	Reelect Ariela Lazarovich as Director	Mgmt	For	For
3	Reappoint Brightman Almagor Zohar & Co as Auditors and Report on Fees Paid to the Auditor	Mgmt	For	For
4	Approve Director's Compensation to Shai Lindner, CFO	Mgmt	For	For
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Mgmt	None	Against
	Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney	Mgmt		
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	Mgmt	None	For

Shapir Engineering & Industry Ltd.

Meeting Date: 03/07/2024

Country: Israel

Ticker: SPEN

Record Date: 02/07/2024

Meeting Type: Special

Primary ISIN: IL0011338758

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Reelect Yaron Klein as External Director	Mgmt	For	For
2	Elect Morris Dorfman as External Director	Mgmt	For	For
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Mgmt	None	Against
	Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney	Mgmt		
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	Mgmt	None	For

Sharjah Islamic Bank

Meeting Date: 02/18/2024

Country: United Arab Emirates

Ticker: SIB

Record Date: 02/16/2024

Meeting Type: Annual

Primary ISIN: AES000201013

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Board Report on Company Operations and Its Financial Position for Fiscal Year Ended 31/12/2023	Mgmt	For	For

Sharjah Islamic Bank

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Approve Auditors' Report on Company Financial Statements for Fiscal Year Ended 31/12/2023	Mgmt	For	For
3	Approve Internal Shariah Supervisory Committee Report for Fiscal Year Ended 31/12/2023	Mgmt	For	For
4	Accept Financial Statements and Statutory Reports for Fiscal Year Ended 31/12/2023	Mgmt	For	For
5	Appoint Abdulrahman Al Saadi as Member of Internal Shariah Supervisory Committee	Mgmt	For	For
6	Approve Dividends of 10 Percent of Share Capital and Determine the Date of Distribution	Mgmt	For	For
7	Approve Remuneration of Directors	Mgmt	For	For
8	Approve Discharge of Directors for Fiscal Year Ended 31/12/2023	Mgmt	For	For
9	Approve Discharge of Auditors for Fiscal Year Ended 31/12/2023	Mgmt	For	For
10	Ratify Auditors and Fix Their Remuneration for Fiscal Year 2024	Mgmt	For	For

Shikoku Kasei Holdings Corp.

Meeting Date: 03/28/2024

Country: Japan

Ticker: 4099

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3349600001

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Watanabe, Mitsunori	Mgmt	For	Against
<p><i>Blended Rationale: [RJ-M0201-025] AGAINST directors responsible as the board is less than 1/3 independent despite poison pills.[RJ-M0201-027] AGAINST directors responsible as the board is less than 1/3 independent at company listed on Prime section.</i></p>				
1.2	Elect Director Matsubara, Jun	Mgmt	For	For
1.3	Elect Director Manabe, Yoshinori	Mgmt	For	For
1.4	Elect Director Hamazaki, Makoto	Mgmt	For	For
1.5	Elect Director Ikeda, Yuichi	Mgmt	For	For
1.6	Elect Director Ando, Yoshiaki	Mgmt	For	For
1.7	Elect Director Mori, Kiyoshi	Mgmt	For	Against
<p><i>Blended Rationale: [RJ-M0201-008] AGAINST affiliated outsiders as the board lacks independence despite poison pills. [RJ-M0201-026] AGAINST affiliated outsiders as the board lacks independence at company listed on Prime section.</i></p>				
1.8	Elect Director Tonomura, Shoichiro	Mgmt	For	For
1.9	Elect Director Ota, Minoru	Mgmt	For	For

Shikoku Kasei Holdings Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.10	Elect Director Ishikawa, Sachiko	Mgmt	For	For
2	Appoint Statutory Auditor Kawai, Hiroyasu	Mgmt	For	Against

Blended Rationale: [RJ-M0280-001] AGAINST affiliated outsiders.

Shimano, Inc.

Meeting Date: 03/27/2024

Country: Japan

Ticker: 7309

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3358000002

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 142.5	Mgmt	For	For
2.1	Elect Director Shimano, Yozo	Mgmt	For	For
<i>Blended Rationale: .</i>				
2.2	Elect Director Shimano, Taizo	Mgmt	For	For
<i>Blended Rationale: .</i>				
2.3	Elect Director Toyoshima, Takashi	Mgmt	For	For
2.4	Elect Director Tsuzaki, Masahiro	Mgmt	For	For
3	Appoint Statutory Auditor Yoshimoto, Masayoshi	Mgmt	For	For
4	Appoint Alternate Statutory Auditor Kondo, Yukihiro	Mgmt	For	For

Shiseido Co., Ltd.

Meeting Date: 03/26/2024

Country: Japan

Ticker: 4911

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3351600006

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 30	Mgmt	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

Shiseido Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3.1	Elect Director Uotani, Masahiko	Mgmt	For	For
3.2	Elect Director Fujiwara, Kentaro	Mgmt	For	For
3.3	Elect Director Anno, Hiromi	Mgmt	For	For
3.4	Elect Director Yoshida, Takeshi	Mgmt	For	For
3.5	Elect Director Oishi, Kanoko	Mgmt	For	For
3.6	Elect Director Iwahara, Shinsaku	Mgmt	For	For
3.7	Elect Director Tokuno, Mariko	Mgmt	For	For
3.8	Elect Director Hatanaka, Yoshihiko	Mgmt	For	For
3.9	Elect Director Ozu, Hiroshi	Mgmt	For	For
3.10	Elect Director Goto, Yasuko	Mgmt	For	For
3.11	Elect Director Nonomiya, Ritsuko	Mgmt	For	For

Shizuoka Gas Co., Ltd.

Meeting Date: 03/27/2024

Country: Japan

Ticker: 9543

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3351150002

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 15	Mgmt	For	For
2	Amend Articles to Amend Provisions on Number of Directors	Mgmt	For	For
3.1	Elect Director Kishida, Hiroyuki	Mgmt	For	For
	<i>Blended Rationale: .</i>			
3.2	Elect Director Matsumoto, Yoshitake	Mgmt	For	For
3.3	Elect Director Tonoya, Hiroshi	Mgmt	For	For
3.4	Elect Director Nakanishi, Katsunori	Mgmt	For	For
3.5	Elect Director Kato, Yuriko	Mgmt	For	For
	<i>Blended Rationale: .</i>			
3.6	Elect Director Hirano, Hajime	Mgmt	For	For
	<i>Blended Rationale: .</i>			
3.7	Elect Director Maruno, Koichi	Mgmt	For	For
4	Appoint Statutory Auditor Kosugi, Mitsunobu	Mgmt	For	For

Shriram Finance Limited

Meeting Date: 02/25/2024

Country: India

Ticker: 511218

Record Date: 01/19/2024

Meeting Type: Special

Primary ISIN: INE721A01013

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Postal Ballot Approve Renewal of Limit to Issue Debentures on Private Placement Basis	Mgmt	For	For

Shufersal Ltd.

Meeting Date: 01/22/2024

Country: Israel

Ticker: SAE

Record Date: 01/01/2024

Meeting Type: Special

Primary ISIN: IL0007770378

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Appoint Kost Forer Gabbay & Kasierer (EY) as Auditors	Mgmt	For	For
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Mgmt	None	Against
B1	Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	Mgmt	None	For

Meeting Date: 02/08/2024

Country: Germany

Ticker: SIE

Record Date: 02/01/2024

Meeting Type: Annual

Primary ISIN: DE0007236101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022/23 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 4.70 per Share	Mgmt	For	For
3.1	Approve Discharge of Management Board Member Roland Busch for Fiscal Year 2022/23	Mgmt	For	For
3.2	Approve Discharge of Management Board Member Cedrik Neike for Fiscal Year 2022/23	Mgmt	For	For
3.3	Approve Discharge of Management Board Member Matthias Rebellius for Fiscal Year 2022/23	Mgmt	For	For
3.4	Approve Discharge of Management Board Member Ralf Thomas for Fiscal Year 2022/23	Mgmt	For	For
3.5	Approve Discharge of Management Board Member Judith Wiese for Fiscal Year 2022/23	Mgmt	For	For
4.1	Approve Discharge of Supervisory Board Member Jim Snabe for Fiscal Year 2022/23	Mgmt	For	For
4.2	Approve Discharge of Supervisory Board Member Birgit Steinborn for Fiscal Year 2022/23	Mgmt	For	For
4.3	Approve Discharge of Supervisory Board Member Werner Brandt for Fiscal Year 2022/23	Mgmt	For	For
4.4	Approve Discharge of Supervisory Board Member Tobias Baeumler for Fiscal Year 2022/23	Mgmt	For	For
4.5	Approve Discharge of Supervisory Board Member Michael Diekmann (until Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	For
4.6	Approve Discharge of Supervisory Board Member Regina Dugan (from Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	For
4.7	Approve Discharge of Supervisory Board Member Andrea Fehrmann for Fiscal Year 2022/23	Mgmt	For	For
4.8	Approve Discharge of Supervisory Board Member Bettina Haller for Fiscal Year 2022/23	Mgmt	For	For
4.9	Approve Discharge of Supervisory Board Member Oliver Hartmann (from Sep. 14, 2023) for Fiscal Year 2022/23	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.10	Approve Discharge of Supervisory Board Member Keryn Lee James (from Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	For
4.11	Approve Discharge of Supervisory Board Member Harald Kern for Fiscal Year 2022/23	Mgmt	For	For
4.12	Approve Discharge of Supervisory Board Member Juergen Kerner for Fiscal Year 2022/23	Mgmt	For	For
4.13	Approve Discharge of Supervisory Board Member Martina Merz (from Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	For
4.14	Approve Discharge of Supervisory Board Member Christian Pfeiffer (from Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	For
4.15	Approve Discharge of Supervisory Board Member Benoit Potier for Fiscal Year 2022/23	Mgmt	For	For
4.16	Approve Discharge of Supervisory Board Member Hagen Reimer for Fiscal Year 2022/23	Mgmt	For	For
4.17	Approve Discharge of Supervisory Board Member Norbert Reithofer (until Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	For
4.18	Approve Discharge of Supervisory Board Member Kasper Rorsted for Fiscal Year 2022/23	Mgmt	For	For
4.19	Approve Discharge of Supervisory Board Member Nemat Shafik (until Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	For
4.20	Approve Discharge of Supervisory Board Member Nathalie von Siemens for Fiscal Year 2022/23	Mgmt	For	For
4.21	Approve Discharge of Supervisory Board Member Michael Sigmund (until Aug. 31, 2023) for Fiscal Year 2022/23	Mgmt	For	For
4.22	Approve Discharge of Supervisory Board Member Dorothea Simon for Fiscal Year 2022/23	Mgmt	For	For
4.23	Approve Discharge of Supervisory Board Member Grazia Vittadini for Fiscal Year 2022/23	Mgmt	For	For
4.24	Approve Discharge of Supervisory Board Member Matthias Zachert for Fiscal Year 2022/23	Mgmt	For	For
4.25	Approve Discharge of Supervisory Board Member Gunnar Zukunft (until Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023/24	Mgmt	For	For
6	Approve Remuneration Policy	Mgmt	For	For
7	Approve Remuneration Report	Mgmt	For	For

Siemens AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8	Approve Creation of EUR 480 Million Pool of Capital with Partial Exclusion of Preemptive Rights	Mgmt	For	For
9	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 15 Billion; Approve Creation of EUR 210 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For

Siemens Energy AG

Meeting Date: 02/26/2024

Country: Germany

Ticker: ENR

Record Date: 02/19/2024

Meeting Type: Annual

Primary ISIN: DE000ENER6Y0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022/23 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For
3.1	Approve Discharge of Management Board Member Christian Bruch for Fiscal Year 2022/23	Mgmt	For	For
3.2	Approve Discharge of Management Board Member Maria Ferraro for Fiscal Year 2022/23	Mgmt	For	For
3.3	Approve Discharge of Management Board Member Karim Amin for Fiscal Year 2022/23	Mgmt	For	For
3.4	Approve Discharge of Management Board Member Tim Holt for Fiscal Year 2022/23	Mgmt	For	For
3.5	Approve Discharge of Management Board Member Anne-Laure Parrical de Chamard (from Nov. 1, 2022) for Fiscal Year 2022/23	Mgmt	For	For
3.6	Approve Discharge of Management Board Member Vinod Philip (from Oct. 1, 2022) for Fiscal Year 2022/23	Mgmt	For	For
4.1	Approve Discharge of Supervisory Board Member Joe Kaeser for Fiscal Year 2022/23	Mgmt	For	For
<i>Blended Rationale: .</i>				
4.2	Approve Discharge of Supervisory Board Member Robert Kensbock for Fiscal Year 2022/23	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.3	Approve Discharge of Supervisory Board Member Hubert Lienhard for Fiscal Year 2022/23	Mgmt	For	For
4.4	Approve Discharge of Supervisory Board Member Guenter Augustat for Fiscal Year 2022/23	Mgmt	For	For
4.5	Approve Discharge of Supervisory Board Member Manfred Baereis for Fiscal Year 2022/23	Mgmt	For	For
4.6	Approve Discharge of Supervisory Board Member Manuel Bloemers for Fiscal Year 2022/23	Mgmt	For	For
4.7	Approve Discharge of Supervisory Board Member Christine Bortenlaenger for Fiscal Year 2022/23	Mgmt	For	For
4.8	Approve Discharge of Supervisory Board Member Andrea Fehrmann for Fiscal Year 2022/23	Mgmt	For	For
4.9	Approve Discharge of Supervisory Board Member Andreas Feldmueller for Fiscal Year 2022/23	Mgmt	For	For
4.10	Approve Discharge of Supervisory Board Member Nadine Florian for Fiscal Year 2022/23	Mgmt	For	For
4.11	Approve Discharge of Supervisory Board Member Sigmar Gabriel for Fiscal Year 2022/23	Mgmt	For	For
4.12	Approve Discharge of Supervisory Board Member Horst Hakelberg for Fiscal Year 2022/23	Mgmt	For	For
4.13	Approve Discharge of Supervisory Board Member Juergen Kerner for Fiscal Year 2022/23	Mgmt	For	For
4.14	Approve Discharge of Supervisory Board Member Hildegard Mueller for Fiscal Year 2022/23	Mgmt	For	For
4.15	Approve Discharge of Supervisory Board Member Laurence Mulliez for Fiscal Year 2022/23	Mgmt	For	For
4.16	Approve Discharge of Supervisory Board Member Thomas Pfann for Fiscal Year 2022/23	Mgmt	For	For
4.17	Approve Discharge of Supervisory Board Member Matthias Rebellius for Fiscal Year 2022/23	Mgmt	For	For
4.18	Approve Discharge of Supervisory Board Member Ralf Thomas for Fiscal Year 2022/23	Mgmt	For	For
4.19	Approve Discharge of Supervisory Board Member Geisha Williams for Fiscal Year 2022/23	Mgmt	For	For
4.20	Approve Discharge of Supervisory Board Member Randy Zwirn for Fiscal Year 2022/23	Mgmt	For	For

Siemens Energy AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Ratify KPMG AG as Auditors for Fiscal Year 2023/24	Mgmt	For	For
6	Approve Remuneration Report	Mgmt	For	For
7.1	Elect Veronika Grimm to the Supervisory Board	Mgmt	For	For
7.2	Elect Simone Menne to the Supervisory Board	Mgmt	For	For
8	Approve Remuneration of Supervisory Board	Mgmt	For	For
9	Approve Creation of EUR 399.7 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For
10	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 4 Billion; Approve Creation of EUR 79.9 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For
11	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For

Siemens Limited

Meeting Date: 02/13/2024

Country: India

Ticker: 500550

Record Date: 02/06/2024

Meeting Type: Annual

Primary ISIN: INE003A01024

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Dividend	Mgmt	For	For
3	Approve that the Vacancy on the Board Not be Filled From the Retirement of Daniel Spindler	Mgmt	For	For
4	Approve Price Waterhouse Chartered Accountants LLP, Chartered Accountants as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
5	Elect Wolfgang Wrumnig as Director	Mgmt	For	For
6	Approve Appointment and Remuneration of Wolfgang Wrumnig as Executive Director and Chief Financial Officer	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>				
7	Approve Remuneration of Cost Auditors	Mgmt	For	For

SIIX Corp.

Meeting Date: 03/27/2024

Country: Japan

Ticker: 7613

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3346700002

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 28	Mgmt	For	For
2	Amend Articles to Amend Business Lines	Mgmt	For	For
3.1	Elect Director Murai, Shiro	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-024] AGAINST directors responsible as the board is less than 1/3 independent in face of major blockholders.[RJ-M0201-027] AGAINST directors responsible as the board is less than 1/3 independent at company listed on Prime section.</i>				
3.2	Elect Director Yanase, Koji	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-024] AGAINST directors responsible as the board is less than 1/3 independent in face of major blockholders.[RJ-M0201-027] AGAINST directors responsible as the board is less than 1/3 independent at company listed on Prime section.</i>				
3.3	Elect Director Ono, Seiji	Mgmt	For	For
3.4	Elect Director Maruyama, Toru	Mgmt	For	For
3.5	Elect Director Takagi, Hiroaki	Mgmt	For	For
3.6	Elect Director Hiraoka, Kazuya	Mgmt	For	For
3.7	Elect Director Iguchi, Fukiko	Mgmt	For	For
3.8	Elect Director Takatani, Shinsuke	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-006] AGAINST affiliated outsiders as the board lacks independence in face of major blockholders.[RJ-M0201-026] AGAINST affiliated outsiders as the board lacks independence at company listed on Prime section.</i>				
3.9	Elect Director Omori, Susumu	Mgmt	For	For
3.10	Elect Director Yoshizawa, Nao	Mgmt	For	For
3.11	Elect Director Fujii, Yasuko	Mgmt	For	For
4	Appoint Statutory Auditor Naka, Toshiko	Mgmt	For	For
5	Approve Compensation Ceiling for Directors	Mgmt	For	For

Sika AG

Meeting Date: 03/26/2024

Country: Switzerland

Ticker: SIKA

Record Date:

Meeting Type: Annual

Primary ISIN: CH0418792922

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	Do Not Vote
2	Approve Allocation of Income and Dividends of CHF 3.30 per Share	Mgmt	For	Do Not Vote
3	Approve Discharge of Board of Directors	Mgmt	For	Do Not Vote
4.1.1	Reelect Viktor Balli as Director	Mgmt	For	Do Not Vote
4.1.2	Reelect Lucrece Foufopoulos-De Ridder as Director	Mgmt	For	Do Not Vote
4.1.3	Reelect Justin Howell as Director	Mgmt	For	Do Not Vote
4.1.4	Reelect Gordana Landen as Director	Mgmt	For	Do Not Vote
4.1.5	Reelect Monika Ribar as Director	Mgmt	For	Do Not Vote
4.1.6	Reelect Paul Schuler as Director	Mgmt	For	Do Not Vote
4.1.7	Reelect Thierry Vanlancker as Director	Mgmt	For	Do Not Vote
4.2	Elect Thomas Aebischer as Director	Mgmt	For	Do Not Vote
4.3	Elect Thierry Vanlancker as Board Chair	Mgmt	For	Do Not Vote
4.4.1	Reappoint Justin Howell as Member of the Nomination and Compensation Committee	Mgmt	For	Do Not Vote
4.4.2	Reappoint Gordana Landen as Member of the Nomination and Compensation Committee	Mgmt	For	Do Not Vote
4.4.3	Appoint Paul Schuler as Member of the Nomination and Compensation Committee	Mgmt	For	Do Not Vote
4.5	Ratify KPMG AG as Auditors	Mgmt	For	Do Not Vote
4.6	Designate Jost Windlin as Independent Proxy	Mgmt	For	Do Not Vote
5	Approve Sustainability Report	Mgmt	For	Do Not Vote
6.1	Approve Remuneration Report	Mgmt	For	Do Not Vote
6.2	Approve Remuneration of Directors in the Amount of CHF 3.4 Million	Mgmt	For	Do Not Vote
6.3	Approve Remuneration of Executive Committee in the Amount of CHF 23 Million	Mgmt	For	Do Not Vote

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7	Transact Other Business (Voting)	Mgmt	For	Do Not Vote

Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.

Skandinaviska Enskilda Banken AB

Meeting Date: 03/19/2024

Country: Sweden

Ticker: SEB.A

Record Date: 03/11/2024

Meeting Type: Annual

Primary ISIN: SE0000148884

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Elect Chairman of Meeting	Mgmt	For	For
3	Prepare and Approve List of Shareholders	Mgmt		
4	Approve Agenda of Meeting	Mgmt	For	For
5.1	Designate Anna Magnusson as Inspector of Minutes of Meeting	Mgmt	For	For
5.2	Designate Carina Sverin as Inspector of Minutes of Meeting	Mgmt	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For
7	Receive Financial Statements and Statutory Reports	Mgmt		
8	Receive President's Report	Mgmt		
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For
10	Approve Allocation of Income and Dividends of SEK 8.50 Per Share	Mgmt	For	For
11.1	Approve Discharge of Jacob Aarup-Andersen	Mgmt	For	For
11.2	Approve Discharge of Signhild Arnegard Hansen	Mgmt	For	For
11.3	Approve Discharge of Anne-Catherine Berner	Mgmt	For	For
11.4	Approve Discharge of Annika Dahlberg	Mgmt	For	For
11.5	Approve Discharge of John Flint	Mgmt	For	For
11.6	Approve Discharge of Winnie Fok	Mgmt	For	For
11.7	Approve Discharge of Anna-Karin Glimstrom	Mgmt	For	For
11.8	Approve Discharge of Svein Tore Holsether	Mgmt	For	For

Skandinaviska Enskilda Banken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
11.9	Approve Discharge of Charlotta Lindholm	Mgmt	For	For
11.10	Approve Discharge of Sven Nyman	Mgmt	For	For
11.11	Approve Discharge of Marika Ottander	Mgmt	For	For
11.12	Approve Discharge of Lars Ottersgard	Mgmt	For	For
11.13	Approve Discharge of Jesper Ovesen	Mgmt	For	For
11.14	Approve Discharge of Helena Saxon	Mgmt	For	For
11.15	Approve Discharge of Johan Torgeby (as Board Member)	Mgmt	For	For
11.16	Approve Discharge of Marcus Wallenberg	Mgmt	For	For
11.17	Approve Discharge of Johan Torgeby (as President)	Mgmt	For	For
12.1	Determine Number of Members (11) and Deputy Members (0) of Board	Mgmt	For	For
12.2	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For
13.1	Approve Remuneration of Directors in the Amount of SEK 3.7 Million for Chairman, SEK 1.2 Million for Vice Chairman and SEK 925,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
13.2	Approve Remuneration of Auditors	Mgmt	For	For
14a1	Reelect Jacob Aarup Andersen as Director	Mgmt	For	For
14a2	Reelect Signhild Arnegard Hansen as Director	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>				
14a3	Reelect Anne-Catherine Berner as Director	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>				
14a4	Reelect John Flint as Director	Mgmt	For	For
14a5	Reelect Winnie Fok as Director	Mgmt	For	For
14a6	Reelect Svein Tore Holsether as Director	Mgmt	For	For
14a7	Reelect Sven Nyman as Director	Mgmt	For	For
14a8	Reelect Lars Ottersgard as Director	Mgmt	For	For
14a9	Reelect Helena Saxon as Director	Mgmt	For	For
14a10	Reelect Johan Torgeby as Director	Mgmt	For	For
14a11	Reelect Marcus Wallenberg as Director	Mgmt	For	For

Skandinaviska Enskilda Banken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
14b	Reelect Marcus Wallenberg as Board Chair	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>				
15	Ratify Ernst & Young as Auditors	Mgmt	For	For
16a	Approve Remuneration Report	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>				
16b	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For
17a	Approve SEB All Employee Program 2024 for All Employees in Most of the Countries where SEB Operates	Mgmt	For	For
17b	Approve SEB Share Deferral Program 2024 for Group Executive Committee, Senior Managers and Key Employees	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>				
17c	Approve SEB Restricted Share Program 2024 for Other than Senior Managers in Certain Business Units	Mgmt	For	For
18a	Authorize Share Repurchase Program	Mgmt	For	For
18b	Authorize Repurchase of Class A and/or Class C Shares and Reissuance of Repurchased Shares Inter Alia in for Capital Purposes and Long-Term Incentive Plans	Mgmt	For	For
18c	Approve Transfer of Class A Shares to Participants in 2024 Long-Term Equity Programmes	Mgmt	For	For
19	Approve Issuance of Convertibles without Preemptive Rights	Mgmt	For	For
20a	Approve SEK 411 Million Reduction in Share Capital for Transfer to Unrestricted Equity	Mgmt	For	For
20b	Approve Capitalization of Reserves of SEK 411 Million for a Bonus Issue	Mgmt	For	For
21	Approve Proposal Concerning the Appointment of Auditors in Foundations Without Own Management	Mgmt	For	For
	Shareholder Proposals Submitted by Carl Axel Bruno	Mgmt		
22	Change Bank Software	SH	None	Against
<i>Blended Rationale: [RU-S0000-001] Proposal is not in shareholders' best interests.</i>				
	Shareholder Proposals Submitted by the Swedish Society for Nature Conservation and Greenpeace Nordic	Mgmt		

Skandinaviska Enskilda Banken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
23	Instruct Board of Directors to Revise SEB Overall Strategy to be in Line with the Paris Agreement Goals	SH	None	Against
<i>Blended Rationale: [RU-S0000-001] Proposal is not in shareholders' best interests.</i>				
24	Close Meeting	Mgmt		

Skanska AB

Meeting Date: 03/27/2024

Country: Sweden

Ticker: SKA.B

Record Date: 03/19/2024

Meeting Type: Annual

Primary ISIN: SE0000113250

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Elect Chairman of Meeting	Mgmt	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For
4	Approve Agenda of Meeting	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt		
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For
7	Receive President's Report	Mgmt		
8	Receive Financial Statements and Statutory Reports	Mgmt		
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For
10	Approve Allocation of Income and Dividends of SEK 5.50 Per Share	Mgmt	For	For
11a	Approve Discharge of Hans Biorck	Mgmt	For	For
11b	Approve Discharge of Par Boman	Mgmt	For	For
11c	Approve Discharge of Jan Gurander	Mgmt	For	For
11d	Approve Discharge of Mats Hederos	Mgmt	For	For
11e	Approve Discharge of Fredrik Lundberg	Mgmt	For	For
11f	Approve Discharge of Catherine Marcus	Mgmt	For	For
11g	Approve Discharge of Ann E. Massey	Mgmt	For	For
11h	Approve Discharge of Asa Soderstrom Winberg	Mgmt	For	For
11i	Approve Discharge of Employee Representative Ola Falt	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
11j	Approve Discharge of Employee Representative Richard Horstedt	Mgmt	For	For
11k	Approve Discharge of Employee Representative Yvonne Stenman	Mgmt	For	For
11l	Approve Discharge of Deputy Employee Representative Goran Pajnic	Mgmt	For	For
11m	Approve Discharge of Deputy Employee Representative Hans Reinholdsson	Mgmt	For	For
11n	Approve Discharge of Deputy Employee Representative Anders Rattgard	Mgmt	For	For
11o	Approve Discharge of President Anders Danielsson	Mgmt	For	For
12a	Determine Number of Members (9) and Deputy Members (0) of Board	Mgmt	For	For
12b	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For
13a	Approve Remuneration of Directors in the Amount of SEK 2.4 Million for Chairman and SEK 800,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
13b	Approve Remuneration of Auditors	Mgmt	For	For
14a	Reelect Hans Biorck as Director	Mgmt	For	For
14b	Reelect Par Boman as Director	Mgmt	For	For
14c	Reelect Jan Gurander as Director	Mgmt	For	For
14d	Reelect Mats Hederos as Director	Mgmt	For	For
14e	Reelect Fredrik Lundberg as Director	Mgmt	For	For
14f	Reelect Catherine Marcus as Director	Mgmt	For	For
14g	Reelect Asa Soderstrom Winberg as Director	Mgmt	For	For
14h	Elect Jayne McGivern as New Director	Mgmt	For	For
14i	Elect Henrik Sjolund as New Director	Mgmt	For	For
14j	Reelect Hans Biorck as Board Chair	Mgmt	For	Against

Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.

15	Ratify Ernst & Young AB as Auditors	Mgmt	For	For
16	Approve Remuneration Report	Mgmt	For	For
17	Approve Equity Plan Financing	Mgmt	For	For
18	Authorize Class B Share Repurchase Program	Mgmt	For	For
19	Amend Articles Re: General Meeting	Mgmt	For	For
20	Close Meeting	Mgmt		

Meeting Date: 03/26/2024

Country: Sweden

Ticker: SKF.B

Record Date: 03/18/2024

Meeting Type: Annual

Primary ISIN: SE0000108227

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Elect Chairman of Meeting	Mgmt	For	For
3	Prepare and Approve List of Shareholders	Mgmt		
4	Approve Agenda of Meeting	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt		
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For
7	Receive Financial Statements and Statutory Reports	Mgmt		
8	Receive President's Report	Mgmt		
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For
10	Approve Allocation of Income and Dividends of SEK 7.50 Per Share	Mgmt	For	For
11.1	Approve Discharge of Board Member Hans Straberg	Mgmt	For	For
11.2	Approve Discharge of Board Member Hock Goh	Mgmt	For	For
11.3	Approve Discharge of Board Member Geert Follens	Mgmt	For	For
11.4	Approve Discharge of Board Member Hakan Buskhe	Mgmt	For	For
11.5	Approve Discharge of Board Member Susanna Schneerberg	Mgmt	For	For
11.6	Approve Discharge of Board Member Rickard Gustafson	Mgmt	For	For
11.7	Approve Discharge of Board Member Beth Ferreira	Mgmt	For	For
11.8	Approve Discharge of Board Member Therese Friberg	Mgmt	For	For
11.9	Approve Discharge of Board Member Richard Nilsson	Mgmt	For	For
11.10	Approve Discharge of Board Member Niko Pakalen	Mgmt	For	For
11.11	Approve Discharge of Board Member Jonny Hillber	Mgmt	For	For
11.12	Approve Discharge of Board Member Zarko Djurovic	Mgmt	For	For
11.13	Approve Discharge of Deputy Board Member Thomas Eliasson	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
11.14	Approve Discharge of Deputy Board Member Steve Norrman	Mgmt	For	For
11.15	Approve Discharge of President Rickard Gustafsson	Mgmt	For	For
12	Determine Number of Members (10) and Deputy Members (0) of Board	Mgmt	For	For
13	Approve Remuneration of Directors in the Amount of SEK 2.8 Million for Chair, SEK 1.4 Million for Vice Chair and SEK 900,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
14.1	Reelect Hans Straberg as Director	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.[SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>				
14.2	Reelect Hock Goh as Director	Mgmt	For	For
14.3	Reelect Geert Follens as Director	Mgmt	For	For
14.4	Reelect Hakan Buskhe as Director	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>				
14.5	Reelect Susanna Schneeberger as Director	Mgmt	For	For
14.6	Reelect Rickard Gustafson as Director	Mgmt	For	For
14.7	Reelect Beth Ferreira as Director	Mgmt	For	For
14.8	Reelect Therese Friberg as Director	Mgmt	For	For
14.9	Reelect Richard Nilsson as Director	Mgmt	For	For
14.10	Reelect Niko Pakalen as Director	Mgmt	For	For
15	Reelect Hans Straberg as Board Chair	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.[SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>				
16	Approve Remuneration Report	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>				
17	Approve 2024 Performance Share Program	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>				

Skylark Holdings Co., Ltd.

Meeting Date: 03/28/2024

Country: Japan

Ticker: 3197

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3396210001

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Tani, Makoto	Mgmt	For	For
1.2	Elect Director Kanaya, Minoru	Mgmt	For	For
1.3	Elect Director Tahara, Fumio	Mgmt	For	For
1.4	Elect Director Sano, Ayako	Mgmt	For	For
1.5	Elect Director Imura, Hirohiko	Mgmt	For	For

Sligro Food Group NV

Meeting Date: 03/27/2024

Country: Netherlands

Ticker: SLIGR

Record Date: 02/28/2024

Meeting Type: Annual

Primary ISIN: NL0000817179

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt		
1	Open Meeting	Mgmt		
2	Discuss Minutes of Previous Meeting	Mgmt		
3a	Receive Report of Executive Board (Non-Voting)	Mgmt		
3b	Discussion on Company's Corporate Governance Structure and Compliance with the Corporate Governance Code	Mgmt		
4a	Approve Remuneration Report	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>				
4b	Receive Presentation by the Auditor on the Audit of the Financial Statements	Mgmt		
4c	Adopt Financial Statements	Mgmt	For	For
4d	Receive Explanation on Company's Provision and Dividend Policy	Mgmt		
4e	Approve Allocation of Income	Mgmt	For	For
4f	Approve Discharge of Executive Board	Mgmt	For	For

Sligro Food Group NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4g	Approve Discharge of Supervisory Board	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>				
5	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
6a	Grant Board Authority to Issue Shares up to 10 Percent of Issued Capital Plus Additional 10 Percent in case of Merger or Acquisition	Mgmt	For	For
<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>				
6b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For
<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>				
7	Approve Remuneration of Supervisory Board	Mgmt	For	For
8	Notification of the Intended Appointment of Dries Bogels to the Executive Board	Mgmt		
9a	Acknowledge Resignation of Freek Rijna	Mgmt		
9b	Notification of the Intended Appointment of Dirk Anbeek as Chair of the Supervisory Board	Mgmt		

Smart Metering Systems Plc

Meeting Date: 01/22/2024

Country: United Kingdom

Ticker: SMS

Record Date: 01/18/2024

Meeting Type: Special

Primary ISIN: GB00B4X1RC86

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	This is a Second Call Meeting Originally Held on 09 January 2024	Mgmt		
1	Approve Matters Relating to the Recommended Cash Acquisition of Smart Metering Systems plc by Sienna Bidco Limited	Mgmt	For	For

Smart Metering Systems Plc

Meeting Date: 01/22/2024

Country: United Kingdom

Ticker: SMS

Record Date: 01/18/2024

Meeting Type: Court

Primary ISIN: GB00B4X1RC86

Smart Metering Systems Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	This is a Second Call Meeting Originally Held on 09 January 2024	Mgmt		
	Court Meeting	Mgmt		
1	Approve Scheme of Arrangement	Mgmt	For	For

Snow Peak, Inc. (Japan)

Meeting Date: 03/28/2024

Country: Japan

Ticker: 7816

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3399770001

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Yamai, Toru	Mgmt	For	For
1.2	Elect Director Sakamoto, Nobu	Mgmt	For	For
1.3	Elect Director Minaguchi, Takafumi	Mgmt	For	For
	<i>Blended Rationale: .</i>			
1.4	Elect Director Ito, Masahiro	Mgmt	For	For
2.1	Elect Director and Audit Committee Member Tanabe, Shinji	Mgmt	For	For
2.2	Elect Director and Audit Committee Member Wakatsuki, Yoshihiro	Mgmt	For	For
2.3	Elect Director and Audit Committee Member Uematsu, Eriko	Mgmt	For	For
3	Elect Alternate Director and Audit Committee Member Noguchi, Masashiro	Mgmt	For	For

Sodexo SA

Meeting Date: 01/30/2024

Country: France

Ticker: SW

Record Date: 01/26/2024

Meeting Type: Ordinary Shareholders

Primary ISIN: FR0000121220

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Distribution in Kind of Shares of Pluxee	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

Solar A/S

Meeting Date: 03/15/2024

Country: Denmark

Ticker: SOLAR.B

Record Date: 03/08/2024

Meeting Type: Annual

Primary ISIN: DK0010274844

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Report of Board	Mgmt		
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of DKK 30 Per Share	Mgmt	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
5	Approve Remuneration of Directors in the Amount of DKK 600,000 for Chairman, DKK 300,000 for Vice Chairman, DKK 300,000 for Chairman of Audit Committee and DKK 200,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
6.a	Reelect Michael Troensegaard Andersen as Director	Mgmt	For	Abstain
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>				
6.b	Reelect Jesper Dalsgaard as Director	Mgmt	For	For
6.c	Reelect Louise Knauer as Director	Mgmt	For	For
6.d	Reelect Peter Bang as Director	Mgmt	For	For
6.e	Reelect Morten Chrone as Director	Mgmt	For	For
6.f	Reelect Katrine Borum as Director	Mgmt	For	For
7	Ratify Deloitte as Auditors	Mgmt	For	For
8.1	Authorize Board to Distribute Extraordinary Dividends of DKK 50 Per Share	Mgmt	For	For
8.2	Authorize Share Repurchase Program	Mgmt	For	For
8.3	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For
9	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For

Solar A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
10	Other Business	Mgmt		

Sona BLW Precision Forgings Ltd.

Meeting Date: 03/01/2024	Country: India	Ticker: 543300
Record Date: 01/27/2024	Meeting Type: Special	Primary ISIN: INE073K01018

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Postal Ballot	Mgmt		
1	Elect Manisha Girotra as Director	Mgmt	For	For

Sosei Group Corp.

Meeting Date: 03/27/2024	Country: Japan	Ticker: 4565
Record Date: 12/31/2023	Meeting Type: Annual	Primary ISIN: JP3431300007

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Amend Articles to Change Company Name - Change Location of Head Office - Amend Provisions on Number of Directors	Mgmt	For	For
2.1	Elect Director Tamura, Shinichi	Mgmt	For	For
2.2	Elect Director Christopher Cargill	Mgmt	For	For
2.3	Elect Director Toyama, Tomohiro	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-031] AGAINST affiliated outsiders at board with three committee structure.</i>				
2.4	Elect Director Kaga, Kuniaki	Mgmt	For	For
2.5	Elect Director David Roblin	Mgmt	For	For
2.6	Elect Director Nagai, Noriaki	Mgmt	For	For
2.7	Elect Director Rolf Soderstrom	Mgmt	For	For
2.8	Elect Director Seki, Miwa	Mgmt	For	For
2.9	Elect Director Tomita, Eiko	Mgmt	For	For

Spar Group Ltd.

Meeting Date: 02/21/2024

Country: South Africa

Ticker: SPP

Record Date: 02/09/2024

Meeting Type: Annual

Primary ISIN: ZAE000058517

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Resolutions	Mgmt		
1.1	Elect Shirley Zinn as Director	Mgmt	For	For
1.2	Elect Pedro da Silva as Director	Mgmt	For	For
1.3	Elect Trudi Makhaya as Director	Mgmt	For	For
1.4	Elect Angelo Swartz as Director	Mgmt	For	For
1.5	Elect Megan Pydigadu as Director	Mgmt	For	For
1.6	Elect Marie Jamieson as Director	Mgmt	For	For
1.7	Elect Liesbeth Botha as Director	Mgmt	For	For
2.1	Re-elect Lwazi Koyana as Director	Mgmt	For	For
2.2	Re-elect Sundeep Naran as Director	Mgmt	For	For
3.1	Reappoint PricewaterhouseCoopers Inc. as Auditors	Mgmt	For	For
3.2	Reappoint Thomas Howatt as Designated Audit Partner	Mgmt	For	For
4.1	Re-elect Lwazi Koyana as Member of the Audit Committee	Mgmt	For	For
4.2	Re-elect Sundeep Naran as Member of the Audit Committee	Mgmt	For	For
4.3	Elect Pedro da Silva as Member of the Audit Committee	Mgmt	For	For
5	Place Authorised but Unissued Shares Under Control of Directors Pursuant to the Conditional Share Plan	Mgmt	For	For
6	Approve Remuneration Policy	Mgmt	For	For
7	Approve Remuneration Implementation Report	Mgmt	For	For
	Special Resolutions	Mgmt		
1	Approve Financial Assistance to Related or Inter-related Companies	Mgmt	For	For
2	Approve Non-executive Directors' Fees	Mgmt	For	Against

Blended Rationale: [LN-MQ550-001] Remuneration arrangements are poorly structured.

Spar Nord Bank A/S

Meeting Date: 03/19/2024

Country: Denmark

Ticker: SPNO

Record Date: 03/12/2024

Meeting Type: Annual

Primary ISIN: DK0060036564

Spar Nord Bank A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For	For
2	Receive Report of Board	Mgmt		
3	Accept Financial Statements and Statutory Reports	Mgmt	For	For
4	Approve Allocation of Income and Dividends of DKK 10 Per Share	Mgmt	For	For
5	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	For
6	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
7	Approve Remuneration of Directors	Mgmt	For	For
8	Authorize Share Repurchase Program	Mgmt	For	For
9.A	Approve DKK 27.6 Million Reduction in Share Capital via Share Cancellation	Mgmt	For	For
9.B	Amend Articles Re: Term of Board Members	Mgmt	For	For
9.C	Amend Articles Re: Voting Procedure	Mgmt	For	For
10.a	Reelect Kjeld Johannesen as Director	Mgmt	For	Abstain
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.[RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i>				
10.b	Reelect Henrik Sjogreen as Director	Mgmt	For	For
10.c	Reelect Morten Bach Gaardboe as Director	Mgmt	For	For
10.d	Elect Mette Louise Kaagaard as New Director	Mgmt	For	For
11	Ratify Deloitte as Auditors	Mgmt	For	For
12	Other Business	Mgmt		

SpareBank 1 Nord-Norge

Meeting Date: 02/23/2024

Country: Norway

Ticker: NONG

Record Date:

Meeting Type: Annual

Primary ISIN: NO0006000801

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Meeting for Holders of Primary Capital Certificates	Mgmt		

SpareBank 1 Nord-Norge

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Elect Svein Ove Haugland, Odd Reidar Oie, Ketil Arnesen and Solveig Klæbo Reitan as Members of Committee of Representatives; Elect Einar Frafjord and Vivi Ann Pedersen as Deputy Members of Committee of Representatives	Mgmt	For	Abstain

Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.

Sparebank 1 Ostlandet

Meeting Date: 02/21/2024 **Country:** Norway **Ticker:** SPOL
Record Date: **Meeting Type:** Annual **Primary ISIN:** NO0010751910

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Meeting for Holders of Equity Capital Certificates	Mgmt		
1	Receive President's Report	Mgmt		
2	Elect Bjornar Hakensmoen, Marit Johnsrud and Olav Vold as Members of the Bank Supervisory Board; Elect Erik Ringnes, Mette Hansen Christiansen and Guro Storlien Evensen as Deputy Members	Mgmt	For	Against

Blended Rationale: [LN-M0201-005] Non-independent director on inadequately independent board.

S-Pool, Inc.

Meeting Date: 02/28/2024 **Country:** Japan **Ticker:** 2471
Record Date: 11/30/2023 **Meeting Type:** Annual **Primary ISIN:** JP3163900008

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 10	Mgmt	For	For
2	Appoint Statutory Auditor Yamashita, Noboru	Mgmt	For	For

SSP Group Plc

Meeting Date: 01/30/2024 **Country:** United Kingdom **Ticker:** SSPG
Record Date: 01/26/2024 **Meeting Type:** Annual **Primary ISIN:** GB00BGBN7C04

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	For
3	Approve Remuneration Policy	Mgmt	For	For
4	Approve UK and International Share Incentive Plans	Mgmt	For	For
5	Approve Final Dividend	Mgmt	For	For
6	Re-elect Mike Clasper as Director	Mgmt	For	For
7	Re-elect Patrick Coveney as Director	Mgmt	For	For
8	Re-elect Jonathan Davies as Director	Mgmt	For	For
9	Re-elect Carolyn Bradley as Director	Mgmt	For	For
10	Re-elect Tim Lodge as Director	Mgmt	For	For
11	Re-elect Judy Vezmar as Director	Mgmt	For	For
12	Re-elect Kelly Kuhn as Director	Mgmt	For	For
13	Re-elect Apurvi Sheth as Director	Mgmt	For	For
14	Reappoint KPMG LLP as Auditors	Mgmt	For	For
15	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For
17	Authorise Issue of Equity	Mgmt	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

Stabilus SE

Meeting Date: 02/07/2024

Country: Germany

Ticker: STM

Record Date: 01/16/2024

Meeting Type: Annual

Primary ISIN: DE000STAB1L8

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022/23 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 1.75 per Share	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022/23	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022/23	Mgmt	For	For
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2023/24 and for the Review of Interim Financial Reports for the First Half of Fiscal Year 2023/24	Mgmt	For	For
6	Approve Remuneration Report	Mgmt	For	For
7	Approve Increase in Size of Board to Six Members	Mgmt	For	For
8	Elect Susanne Heckelsberger to the Supervisory Board	Mgmt	For	For
9	Amend Articles Re: Proof of Entitlement	Mgmt	For	For
10	Approve Affiliation Agreement with Stabilus Motion Controls GmbH	Mgmt	For	For

Star Micronics Co., Ltd.

Meeting Date: 03/28/2024

Country: Japan

Ticker: 7718

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3399000003

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Sato, Mamoru	Mgmt	For	For
1.2	Elect Director Sasai, Yasunao	Mgmt	For	For
1.3	Elect Director Sato, Seigo	Mgmt	For	For
1.4	Elect Director Iwasaki, Seigo	Mgmt	For	For
2.1	Elect Director and Audit Committee Member Nishikawa, Seiichi	Mgmt	For	For
2.2	Elect Director and Audit Committee Member Sugimoto, Motoki	Mgmt	For	For
2.3	Elect Director and Audit Committee Member Miyata, Itsue	Mgmt	For	For

Meeting Date: 03/20/2024

Country: Finland

Ticker: STERV

Record Date: 03/08/2024

Meeting Type: Annual

Primary ISIN: FI0009005961

Proposal Number	Proposal Text	Proponent	Mgmt 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
8	Approve Allocation of Income and Dividends of EUR 0.10 Per Share	Mgmt	For	For
9	Approve Discharge of Board and President	Mgmt	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>				
11	Approve Remuneration of Directors in the Amount of EUR 215,270 for Chairman, EUR 121,540 for Vice Chairman and EUR 83,430 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
12	Fix Number of Directors at Eight	Mgmt	For	For
13	Reelect Hakan Buskhe (Vice-Chair), Elisabeth Fleuriot, Helena Hedblom, Astrid Hermann, Kari Jordan (Chair), Christiane Kuehne and Richard Nilsson as Directors; Elect Reima Ryttsola as New Director	Mgmt	For	Abstain
<p><i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.[SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i></p>				
14	Approve Remuneration of Auditors	Mgmt	For	For
15	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For

Stora Enso Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
16	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For
17	Approve Issuance of up to 2 Million Class R Shares without Preemptive Rights	Mgmt	For	For
18	Decision on Making Order	Mgmt		
19	Close Meeting	Mgmt		

SUMCO Corp.

Meeting Date: 03/28/2024

Country: Japan

Ticker: 3436

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3322930003

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Hashimoto, Mayuki	Mgmt	For	For
1.2	Elect Director Awa, Toshihiro	Mgmt	For	For
1.3	Elect Director Ryuta, Jiro	Mgmt	For	For
1.4	Elect Director Kubozoe, Shinichi	Mgmt	For	For
1.5	Elect Director Kato, Takeo	Mgmt	For	For
1.6	Elect Director Kato, Akane	Mgmt	For	For
2.1	Elect Director and Audit Committee Member Fujii, Atsuro	Mgmt	For	For
2.2	Elect Director and Audit Committee Member Tanaka, Hitoshi	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-028] AGAINST affiliated outsiders at board with audit committee structure.</i>				
2.3	Elect Director and Audit Committee Member Mitomi, Masahiro	Mgmt	For	For
2.4	Elect Director and Audit Committee Member Ota, Shinichiro	Mgmt	For	For
2.5	Elect Director and Audit Committee Member Sue, Masahiko	Mgmt	For	For
2.6	Elect Director and Audit Committee Member Amy Shigemi Hatta	Mgmt	For	For

Sumitomo Forestry Co., Ltd.

Meeting Date: 03/28/2024

Country: Japan

Ticker: 1911

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3409800004

Sumitomo Forestry Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 65	Mgmt	For	For
2.1	Elect Director Ichikawa, Akira	Mgmt	For	For
2.2	Elect Director Mitsuyoshi, Toshiro	Mgmt	For	For
2.3	Elect Director Kawata, Tatsumi	Mgmt	For	For
2.4	Elect Director Kawamura, Atsushi	Mgmt	For	For
2.5	Elect Director Takahashi, Ikuro	Mgmt	For	For
2.6	Elect Director Otani, Nobuyuki	Mgmt	For	For
2.7	Elect Director Yamashita, Izumi	Mgmt	For	For
2.8	Elect Director Kurihara, Mitsue	Mgmt	For	For
2.9	Elect Director Toyoda, Yuko	Mgmt	For	For
2.10	Elect Director Iwamoto, Toshio	Mgmt	For	For
3.1	Appoint Statutory Auditor Hada, Kazunari	Mgmt	For	For
3.2	Appoint Statutory Auditor Kawachi, Takashi	Mgmt	For	For
4	Approve Compensation Ceilings for Directors and Statutory Auditors	Mgmt	For	For

Sumitomo Heavy Industries, Ltd.

Meeting Date: 03/28/2024

Country: Japan

Ticker: 6302

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3405400007

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 60	Mgmt	For	For
2.1	Elect Director Okamura, Tetsuya	Mgmt	For	For
2.2	Elect Director Shimomura, Shinji	Mgmt	For	For
2.3	Elect Director Kojima, Eiji	Mgmt	For	For
2.4	Elect Director Hiraoka, Kazuo	Mgmt	For	For
2.5	Elect Director Chijiwa, Toshihiko	Mgmt	For	For
2.6	Elect Director Watanabe, Toshiro	Mgmt	For	For
2.7	Elect Director Araki, Tatsuro	Mgmt	For	For
2.8	Elect Director Takahashi, Susumu	Mgmt	For	For

Sumitomo Heavy Industries, Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2.9	Elect Director Hamaji, Akio	Mgmt	For	For
2.10	Elect Director Morita, Sumie	Mgmt	For	For
2.11	Elect Director Hodaka, Yaeko	Mgmt	For	For
3	Appoint Statutory Auditor Minaki, Mio	Mgmt	For	For
4	Appoint Alternate Statutory Auditor Wakae, Takeo	Mgmt	For	For

Sumitomo Rubber Industries, Ltd.

Meeting Date: 03/28/2024

Country: Japan

Ticker: 5110

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3404200002

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 53	Mgmt	For	For
2.1	Elect Director Yamamoto, Satoru	Mgmt	For	For
2.2	Elect Director Nishiguchi, Hidekazu	Mgmt	For	For
2.3	Elect Director Muraoka, Kiyoshige	Mgmt	For	For
2.4	Elect Director Nishino, Masatsugu	Mgmt	For	For
2.5	Elect Director Okawa, Naoki	Mgmt	For	For
2.6	Elect Director Kuniyasu, Yasuaki	Mgmt	For	For
2.7	Elect Director Kawamatsu, Hideaki	Mgmt	For	For
2.8	Elect Director Kosaka, Keizo	Mgmt	For	For
<i>Blended Rationale: .</i>				
2.9	Elect Director Sonoda, Mari	Mgmt	For	For
2.10	Elect Director Tanisho, Takasi	Mgmt	For	For
2.11	Elect Director Fudaba, Misao	Mgmt	For	For
2.12	Elect Director Motojima, Naomi	Mgmt	For	For
3.1	Appoint Statutory Auditor Yasuhara, Hirofumi	Mgmt	For	For
3.2	Appoint Statutory Auditor Tagawa, Toshikazu	Mgmt	For	For

Suntory Beverage & Food Ltd.

Meeting Date: 03/27/2024

Country: Japan

Ticker: 2587

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3336560002

Suntory Beverage & Food Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 40	Mgmt	For	For
2.1	Elect Director Ono, Makiko	Mgmt	For	For
2.2	Elect Director Shekhar Mundlay	Mgmt	For	For
2.3	Elect Director Naiki, Hachiro	Mgmt	For	For
2.4	Elect Director Peter Harding	Mgmt	For	For
2.5	Elect Director Miyamori, Hiroshi	Mgmt	For	For
2.6	Elect Director Nakamura, Maki	Mgmt	For	For
3	Elect Director and Audit Committee Member Kanda, Hideki	Mgmt	For	For
4	Elect Alternate Director and Audit Committee Member Amitani, Mitsuhiro	Mgmt	For	For

Svenska Cellulosa AB SCA

Meeting Date: 03/22/2024

Country: Sweden

Ticker: SCA.B

Record Date: 03/14/2024

Meeting Type: Annual

Primary ISIN: SE0000112724

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting; Elect Chairman of Meeting	Mgmt	For	For
2	Prepare and Approve List of Shareholders	Mgmt	For	For
3	Designate Inspector(s) of Minutes of Meeting	Mgmt		
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For
5	Approve Agenda of Meeting	Mgmt	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
8.b	Approve Allocation of Income and Dividends of SEK 2.75 Per Share	Mgmt	For	For
8.c1	Approve Discharge of Asa Bergman	Mgmt	For	For
8.c2	Approve Discharge of Par Boman	Mgmt	For	For
8.c3	Approve Discharge of Lennart Evrell	Mgmt	For	For

Svenska Cellulosa AB SCA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8.c4	Approve Discharge of Annemarie Gardshol	Mgmt	For	For
8.c5	Approve Discharge of Carina Hakansson	Mgmt	For	For
8.c6	Approve Discharge of Ulf Larsson (as Board Member)	Mgmt	For	For
8.c7	Approve Discharge of Martin Lindqvist	Mgmt	For	For
8.c8	Approve Discharge of Anders Sundstrom	Mgmt	For	For
8.c9	Approve Discharge of Barbara M. Thoralfsson	Mgmt	For	For
8.c10	Approve Discharge of Karl Aberg	Mgmt	For	For
8.c11	Approve Discharge of Employee Representative Niclas Andersson	Mgmt	For	For
8.c12	Approve Discharge of Employee Representative Roger Bostrom	Mgmt	For	For
8.c13	Approve Discharge of Employee Representative Maria Jonsson	Mgmt	For	For
8.c14	Approve Discharge of Deputy Employee Representative Stefan Lundkvist	Mgmt	For	For
8.c15	Approve Discharge of Deputy Employee Representative Malin Marklund	Mgmt	For	For
8.c16	Approve Discharge of Deputy Employee Representative Peter Olsson	Mgmt	For	For
8.c17	Approve Discharge of CEO Ulf Larsson	Mgmt	For	For
9	Determine Number of Directors (9) and Deputy Directors (0) of Board	Mgmt	For	For
10	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For
11.1	Approve Remuneration of Directors in the Amount of SEK 2.1 Million for Chairman and SEK 715,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
11.2	Approve Remuneration of Auditors	Mgmt	For	For
12.1	Reelect Asa Bergman as Director	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i></p>				
12.2	Reelect Lennart Evrel as Director	Mgmt	For	For
12.3	Reelect Annemarie Gardshol as Director	Mgmt	For	For
12.4	Reelect Carina Hakansson as Director	Mgmt	For	For
12.5	Reelect Ulf Larsson as Director	Mgmt	For	For
12.6	Reelect Martin Lindqvist as Director	Mgmt	For	For

Svenska Cellulosa AB SCA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
12.7	Reelect Anders Sundstrom as Director	Mgmt	For	For
12.8	Reelect Barbara M. Thoralfsson as Director	Mgmt	For	Against
<i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee.</i>				
12.9	Elect Helena Stjernholm as New Director	Mgmt	For	For
13	Elect Helena Stjernholm as Board Chair	Mgmt	For	For
14	Ratify Ernst & Young as Auditor	Mgmt	For	For
15	Approve Remuneration Report	Mgmt	For	For
16	Approve Cash-Based Incentive Program (Program 2024-2026) for Key Employees	Mgmt	For	For
17	Close Meeting	Mgmt		

Svenska Handelsbanken AB

Meeting Date: 03/20/2024

Country: Sweden

Ticker: SHB.A

Record Date: 03/12/2024

Meeting Type: Annual

Primary ISIN: SE0007100599

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Elect Chairman of Meeting	Mgmt	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For
4	Approve Agenda of Meeting	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For
7	Receive Financial Statements and Statutory Reports	Mgmt		
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For
9	Approve Allocation of Income and Dividends of SEK 13.00 Per Share	Mgmt	For	For
10	Approve Remuneration Report	Mgmt	For	For
11	Approve Discharge of Board and President	Mgmt	For	For
12	Authorize Repurchase of up to 120 Million Class A and/or B Shares and Reissuance of Repurchased Shares	Mgmt	For	For

Svenska Handelsbanken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
13	Authorize Share Repurchase Program	Mgmt	For	For
14	Approve Issuance of Convertible Capital Instruments Corresponding to a Maximum of 198 Million Shares without Preemptive Rights	Mgmt	For	For
15	Amend Articles Re: Chairman of Shareholders Meetings	Mgmt	For	For
16	Determine Number of Directors (9)	Mgmt	For	For
17	Determine Number of Auditors (2)	Mgmt	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
19.1	Reelect Jon Fredrik Baksaas as Director	Mgmt	For	For
19.2	Reelect Helene Barnekow as Director	Mgmt	For	For
19.3	Reelect Stina Bergfors as Director	Mgmt	For	For
19.4	Reelect Hans Biorck as Director	Mgmt	For	For
19.5	Reelect Par Boman as Director	Mgmt	For	For
19.6	Reelect Kerstin Hessius as Director	Mgmt	For	For
19.7	Elect Louise Lindh as New Director	Mgmt	For	For
19.8	Reelect Fredrik Lundberg as Director	Mgmt	For	For
19.9	Reelect Ulf Riese as Director	Mgmt	For	For
20	Reelect Par Boman as Board Chairman	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i></p>				
21	Ratify PricewaterhouseCoopers and Deloitte as Auditors	Mgmt	For	For
22	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For
23	Approve Proposal Concerning the Appointment of Auditors in Foundations Without Own Management	Mgmt	For	For
	Shareholder Proposals Submitted by Carl Axel Bruno	Mgmt		
24	Amend Bank's Mainframe Computers Software	SH	None	Against
<p><i>Blended Rationale: [RU-S0000-001] Proposal is not in shareholders' best interests.</i></p>				
25	Close Meeting	Mgmt		

Meeting Date: 03/26/2024

Country: Sweden

Ticker: SWED.A

Record Date: 03/18/2024

Meeting Type: Annual

Primary ISIN: SE0000242455

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Elect Chairman of Meeting	Mgmt	For	For
3	Prepare and Approve List of Shareholders	Mgmt		
4	Approve Agenda of Meeting	Mgmt	For	For
5	Designate Inspectors of Minutes of Meeting	Mgmt		
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For
7.a	Receive Financial Statements and Statutory Reports	Mgmt		
7.b	Receive Auditor's Reports	Mgmt		
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For
9	Approve Allocation of Income and Dividends of SEK 15.15 Per Share	Mgmt	For	For
10.a	Approve Discharge of Bo Bengtsson	Mgmt	For	For
10.b	Approve Discharge of Goran Bengtson	Mgmt	For	For
10.c	Approve Discharge of Annika Creutzer	Mgmt	For	For
10.d	Approve Discharge of Hans Eckerstrom	Mgmt	For	For
10.e	Approve Discharge of Kerstin Hermansson	Mgmt	For	For
10.f	Approve Discharge of Helena Liljedahl	Mgmt	For	For
10.g	Approve Discharge of Bengt Erik Lindgren	Mgmt	For	For
10.h	Approve Discharge of Anna Mossberg	Mgmt	For	For
10.i	Approve Discharge of Per Olof Nyman	Mgmt	For	For
10.j	Approve Discharge of Biljana Pehrsson	Mgmt	For	For
10.k	Approve Discharge of Goran Persson	Mgmt	For	For
10.l	Approve Discharge of Biorn Riese	Mgmt	For	For
10.m	Approve Discharge of Jens Henriksson	Mgmt	For	For
10.n	Approve Discharge of Roger Ljung	Mgmt	For	For
10.o	Approve Discharge of Ake Skoglund	Mgmt	For	For
10.p	Approve Discharge of Henrik Joelsson	Mgmt	For	For
10.q	Approve Discharge of Camilla Linder	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
11	Determine Number of Members (10) and Deputy Members of Board (0)	Mgmt	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
13.a	Reelect Goran Bengtsson as Director	Mgmt	For	For
13.b	Reelect Annika Creutzer as Director	Mgmt	For	For
13.c	Reelect Hans Eckerstrom as Director	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>				
13.d	Reelect Kerstin Hermansson as Director	Mgmt	For	For
13.e	Reelect Helena Liljedahl as Director	Mgmt	For	For
13.f	Reelect Anna Mossberg as Director	Mgmt	For	For
13.g	Reelect Per Olof Nyman as Director	Mgmt	For	For
13.h	Reelect Biljana Pehrsson as Director	Mgmt	For	For
13.i	Reelect Goran Persson as Director	Mgmt	For	For
13.j	Reelect Biorn Riese as Director	Mgmt	For	For
14	Elect Goran Persson as Board Chairman	Mgmt	For	For
15	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For
16	Approve Nomination Committee Procedures	Mgmt	For	For
17	Authorize Repurchase Authorization for Trading in Own Shares	Mgmt	For	For
18	Authorize Share Repurchase Program	Mgmt	For	For
19	Approve Issuance of Convertibles without Preemptive Rights	Mgmt	For	For
20.a	Approve Common Deferred Share Bonus Plan (Eken 2024)	Mgmt	For	For
20.b	Approve Deferred Share Bonus Plan for Key Employees (IP 2024)	Mgmt	For	For
20.c	Approve Equity Plan Financing	Mgmt	For	For
21	Amend Articles Re: Business Name; Business Object; Business of the Annual General Meeting; General Meetings	Mgmt	For	For
22	Approve Remuneration Report	Mgmt	For	For
	Shareholder Proposals Submitted by Carl Axel Bruno	Mgmt		

Swedbank AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
23	Change Bank Software	SH	None	Against
<i>Blended Rationale: [RU-S0000-001] Proposal is not in shareholders' best interests.</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
<i>Blended Rationale: [RU-S0000-001] Proposal is not in shareholders' best interests.</i>				
25	Close Meeting	Mgmt		

Swiss Prime Site AG

Meeting Date: 03/19/2024

Country: Switzerland

Ticker: SPSN

Record Date:

Meeting Type: Annual

Primary ISIN: CH0008038389

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For
4	Approve Allocation of Income and Dividends of CHF 3.40 per Share	Mgmt	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 1.8 Million	Mgmt	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 5.5 Million	Mgmt	For	For
6.1.1	Reelect Ton Buechner as Director	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>				
6.1.2	Reelect Reto Conrad as Director	Mgmt	For	For
6.1.3	Reelect Barbara Knoflach as Director	Mgmt	For	For
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>				
6.1.4	Reelect Gabrielle Nater-Bass as Director	Mgmt	For	For
6.1.5	Reelect Thomas Studhalter as Director	Mgmt	For	For
6.1.6	Reelect Brigitte Walter as Director	Mgmt	For	For

Swiss Prime Site AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6.1.7	Elect Detlef Trefzger as Director	Mgmt	For	For
6.2	Reelect Ton Buechner as Board Chair	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>				
6.3.1	Reappoint Gabrielle Nater-Bass as Member of the Nomination and Compensation Committee	Mgmt	For	For
6.3.2	Reappoint Barbara Knoflach as Member of the Nomination and Compensation Committee	Mgmt	For	For
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>				
6.3.3	Appoint Detlef Trefzger as Member of the Nomination and Compensation Committee	Mgmt	For	For
6.4	Designate Paul Wiesli as Independent Proxy	Mgmt	For	For
6.5	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For
7	Transact Other Business (Voting)	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.</i>				

Swisscom AG

Meeting Date: 03/27/2024

Country: Switzerland

Ticker: SCMN

Record Date:

Meeting Type: Annual

Primary ISIN: CH0008742519

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	Do Not Vote
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For	Do Not Vote
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.[LN-M0550-001] Remuneration arrangements are poorly structured.</i>				
1.3	Approve Non-Financial Report	Mgmt	For	Do Not Vote
2	Approve Allocation of Income and Dividends of CHF 22 per Share	Mgmt	For	Do Not Vote
3	Approve Discharge of Board and Senior Management	Mgmt	For	Do Not Vote

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.1	Reelect Michael Rechsteiner as Director and Board Chair	Mgmt	For	Do Not Vote
4.2	Reelect Roland Abt as Director	Mgmt	For	Do Not Vote
4.3	Reelect Monique Bourquin as Director	Mgmt	For	Do Not Vote
4.4	Reelect Guus Dekkers as Director	Mgmt	For	Do Not Vote
4.5	Reelect Frank Esser as Director	Mgmt	For	Do Not Vote
4.6	Reelect Sandra Lathion-Zweifel as Director	Mgmt	For	Do Not Vote
4.7	Reelect Anna Mossberg as Director	Mgmt	For	Do Not Vote
4.8	Elect Daniel Muenger as Director	Mgmt	For	Do Not Vote
5.1	Reappoint Roland Abt as Member of the Compensation Committee	Mgmt	For	Do Not Vote
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-001] Remuneration arrangements are poorly structured.</i>				
5.2	Reappoint Monique Bourquin as Member of the Compensation Committee	Mgmt	For	Do Not Vote
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-001] Remuneration arrangements are poorly structured.</i>				
5.3	Reappoint Frank Esser as Member of the Compensation Committee	Mgmt	For	Do Not Vote
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-001] Remuneration arrangements are poorly structured.</i>				
5.4	Reappoint Michael Rechsteiner as Member of the Compensation Committee	Mgmt	For	Do Not Vote
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-001] Remuneration arrangements are poorly structured.</i>				
5.5	Appoint Fritz Zurbruegg as Member of the Compensation Committee	Mgmt	For	Do Not Vote
6.1	Approve Remuneration of Directors in the Amount of CHF 2.5 Million	Mgmt	For	Do Not Vote
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 10.9 Million	Mgmt	For	Do Not Vote
7	Designate Reber Rechtsanwaelte as Independent Proxy	Mgmt	For	Do Not Vote
8	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	Do Not Vote
9	Transact Other Business (Voting)	Mgmt	For	Do Not Vote
<i>Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.</i>				

Meeting Date: 03/21/2024

Country: Denmark

Ticker: SYDB

Record Date: 03/14/2024

Meeting Type: Annual

Primary ISIN: DK0010311471

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Report of Board	Mgmt		
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends	Mgmt	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
5.1	Reelect Tine Seehausen as Member of Committee of Representatives	Mgmt	For	For
5.2	Reelect Robin Feddern as Member of Committee of Representatives	Mgmt	For	For
5.3	Reelect Per Nordvig Nielsen as Member of Committee of Representatives	Mgmt	For	For
5.4	Reelect Jon Stefansson as Member of Committee of Representatives	Mgmt	For	For
5.5	Reelect Carsten Sandbaek Kristensen as Member of Committee of Representatives	Mgmt	For	For
5.6	Elect Lise Von Seelen as New Member of Committee of Representatives	Mgmt	For	For
5.7	Reelect Lars Mikkellaard-Jensen as Member of Committee of Representatives	Mgmt	For	For
5.8	Reelect Christian Bring as Member of Committee of Representatives	Mgmt	For	For
5.9	Reelect Lars Andersen as Member of Committee of Representatives	Mgmt	For	For
5.10	Reelect Susanne Schou as Member of Committee of Representatives	Mgmt	For	For
5.11	Reelect Jacob Chr. Nielsen as Member of Committee of Representatives	Mgmt	For	For
5.12	Reelect Hans-Jorgen Skovby Jorgensen as Member of Committee of Representatives	Mgmt	For	For
5.13	Elect Anne-Mette Elbaek Mapouyat as New Member of Committee of Representatives	Mgmt	For	For
5.14	Elect Martin Lentfer Petersen as New Member of Committee of Representatives	Mgmt	For	For
5.15	Reelect Bjarne Emborg Pedersen as Member of Committee of Representatives	Mgmt	For	For

Sydbank A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5.16	Elect Kristine Schmidt as New Member of Committee of Representatives	Mgmt	For	For
5.17	Reelect Jan Christensen as Member of Committee of Representatives	Mgmt	For	For
5.18	Elect Mette Hejl as New Member of Committee of Representatives	Mgmt	For	For
6	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For
7.a	Approve DKK 19.1 Million Million Reduction in Share Capital	Mgmt	For	For
7.b	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	For
7.c	Approve Remuneration of Directors	Mgmt	For	For
7.d	Approve Indemnification of Members of the Board of Directors and Executive Management	Mgmt	For	For
8	Authorize Share Repurchase Program	Mgmt	For	For
9	Other Business	Mgmt		

TADANO Ltd.

Meeting Date: 03/27/2024

Country: Japan

Ticker: 6395

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3465000002

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 15	Mgmt	For	For
2.1	Elect Director Tadano, Koichi	Mgmt	For	For
2.2	Elect Director Ujiie, Toshiaki	Mgmt	For	For
2.3	Elect Director Goda, Hiroyuki	Mgmt	For	For
2.4	Elect Director Yashiro, Noriaki	Mgmt	For	For
2.5	Elect Director Ishizuka, Tatsuro	Mgmt	For	For
2.6	Elect Director Otsuka, Akiko	Mgmt	For	For
2.7	Elect Director Kaneko, Junichi	Mgmt	For	For
2.8	Elect Director Tadenuma, Koichi	Mgmt	For	For
2.9	Elect Director Murayama, Shosaku	Mgmt	For	For
3.1	Appoint Statutory Auditor Ikeura, Masahiko	Mgmt	For	For
3.2	Appoint Statutory Auditor Kato, Mami	Mgmt	For	For

TADANO Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3.3	Appoint Statutory Auditor Suzuki, Hisakazu	Mgmt	For	For

Tadiran Group Ltd.

Meeting Date: 01/08/2024

Country: Israel

Ticker: TDRN

Record Date: 12/06/2023

Meeting Type: Annual/Special

Primary ISIN: IL0002580129

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Reelect Ariel Herzfeld as Director	Mgmt	For	For
1.2	Reelect Moshe Mamrod as Director	Mgmt	For	For
1.3	Reelect Alona Shafer as Director	Mgmt	For	For
2	Reappoint Kost Forer Gabbay & Kasierer as Auditors	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
3	Discuss Financial Statements and the Report of the Board	Mgmt		
4	Issue Exemption Agreement to Alona Shafer	Mgmt	For	For
5	Issue Indemnification Agreement to Alona Shafer	Mgmt	For	For
6	Approve Extension of Updated Employment Terms of Nofar Mamrod, Controller's Relative and Officer	Mgmt	For	For
7	Issue Exemption Agreement to Nofar Mamrod	Mgmt	For	For
8	Issue Extension of Indemnification Agreement to Nofar Mamrod	Mgmt	For	For
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Mgmt	None	Against
	Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney	Mgmt		
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against

Tadiran Group Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	Mgmt	None	For

Tadiran Group Ltd.

Meeting Date: 03/20/2024

Country: Israel

Ticker: TDRN

Record Date: 02/19/2024

Meeting Type: Special

Primary ISIN: IL0002580129

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Elect Ronen Kimchi as External Director	Mgmt	For	For
2	Approve Compensation of Ronen Kimchi, External Director	Mgmt	For	For
3	Issue Exemption Agreement to Ronen Kimchi, External Director	Mgmt	For	For
4	Issue Indemnification Agreement to Ronen Kimchi, External Director	Mgmt	For	For
5	Approve Rental Agreement with Mamrud Real Estate Ltd., Controlled by Moshe Mamarod, Controller, Director and CEO of the Company	Mgmt	For	For
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Mgmt	None	Against
	Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney	Mgmt		
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against

Tadiran Group Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	Mgmt	None	For

Taisho Pharmaceutical Holdings Co., Ltd.

Meeting Date: 03/18/2024 **Country:** Japan **Ticker:** 4581
Record Date: 01/31/2024 **Meeting Type:** Special
Primary ISIN: JP3442850008

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Reverse Stock Split to Squeeze Out Minority Shareholders	Mgmt	For	Against
<i>Blended Rationale: [TK-M0000-001] AGAINST as the proposal is not in shareholders' best interests.</i>				
2	Amend Articles to Decrease Authorized Capital - Delete References to Record Date	Mgmt	For	Against
<i>Blended Rationale: [TK-M0000-001] AGAINST as the proposal is not in shareholders' best interests.</i>				

Tamron Co., Ltd.

Meeting Date: 03/27/2024 **Country:** Japan **Ticker:** 7740
Record Date: 12/31/2023 **Meeting Type:** Annual
Primary ISIN: JP3471800007

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 135	Mgmt	For	For
2	Amend Articles to Adopt Board Structure with Audit Committee - Amend Provisions on Number of Directors - Authorize Directors to Execute Day to Day Operations without Full Board Approval - Authorize Board to Determine Income Allocation	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0461-015] AGAINST the board's discretion to determine income allocation.</i>				
3.1	Elect Director Sakuraba, Shogo	Mgmt	For	For
<i>Blended Rationale: .</i>				

Tamron Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3.2	Elect Director Shenghai Zhang	Mgmt	For	For
3.3	Elect Director Otani, Makoto	Mgmt	For	For
3.4	Elect Director Okayasu, Tomohide	Mgmt	For	For
3.5	Elect Director Sato, Yuichi	Mgmt	For	For
3.6	Elect Director Katagiri, Harumi	Mgmt	For	For
3.7	Elect Director Ishii, Eriko	Mgmt	For	Against
<i>Blended Rationale: [TK-M0201-023] AGAINST as outside director sits on more than four board of directors or audit & supervisory board of listed companies.</i>				
3.8	Elect Director Suzuki, Fumio	Mgmt	For	For
4.1	Elect Director and Audit Committee Member Yamaguchi, Takahiro	Mgmt	For	For
4.2	Elect Director and Audit Committee Member Hirayama, Takashi	Mgmt	For	For
4.3	Elect Director and Audit Committee Member Nara, Masaya	Mgmt	For	For
4.4	Elect Director and Audit Committee Member Ueda, Takashi	Mgmt	For	For
5	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For
6	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	Mgmt	For	For
7	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For

Tata Communications Limited

Meeting Date: 02/25/2024

Country: India

Ticker: 500483

Record Date: 01/19/2024

Meeting Type: Special

Primary ISIN: INE151A01013

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Postal Ballot	Mgmt		
1	Amend Articles of Association - Board Related	Mgmt	For	For

Tata Consumer Products Limited

Meeting Date: 01/27/2024

Country: India

Ticker: 500800

Record Date: 12/22/2023

Meeting Type: Special

Primary ISIN: INE192A01025

Tata Consumer Products Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Postal Ballot Approve Appointment and Remuneration of Ajit Sukumar Krishnakumar as Whole-time Director, designated as Executive Director and Chief Operating Officer	Mgmt	For	For

Tata Elxsi Limited

Meeting Date: 03/16/2024 **Country:** India **Ticker:** 500408
Record Date: 02/09/2024 **Meeting Type:** Special **Primary ISIN:** INE670A01012

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Postal Ballot Approve Material Related Party Transactions with Jaguar Land Rover Limited, UK for FY 2023-24	Mgmt	For	For
2	Approve Material Related Party Transactions with Jaguar Land Rover Limited, UK for FY 2024-25	Mgmt	For	For

Tata Steel Limited

Meeting Date: 01/25/2024 **Country:** India **Ticker:** 500470
Record Date: 12/15/2023 **Meeting Type:** Court **Primary ISIN:** INE081A01020

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Court-Ordered Meeting For Equity Shareholders Approve Scheme of Amalgamation	Mgmt	For	For

Tata Steel Limited

Meeting Date: 02/09/2024 **Country:** India **Ticker:** 500470
Record Date: 02/02/2024 **Meeting Type:** Court **Primary ISIN:** INE081A01020

Tata Steel Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Court-Ordered Meeting For Equity Shareholders Approve Scheme of Amalgamation	Mgmt	For	For

Tata Steel Limited

Meeting Date: 03/02/2024 **Country:** India **Ticker:** 500470
Record Date: 01/26/2024 **Meeting Type:** Special
Primary ISIN: INE081A01020

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Postal Ballot Approve Material Modification in the Approved Related Party Transaction(s) with The Indian Steel and Wire Products Ltd	Mgmt	For	For
2	Approve Material Modification in the Approved Related Party Transaction(s) between Tata Steel Downstream Products Limited and Tata Motors Limited	Mgmt	For	For
3	Approve Material Modification in the Approved Related Party Transaction(s) with Tata Motors Limited and Poshs Metal Industries Private Limited	Mgmt	For	For
4	Approve Material Related Party Transactions with Tata Capital Ltd	Mgmt	For	For

Technology One Limited

Meeting Date: 02/21/2024 **Country:** Australia **Ticker:** TNE
Record Date: 02/19/2024 **Meeting Type:** Annual
Primary ISIN: AU000000TNE8

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Remuneration Report	Mgmt	For	For
2	Elect Peter Ball as Director	Mgmt	For	For
3	Elect Sharon Doyle as Director	Mgmt	For	For
4	Approve Grant of FY24 LTI Options to Ed Chung	Mgmt	For	For

Telefonica Brasil SA

Meeting Date: 01/24/2024

Country: Brazil

Ticker: VIVT3

Record Date:

Meeting Type: Extraordinary Shareholders

Primary ISIN: BRVIVTACNOR0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Reduction in Share Capital without Cancellation of Shares	Mgmt	For	For
2	Amend Article 5 to Reflect Changes in Capital	Mgmt	For	For
3	Consolidate Bylaws	Mgmt	For	For
4	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For

The First International Bank of Israel Ltd.

Meeting Date: 01/03/2024

Country: Israel

Ticker: FIBI

Record Date: 12/05/2023

Meeting Type: Special

Primary ISIN: IL0005930388

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Employment Terms of Eliyahu Cohen, CEO	Mgmt	For	For
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Mgmt	None	Against
	Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney	Mgmt		
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	Mgmt	None	For

The Gulf Bank of Kuwait

Meeting Date: 03/23/2024

Country: Kuwait

Ticker: GBK

Record Date: 03/10/2024

Meeting Type: Extraordinary
Shareholders

Primary ISIN: KW0EQ0100028

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Extraordinary Business Amend Article 70 of Articles of Association Re: Allocation to Statutory Reserve	Mgmt	For	For

The Japan Wool Textile Co., Ltd.

Meeting Date: 02/22/2024

Country: Japan

Ticker: 3201

Record Date: 11/30/2023

Meeting Type: Annual

Primary ISIN: JP3700800000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 19	Mgmt	For	For
2.1	Elect Director Tomita, Kazuya	Mgmt	For	For
2.2	Elect Director Nagaoka, Yutaka	Mgmt	For	For
2.3	Elect Director Hihara, Kuniaki	Mgmt	For	For
2.4	Elect Director Kawamura, Yoshiro	Mgmt	For	For
2.5	Elect Director Okamoto, Takehiro	Mgmt	For	For
2.6	Elect Director Wakamatsu, Yasuhiro	Mgmt	For	For
2.7	Elect Director Miyajima, Seishi	Mgmt	For	For
2.8	Elect Director Kato, Yukihiro	Mgmt	For	For
3.1	Appoint Statutory Auditor Fujiwara, Hiroshi	Mgmt	For	For
3.2	Appoint Statutory Auditor Uehara, Michiko	Mgmt	For	For
3.3	Appoint Statutory Auditor Kato, Junichi	Mgmt	For	For
4	Appoint Alternate Statutory Auditor Katsui, Eiko	Mgmt	For	For
5	Approve Takeover Defense Plan (Poison Pill)	Mgmt	For	Against

Blended Rationale: [RJ-M0609-007] AGAINST as other defense measures are in place.

The Sage Group plc

Meeting Date: 02/01/2024

Country: United Kingdom

Ticker: SGE

Record Date: 01/30/2024

Meeting Type: Annual

Primary ISIN: GB00B8C3BL03

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	For
3	Approve Final Dividend	Mgmt	For	For
4	Elect Roisin Donnelly as Director	Mgmt	For	For
5	Re-elect Andrew Duff as Director	Mgmt	For	For
6	Re-elect Sangeeta Anand as Director	Mgmt	For	For
7	Re-elect John Bates as Director	Mgmt	For	For
8	Re-elect Jonathan Bewes as Director	Mgmt	For	For
9	Re-elect Maggie Jones as Director	Mgmt	For	For
10	Re-elect Annette Court as Director	Mgmt	For	For
11	Re-elect Derek Harding as Director	Mgmt	For	For
12	Re-elect Steve Hare as Director	Mgmt	For	For
13	Re-elect Jonathan Howell as Director	Mgmt	For	For
14	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For
15	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For
17	Authorise Issue of Equity	Mgmt	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

The Tata Power Company Limited

Meeting Date: 03/28/2024

Country: India

Ticker: 500400

Record Date: 02/09/2024

Meeting Type: Special

Primary ISIN: INE245A01021

The Tata Power Company Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Postal Ballot	Mgmt		
1	Reelect Ashok Sinha as Director	Mgmt	For	For
2	Approve Material Related Party Transaction(s) with PT Kaltim Prima Coal	Mgmt	For	For
3	Approve Material Related Party Transaction(s) with Tata Projects Limited	Mgmt	For	For
4	Approve Material Related Party Transaction(s) with Tata Steel Limited	Mgmt	For	For
5	Approve Material Related Party Transaction(s) with Tata Power Renewable Energy Limited	Mgmt	For	For
6	Approve Material Related Party Transaction(s) between Tata Power Trading Company Limited and Maithon Power Limited	Mgmt	For	For
7	Approve Material Related Party Transaction(s) between Tata Power Delhi Distribution Limited and Tata Power Trading Company Limited	Mgmt	For	For
8	Approve Material Related Party Transaction(s) between Tata Power Solar Systems Limited and TP Vardhaman Surya Limited	Mgmt	For	For
9	Approve Material Related Party Transaction(s) between Tata Power Renewable Energy Limited and TP Vardhaman Surya Limited	Mgmt	For	For

The Yokohama Rubber Co., Ltd.

Meeting Date: 03/28/2024

Country: Japan

Ticker: 5101

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3955800002

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 50	Mgmt	For	For
2.1	Elect Director Yamaishi, Masataka	Mgmt	For	For
2.2	Elect Director Seimiya, Shinji	Mgmt	For	For
2.3	Elect Director Nitin Mantri	Mgmt	For	For
2.4	Elect Director Miyamoto, Tomoaki	Mgmt	For	For
2.5	Elect Director Nakamura, Yoshikuni	Mgmt	For	For

The Yokohama Rubber Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2.6	Elect Director Yuki, Masahiro	Mgmt	For	For
2.7	Elect Director Okada, Hideichi	Mgmt	For	For
2.8	Elect Director Shimizu, Megumi	Mgmt	For	For
2.9	Elect Director Furukawa, Junichi	Mgmt	For	For
2.10	Elect Director Takada, Hisako	Mgmt	For	For
3	Elect Alternate Director and Audit Committee Member Furukawa, Junichi	Mgmt	For	For
4	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	Mgmt	For	For

Theeb Rent a Car Co.

Meeting Date: 02/29/2024

Country: Saudi Arabia

Ticker: 4261

Record Date:

Meeting Type: Ordinary Shareholders

Primary ISIN: SA159GK22IH4

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1.1	Elect Saleem Shidyaq as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
1.2	Elect Riyadh Al Malik as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
1.3	Elect Haytham Al Fareeh as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
1.4	Elect Mohammed Ahmed Al Theeb as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
1.5	Elect Nayif Al Theeb as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
1.6	Elect Mohammed Hamoud Al Theeb as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
1.7	Elect Fahd bin Muaammar as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
1.8	Elect Khalid Al Houshan as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			

Theeb Rent a Car Co.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.9	Elect Atif Al Shihri as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
1.10	Elect Nael Fayiz as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
1.11	Elect Ahmed Al Baqshi as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
1.12	Elect Ghassan Kashmeeri as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
1.13	Elect Isam Al Saqeer as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
1.14	Elect Mohammed Al Muaytiq as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
1.15	Elect Ahmed Khoqeer as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
1.16	Elect Abdullah Al Qahtani as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
1.17	Elect Muneerah bin Hasan as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
1.18	Elect Hamoud Al Muraytee as Director	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>			
2	Approve Interim Dividends Semi Annually or Quarterly for FY 2024	Mgmt	For	For

Theme International Holdings Limited

Meeting Date: 03/25/2024

Country: Bermuda

Ticker: 990

Record Date: 03/19/2024

Meeting Type: Special

Primary ISIN: BMG8800F1876

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Exercise of Call Option and Related Transactions	Mgmt	For	For

THK CO., LTD.

Meeting Date: 03/16/2024

Country: Japan

Ticker: 6481

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3539250005

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 16	Mgmt	For	For
2	Amend Articles to Clarify Director Authority on Shareholder Meetings - Clarify Director Authority on Board Meetings	Mgmt	For	For
3.1	Elect Director Teramachi, Akihiro	Mgmt	For	For
3.2	Elect Director Teramachi, Takashi	Mgmt	For	For
3.3	Elect Director Imano, Hiroshi	Mgmt	For	For
3.4	Elect Director Teramachi, Toshihiro	Mgmt	For	For
3.5	Elect Director Maki, Nobuyuki	Mgmt	For	For
3.6	Elect Director Shimomaki, Junji	Mgmt	For	For
3.7	Elect Director Nakane, Kenji	Mgmt	For	For
3.8	Elect Director Kainosho, Masaaki	Mgmt	For	For
3.9	Elect Director Kai, Junko	Mgmt	For	For
4.1	Elect Director and Audit Committee Member Hioki, Masakatsu	Mgmt	For	For
4.2	Elect Director and Audit Committee Member Omura, Tomitoshi	Mgmt	For	For
4.3	Elect Director and Audit Committee Member Ueda, Yoshiki	Mgmt	For	For
5	Elect Alternate Director and Audit Committee Member Miyake, Hidetaka	Mgmt	For	For

thyssenkrupp AG
Meeting Date: 02/02/2024

Country: Germany

Ticker: TKA

Record Date: 01/11/2024

Meeting Type: Annual

Primary ISIN: DE0007500001

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022/23 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 0.15 per Share	Mgmt	For	For
3.1	Approve Discharge of Management Board Member Miguel Lopez Borrego (from June 1, 2023) for Fiscal Year 2022/23	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3.2	Approve Discharge of Management Board Member Oliver Burkhard for Fiscal Year 2022/23	Mgmt	For	For
3.3	Approve Discharge of Management Board Member Klaus Keysberg for Fiscal Year 2022/23	Mgmt	For	For
3.4	Approve Discharge of Management Board Member Martina Merz (until May 31, 2023) for Fiscal Year 2022/23	Mgmt	For	For
4.1	Approve Discharge of Supervisory Board Member Siegfried Russwurm for Fiscal Year 2022/23	Mgmt	For	For
4.2	Approve Discharge of Supervisory Board Member Juergen Kerner for Fiscal Year 2022/23	Mgmt	For	For
4.3	Approve Discharge of Supervisory Board Member Birgit Behrendt for Fiscal Year 2022/23	Mgmt	For	For
4.4	Approve Discharge of Supervisory Board Member Patrick Berard (from Feb. 3, 2023) for Fiscal Year 2022/23	Mgmt	For	For
4.5	Approve Discharge of Supervisory Board Member Stefan Buchner for Fiscal Year 2022/23	Mgmt	For	For
4.6	Approve Discharge of Supervisory Board Member Wolfgang Colberg for Fiscal Year 2022/23	Mgmt	For	For
4.7	Approve Discharge of Supervisory Board Member Ursula Gather for Fiscal Year 2022/23	Mgmt	For	For
4.8	Approve Discharge of Supervisory Board Member Angelika Gifford for Fiscal Year 2022/23	Mgmt	For	For
4.9	Approve Discharge of Supervisory Board Member Bernhard Guenther for Fiscal Year 2022/23	Mgmt	For	For
4.10	Approve Discharge of Supervisory Board Member Achim Hass for Fiscal Year 2022/23	Mgmt	For	For
4.11	Approve Discharge of Supervisory Board Member Tanja Jacquemin for Fiscal Year 2022/23	Mgmt	For	For
4.12	Approve Discharge of Supervisory Board Member Daniela Jansen for Fiscal Year 2022/23	Mgmt	For	For
4.13	Approve Discharge of Supervisory Board Member Christian Julius for Fiscal Year 2022/23	Mgmt	For	For
4.14	Approve Discharge of Supervisory Board Member Thorsten Koch for Fiscal Year 2022/23	Mgmt	For	For
4.15	Approve Discharge of Supervisory Board Member Katrin Krawinkel (from Jan. 1, 2023) for Fiscal Year 2022/23	Mgmt	For	For

thyssenkrupp AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.16	Approve Discharge of Supervisory Board Member Ingo Luge for Fiscal Year 2022/23	Mgmt	For	For
4.17	Approve Discharge of Supervisory Board Member Tekin Nasikkol for Fiscal Year 2022/23	Mgmt	For	For
4.18	Approve Discharge of Supervisory Board Member Verena Volpert for Fiscal Year 2022/23	Mgmt	For	For
4.19	Approve Discharge of Supervisory Board Member Ulrich Wilsberg (from Feb. 3, 2023) for Fiscal Year 2022/23	Mgmt	For	For
4.20	Approve Discharge of Supervisory Board Member Kirstin Zeidler (from July 7, 2023) for Fiscal Year 2022/23	Mgmt	For	For
4.21	Approve Discharge of Supervisory Board Member Friederike Helfer (until Feb. 3, 2023) for Fiscal Year 2022/23	Mgmt	For	For
4.22	Approve Discharge of Supervisory Board Member Peter Remmler (until Feb. 3, 2023) for Fiscal Year 2022/23	Mgmt	For	For
4.23	Approve Discharge of Supervisory Board Member Dirk Sievers (until June 20, 2023) for Fiscal Year 2022/23	Mgmt	For	For
4.24	Approve Discharge of Supervisory Board Member Isolde Wuerz (until Dec. 31, 2022) for Fiscal Year 2022/23	Mgmt	For	For
5	Ratify KPMG AG as Auditor for Fiscal Year 2023/24 and as Auditor for the Review of the Interim Financial Statements and Reports for Fiscal Year 2024/25	Mgmt	For	For
6	Approve Remuneration Report	Mgmt	For	For
7	Elect Verena Volpert to the Supervisory Board	Mgmt	For	For
8	Approve Remuneration of Supervisory Board	Mgmt	For	For

TietoEVRY Corp.

Meeting Date: 03/13/2024

Country: Finland

Ticker: TIETO

Record Date: 03/01/2024

Meeting Type: Annual

Primary ISIN: FI0009000277

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Call the Meeting to Order	Mgmt		

Proposal Number	Proposal Text	Proponent	Mgmt 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
8	Approve Allocation of Income; Authorize Board to Decide on Dividends of up to EUR 1.47 Per Share	Mgmt	For	For
9	Approve Discharge of Board and President	Mgmt	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
11	Approve New Remuneration Policy	Mgmt	For	For
<i>Blended Rationale: .</i>				
12	Approve Remuneration of Directors in the Amount of EUR 137,500 for Chairman, EUR 73,500 for Vice Chairman, and EUR 55,600 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For
13	Fix Number of Directors at Nine	Mgmt	For	For
14	Reelect Bertil Carlsen, Elisabetta Castiglioni, Tomas Franzen (Chair), Liselotte Hagertz Engstam, Harri-Pekka Kaukonen, Katharina Mosheim, Gustav Moss, Endre Rangnes and Petter Soderstrom as Directors	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>				
15	Approve Remuneration of Auditors	Mgmt	For	For
16	Ratify Deloitte as Auditors	Mgmt	For	For
17	Approve Authorized Sustainability Remuneration of Auditors	Mgmt	For	For
18	Ratify Deloitte as Authorized Sustainability Auditors	Mgmt	For	For
19	Authorize Share Repurchase Program	Mgmt	For	For
20	Approve Issuance of up to 11.8 Million Shares without Preemptive Rights	Mgmt	For	For
21	Approve Forfeiture of Shares in TietoEVRY Corp. on Joint Account	Mgmt	For	For
22	Close Meeting	Mgmt		

Meeting Date: 02/22/2024

Country: South Africa

Ticker: TBS

Record Date: 02/16/2024

Meeting Type: Annual

Primary ISIN: ZAE000071080

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Resolutions	Mgmt		
1.1	Elect Sam Sithole as Director	Mgmt	For	For
1.2	Elect Tjaart Kruger as Director	Mgmt	For	For
1.3	Elect Thushen Govender as Director	Mgmt	For	For
2.1	Re-elect Michael Ajukwu as Director	Mgmt	For	For
2.2	Re-elect Emma Mashilwane as Director	Mgmt	For	For
2.3	Re-elect Mahlape Sello as Director	Mgmt	For	For
2.4	Re-elect Donald Wilson as Director	Mgmt	For	For
3.1	Re-elect Frank Braeken as Member of the Audit Committee	Mgmt	For	For
3.2	Re-elect Emma Mashilwane as Member of Audit Committee	Mgmt	For	For
3.3	Re-elect Mahlape Sello as Member of the Audit Committee	Mgmt	For	For
3.4	Re-elect Donald Wilson as Member of the Audit Committee	Mgmt	For	For
4	Reappoint Deloitte & Touche as Auditors with Martin Bierman as the Lead Audit Partner	Mgmt	For	For
5	Authorise Ratification of Approved Resolutions	Mgmt	For	For
6	Approve Remuneration Policy	Mgmt	For	For
7	Approve Implementation Report of the Remuneration Policy	Mgmt	For	For
	Special Resolutions	Mgmt		
1	Approve Financial Assistance to Related and Inter-related Companies	Mgmt	For	For
2.1	Approve Remuneration Payable to the Chairman	Mgmt	For	For
2.2	Approve Remuneration Payable to the Lead Independent Director	Mgmt	For	For
2.3	Approve Remuneration Payable to Non-executive Directors	Mgmt	For	For
3	Approve Remuneration Payable to Non-executive Directors Participating in Sub-committees	Mgmt	For	For
4	Approve Remuneration Payable to Non-executive Directors in Respect of Unscheduled/Extraordinary Meetings	Mgmt	For	For
5	Approve Non-resident Directors' Fees	Mgmt	For	For

Tiger Brands Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6	Amend Memorandum of Incorporation Re: Clause 24.2	Mgmt	For	For
<i>Blended Rationale: [SF-M0100-001] On balance, we find that shareholders' rights are likely to be diminished in material ways under the new Charter/Articles/Bylaws.</i>				
7	Authorise Repurchase of Issued Share Capital	Mgmt	For	For

Toagosei Co., Ltd.

Meeting Date: 03/28/2024	Country: Japan	Ticker: 4045
Record Date: 12/31/2023	Meeting Type: Annual	Primary ISIN: JP3556400004

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 33	Mgmt	For	For
2.1	Elect Director Takamura, Mikishi	Mgmt	For	For
2.2	Elect Director Kobuchi, Hidenori	Mgmt	For	For
2.3	Elect Director Serita, Taizo	Mgmt	For	For
2.4	Elect Director Mori, Yuichiro	Mgmt	For	For
2.5	Elect Director Kato, Takashi	Mgmt	For	For
2.6	Elect Director Marumoto, Etsuzo	Mgmt	For	For
2.7	Elect Director Takayama, Shoji	Mgmt	For	For
2.8	Elect Director Ito, Masahiko	Mgmt	For	For
3.1	Elect Director and Audit Committee Member Takano, Nobuhiko	Mgmt	For	For
3.2	Elect Director and Audit Committee Member Takahashi, Yoshihito	Mgmt	For	For
3.3	Elect Director and Audit Committee Member Teramoto, Toshiyuki	Mgmt	For	For

Tokai Carbon Co., Ltd.

Meeting Date: 03/28/2024	Country: Japan	Ticker: 5301
Record Date: 12/31/2023	Meeting Type: Annual	Primary ISIN: JP3560800009

Tokai Carbon Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 18	Mgmt	For	For
2	Amend Articles to Amend Provisions on Director Titles	Mgmt	For	For
3	Amend Articles to Create Bond-Type Class Shares	Mgmt	For	For
4.1	Elect Director Nagasaka, Hajime	Mgmt	For	For
4.2	Elect Director Tsuji, Masafumi	Mgmt	For	For
4.3	Elect Director Yamaguchi, Katsuyuki	Mgmt	For	For
4.4	Elect Director Yamamoto, Shunji	Mgmt	For	For
4.5	Elect Director Yamazaki, Tatsuhiko	Mgmt	For	For
4.6	Elect Director Masaki, Takashi	Mgmt	For	For
4.7	Elect Director Kambayashi, Nobumitsu	Mgmt	For	For
4.8	Elect Director Asada, Mayumi	Mgmt	For	For
4.9	Elect Director Miyazaki, Toshiro	Mgmt	For	For
5	Appoint Statutory Auditor Sugihara, Kanji	Mgmt	For	For
6	Appoint Alternate Statutory Auditor Onuma, Toshiya	Mgmt	For	For

TOKYO OHKA KOGYO CO., LTD.

Meeting Date: 03/28/2024

Country: Japan

Ticker: 4186

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3571800006

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 86	Mgmt	For	For
2.1	Elect Director Taneichi, Noriaki	Mgmt	For	For
2.2	Elect Director Sato, Harutoshi	Mgmt	For	For
2.3	Elect Director Narumi, Yusuke	Mgmt	For	For
2.4	Elect Director Doi, Kosuke	Mgmt	For	For
2.5	Elect Director Yamamoto, Hirotaka	Mgmt	For	For
2.6	Elect Director Ikeda, Ayako	Mgmt	For	For

Tokyo Tatemono Co., Ltd.

Meeting Date: 03/27/2024

Country: Japan

Ticker: 8804

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3582600007

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 37	Mgmt	For	For
2.1	Appoint Statutory Auditor Yoshino, Takashi	Mgmt	For	For
2.2	Appoint Statutory Auditor Hieda, Sayaka	Mgmt	For	For
2.3	Appoint Statutory Auditor Chikada, Naohiro	Mgmt	For	For
3	Appoint Alternate Statutory Auditor Yamaguchi, Takao	Mgmt	For	For

Tokyo Keiba Co., Ltd.

Meeting Date: 03/28/2024

Country: Japan

Ticker: 9672

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3586600003

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 60	Mgmt	For	For
2	Amend Articles to Amend Provisions on Number of Directors - Reduce Directors' Term - Clarify Director Authority on Board Meetings	Mgmt	For	For
3.1	Elect Director Terao, Mitsuchika	Mgmt	For	For
3.2	Elect Director Yamate, Hitoshi	Mgmt	For	For
3.3	Elect Director Ito, Masahiro	Mgmt	For	For
3.4	Elect Director Takakura, Kazuhito	Mgmt	For	For
3.5	Elect Director Takano, Motokazu	Mgmt	For	For
3.6	Elect Director Sato, Koji	Mgmt	For	For
3.7	Elect Director Nagashima, Etsuko	Mgmt	For	For
3.8	Elect Director Morisaki, Yoshinari	Mgmt	For	For
3.9	Elect Director Tanaka, Hideshi	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-006] AGAINST affiliated outsiders as the board lacks independence in face of major blockholders.[RJ-M0201-026] AGAINST affiliated outsiders as the board lacks independence at company listed on Prime section.</i>				
4	Approve Restricted Stock Plan	Mgmt	For	For

Top Glove Corporation Bhd

Meeting Date: 01/10/2024

Country: Malaysia

Ticker: 7113

Record Date: 12/29/2023

Meeting Type: Annual

Primary ISIN: MYL711300003

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Elect Sharmila Sekarajasekaran as Director	Mgmt	For	For
2	Elect Norma Mansor as Director	Mgmt	For	For
3	Elect Lim Hooi Sin as Director	Mgmt	For	For
4	Elect Chong Su-Lin as Director	Mgmt	For	For
5	Elect Rowina Ghazali Seth as Director	Mgmt	For	For
6	Approve Directors' Fees	Mgmt	For	For
7	Approve Directors' Benefits (Excluding Directors' Fees)	Mgmt	For	For
8	Approve Ernst & Young PLT as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
9	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For
10	Approve Share Repurchase Program	Mgmt	For	For

Torii Pharmaceutical Co., Ltd.

Meeting Date: 03/27/2024

Country: Japan

Ticker: 4551

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3635800000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 70	Mgmt	For	For
2	Amend Articles to Abolish Board Structure with Statutory Auditors - Adopt Board Structure with Audit Committee - Amend Provisions on Number of Directors - Amend Provisions on Director Titles - Authorize Board to Determine Income Allocation	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0461-021] AGAINST authorizing board to determine income allocation in face of major blockholders.</i>				
3.1	Elect Director Matsuda, Goichi	Mgmt	For	For
<i>Blended Rationale: .</i>				
3.2	Elect Director Kondo, Nobumasa	Mgmt	For	For

Torii Pharmaceutical Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.1	Elect Director and Audit Committee Member Matsumura, Takaharu	Mgmt	For	For
4.2	Elect Director and Audit Committee Member Manabe, Mihoko	Mgmt	For	For
4.3	Elect Director and Audit Committee Member Fujita, Kenichi	Mgmt	For	For
5	Elect Alternate Director and Audit Committee Member Kumano, Hisashi	Mgmt	For	For
6	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For
7	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	Mgmt	For	For
8	Approve Restricted Stock Plan	Mgmt	For	For
9	Initiate Share Repurchase Program	SH	Against	Against
<i>Blended Rationale: [TK-S0810-002] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>				
10	Amend Articles to Require Individual Compensation Disclosure for Representative Directors	SH	Against	Against
<i>Blended Rationale: [TK-S0810-002] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>				
11	Amend Articles to Review Necessity of Cash Management System	SH	Against	Against
<i>Blended Rationale: [TK-S0810-002] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>				

Tosei Corp.

Meeting Date: 02/27/2024

Country: Japan

Ticker: 8923

Record Date: 11/30/2023

Meeting Type: Annual

Primary ISIN: JP3595070008

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 66	Mgmt	For	For
2	Amend Articles to Reduce Directors' Term	Mgmt	For	For
3.1	Elect Director Yamaguchi, Seiichiro	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-024] AGAINST incumbent top executives as the board is less than 1/3 independent in face of major blockholders.[RJ-M0201-025] AGAINST incumbent top executives as the board is less than 1/3 independent despite poison pills.[RJ-M0201-027] AGAINST incumbent top executives as the board is less than 1/3 independent at company listed on Prime section.</i>				
3.2	Elect Director Hirano, Noboru	Mgmt	For	For
3.3	Elect Director Nakanishi, Hideki	Mgmt	For	For
3.4	Elect Director Yamaguchi, Shunsuke	Mgmt	For	For

Tosei Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3.5	Elect Director Oshima, Hitoshi	Mgmt	For	For
3.6	Elect Director Yoneda, Hiroyasu	Mgmt	For	For
3.7	Elect Director Shotoku, Kenichi	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-006] AGAINST affiliated outsiders as the board lacks independence in face of major blockholders.[RJ-M0201-008] AGAINST affiliated outsiders as the board lacks independence despite poison pills. [RJ-M0201-026] AGAINST affiliated outsiders as the board lacks independence at company listed on Prime section.</i>				
3.8	Elect Director Kobayashi, Hiroyuki	Mgmt	For	For
3.9	Elect Director Ishiwatari, Mai	Mgmt	For	For
4	Approve Takeover Defense Plan (Poison Pill)	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0609-003] AGAINST as there is concern of management entrenchment.[RJ-M0609-007] AGAINST as other defense measures are in place.[RJ-M0609-009] AGAINST as there is concern of management entrenchment.</i>				
5	Approve Restricted Stock Plan	Mgmt	For	For
6	Approve Restricted Stock Plan	Mgmt	For	For

Toyo Tanso Co., Ltd.

Meeting Date: 03/28/2024

Country: Japan

Ticker: 5310

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3616000000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 110	Mgmt	For	For
2.1	Elect Director Kondo, Naotaka	Mgmt	For	For
2.2	Elect Director Hamada, Tatsuro	Mgmt	For	For
2.3	Elect Director Matsuo, Shusuke	Mgmt	For	For
2.4	Elect Director Kosaka, Keiko	Mgmt	For	For
2.5	Elect Director Naito, Makio	Mgmt	For	For

Toyo Tire Corp.

Meeting Date: 03/27/2024

Country: Japan

Ticker: 5105

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3610600003

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 80	Mgmt	For	For

Toyo Tire Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2.1	Elect Director Yamada, Yasuhiro	Mgmt	For	For
2.2	Elect Director Shimizu, Takashi	Mgmt	For	For
2.3	Elect Director Mitsuhashi, Tatsuo	Mgmt	For	For
2.4	Elect Director Moriya, Satoru	Mgmt	For	For
2.5	Elect Director Morita, Ken	Mgmt	For	For
2.6	Elect Director Takeda, Atsushi	Mgmt	For	For
2.7	Elect Director Yoneda, Michio	Mgmt	For	For
<i>Blended Rationale: .</i>				
2.8	Elect Director Araki, Yukiko	Mgmt	For	For
3.1	Appoint Statutory Auditor Takashina, Satoshi	Mgmt	For	For
3.2	Appoint Statutory Auditor Takahashi, Tsukasa	Mgmt	For	For

Transcontinental Inc.

Meeting Date: 03/13/2024

Country: Canada

Ticker: TCL.A

Record Date: 01/16/2024

Meeting Type: Annual

Primary ISIN: CA8935781044

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Meeting for Class A Subordinate Voting and Class B Shareholders	Mgmt		
1.1	Elect Director Jacynthe Cote	Mgmt	For	For
1.2	Elect Director Nelson Gentiletti	Mgmt	For	For
1.3	Elect Director Yves Leduc	Mgmt	For	For
1.4	Elect Director Isabelle Marcoux	Mgmt	For	For
1.5	Elect Director Nathalie Marcoux	Mgmt	For	For
1.6	Elect Director Pierre Marcoux	Mgmt	For	For
1.7	Elect Director Anna Martini	Mgmt	For	For
1.8	Elect Director Mario Plourde	Mgmt	For	For
1.9	Elect Director Jean Raymond	Mgmt	For	For
1.10	Elect Director Annie Thabet	Mgmt	For	For
2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For

Trend Micro, Inc.

Meeting Date: 03/28/2024

Country: Japan

Ticker: 4704

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3637300009

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 738	Mgmt	For	For
2.1	Elect Director Chang Ming-Jang	Mgmt	For	For
	<i>Blended Rationale:</i> .			
2.2	Elect Director Eva Chen	Mgmt	For	For
	<i>Blended Rationale:</i> .			
2.3	Elect Director Mahendra Negi	Mgmt	For	For
2.4	Elect Director Omikawa, Akihiko	Mgmt	For	For
2.5	Elect Director Koga, Tetsuo	Mgmt	For	For
2.6	Elect Director Tokuoka, Koichiro	Mgmt	For	For
3.1	Appoint Statutory Auditor Jomen, Kenichiro	Mgmt	For	For
3.2	Appoint Statutory Auditor Funamoto, Miwako	Mgmt	For	For
4	Approve Stock Option Plan	Mgmt	For	For
5	Approve Stock Option Plan	Mgmt	For	For
6	Approve Stock Option Plan	Mgmt	For	For

Tricon Residential Inc.

Meeting Date: 03/28/2024

Country: Canada

Ticker: TCN

Record Date: 02/13/2024

Meeting Type: Special

Primary ISIN: CA89612W1023

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Acquisition by Creedence Acquisition ULC	Mgmt	For	For

Trigano SA

Meeting Date: 01/09/2024

Country: France

Ticker: TRI

Record Date: 01/05/2024

Meeting Type: Annual/Special

Primary ISIN: FR0005691656

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For
4	Approve Allocation of Income and Dividends of EUR 3.50 per Share	Mgmt	For	For
5	Approve Remuneration Policy of Chairman of the Supervisory Board	Mgmt	For	For
6	Approve Remuneration Policy of Supervisory Board Members	Mgmt	For	For
7	Approve Remuneration Policy of Chairman of the Management Board	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-003] Poor use of remuneration committee discretion regarding increases.[LN-M0550-004] Poor use of remuneration committee discretion regarding the grant of a one-off award.[LN-M0550-001] Remuneration arrangements are poorly structured.[SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>				
8	Approve Remuneration Policy of CEOs	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-003] Poor use of remuneration committee discretion regarding increases.[LN-M0550-004] Poor use of remuneration committee discretion regarding the grant of a one-off award.[LN-M0550-001] Remuneration arrangements are poorly structured.[SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>				
9	Approve Remuneration Policy of Management Board Members	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-003] Poor use of remuneration committee discretion regarding increases.[LN-M0550-004] Poor use of remuneration committee discretion regarding the grant of a one-off award.[LN-M0550-001] Remuneration arrangements are poorly structured.[SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>				
10	Approve Remuneration of Supervisory Board Members in the Aggregate Amount of EUR 264,075	Mgmt	For	For
11	Approve Compensation Report of Corporate Officers	Mgmt	For	For
12	Approve Compensation of Francois Feuillet, Chairman of the Supervisory Board	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.[LN-M0550-004] Poor use of remuneration committee discretion regarding the grant of a one-off award.</i>				
13	Approve Compensation of Stephane Gigou, Chairman of the Management Board	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-003] Poor use of remuneration committee discretion regarding increases.[LN-M0550-004] Poor use of remuneration committee discretion regarding the grant of a one-off award.[SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>				

Trigano SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
14	Approve Compensation of Michel Freiche, CEO	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0550-003] Poor use of remuneration committee discretion regarding increases.[LN-M0550-004] Poor use of remuneration committee discretion regarding the grant of a one-off award.[SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>				
15	Authorize Repurchase of Up to 9.83 Percent of Issued Share Capital	Mgmt	For	For
16	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For
	Extraordinary Business	Mgmt		
17	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For

Trusco Nakayama Corp.

Meeting Date: 03/28/2024

Country: Japan

Ticker: 9830

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3635500006

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Nakayama, Tetsuya	Mgmt	For	For
1.2	Elect Director Nakai, Kazuo	Mgmt	For	For
1.3	Elect Director Kazumi, Atsushi	Mgmt	For	For
1.4	Elect Director Naoyoshi, Hideki	Mgmt	For	For
1.5	Elect Director Nakayama, Tatsuya	Mgmt	For	For
1.6	Elect Director Saito, Kenichi	Mgmt	For	For
1.7	Elect Director Hagihara, Kuniaki	Mgmt	For	For
1.8	Elect Director Suzuki, Takako	Mgmt	For	For
2.1	Appoint Statutory Auditor Unto, Kiyonori	Mgmt	For	For
2.2	Appoint Statutory Auditor Kamakura, Hiroho	Mgmt	For	Against

Blended Rationale: [RJ-M0280-001] AGAINST affiliated outsiders.

Tryg A/S

Meeting Date: 03/21/2024

Country: Denmark

Ticker: TRYG

Record Date: 03/14/2024

Meeting Type: Annual

Primary ISIN: DK0060636678

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Report of Board	Mgmt		
2.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2.b	Approve Discharge of Management and Board	Mgmt	For	For
3	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
5	Approve Remuneration of Directors in the Amount of DKK 1.35 Million for Chairman, DKK 900,000 for Vice Chairman, and DKK 450,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
6.a	Approve DKK 92 Million Reduction in Share Capital via Share Cancellation	Mgmt	For	For
6.b	Approve Creation of DKK 308 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 308 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 30.8 Million	Mgmt	For	For
6.c	Authorize Share Repurchase Program	Mgmt	For	For
6.d	Amend Indemnification of Members of the Board of Directors and Executive Management; Amend Remuneration Policy	Mgmt	For	For
6.e	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	For
7.1	Reelect Jukka Pertola as Member of Board	Mgmt	For	Abstain
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i></p>				
7.2	Reelect Carl-Viggo Ostlund as Member of Board	Mgmt	For	For
7.3	Reelect Mengmeng Du as Member of Board	Mgmt	For	For
7.4	Reelect Thomas Hofman-Bang as Director	Mgmt	For	For
7.5	Reelect Steffen Kragh as Director	Mgmt	For	For
7.6	Elect Benedicte Bakke Agerup as New Director	Mgmt	For	For
7.7	Elect Jorn Rise Andersen as New Director	Mgmt	For	For
7.8	Elect Claus Wistof as New Director	Mgmt	For	For

Tryg A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7.9	Elect Anne Kaltoft as New Director	Mgmt	For	For
8	Ratify PricewaterhouseCoopers as Auditors and Authorized Sustainability Auditors	Mgmt	For	For
9	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For
10	Other Business	Mgmt		

TUI AG

Meeting Date: 02/13/2024

Country: Germany

Ticker: TUI

Record Date: 02/06/2024

Meeting Type: Annual

Primary ISIN: DE000TUAG505

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022/23 (Non-Voting)	Mgmt		
2.1	Approve Discharge of Management Board Member Sebastian Ebel for Fiscal Year 2022/23	Mgmt	For	For
2.2	Approve Discharge of Management Board Member David Burling for Fiscal Year 2022/23	Mgmt	For	For
2.3	Approve Discharge of Management Board Member Mathias Kiep for Fiscal Year 2022/23	Mgmt	For	For
2.4	Approve Discharge of Management Board Member Peter Krueger for Fiscal Year 2022/23	Mgmt	For	For
2.5	Approve Discharge of Management Board Member Sybille Reiss for Fiscal Year 2022/23	Mgmt	For	For
2.6	Approve Discharge of Management Board Member Frank Rosenberger for Fiscal Year 2022/23	Mgmt	For	For
3.1	Approve Discharge of Supervisory Board Member Dieter Zetsche for Fiscal Year 2022/23	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i></p>				
3.2	Approve Discharge of Supervisory Board Member Frank Jakobi for Fiscal Year 2022/23	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3.3	Approve Discharge of Supervisory Board Member Ingrid-Helen Arnold for Fiscal Year 2022/23	Mgmt	For	For
3.4	Approve Discharge of Supervisory Board Member Sonja Austermuehle for Fiscal Year 2022/23	Mgmt	For	For
3.5	Approve Discharge of Supervisory Board Member Christian Baier for Fiscal Year 2022/23	Mgmt	For	For
3.6	Approve Discharge of Supervisory Board Member Andreas Barczewski for Fiscal Year 2022/23	Mgmt	For	For
3.7	Approve Discharge of Supervisory Board Member Peter Bremme for Fiscal Year 2022/23	Mgmt	For	For
3.8	Approve Discharge of Supervisory Board Member Maria Corces for Fiscal Year 2022/23	Mgmt	For	For
3.9	Approve Discharge of Supervisory Board Member Jutta Doenges for Fiscal Year 2022/23	Mgmt	For	For
3.10	Approve Discharge of Supervisory Board Member Edgar Ernst for Fiscal Year 2022/23	Mgmt	For	For
3.11	Approve Discharge of Supervisory Board Member Wolfgang Flintermann for Fiscal Year 2022/23	Mgmt	For	For
3.12	Approve Discharge of Supervisory Board Member Stefan Heinemann for Fiscal Year 2022/23	Mgmt	For	For
3.13	Approve Discharge of Supervisory Board Member Janina Kugel for Fiscal Year 2022/23	Mgmt	For	For
3.14	Approve Discharge of Supervisory Board Member Coline McConville for Fiscal Year 2022/23	Mgmt	For	For
3.15	Approve Discharge of Supervisory Board Member Helena Murano for Fiscal Year 2022/23	Mgmt	For	For
3.16	Approve Discharge of Supervisory Board Member Mark Muratovic for Fiscal Year 2022/23	Mgmt	For	For
3.17	Approve Discharge of Supervisory Board Member Anette Stempel for Fiscal Year 2022/23	Mgmt	For	For
3.18	Approve Discharge of Supervisory Board Member Joan Riu for Fiscal Year 2022/23	Mgmt	For	For
3.19	Approve Discharge of Supervisory Board Member Tanja Viehl for Fiscal Year 2022/23	Mgmt	For	For
3.20	Approve Discharge of Supervisory Board Member Stefan Weinhofer for Fiscal Year 2022/23	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4	Ratify Deloitte GmbH as Auditors for Fiscal Year 2023/24	Mgmt	For	For
5	Approve Creation of EUR 50.7 Million Pool of Authorized Capital 2024/I with or without Exclusion of Preemptive Rights	Mgmt	For	For
6	Approve Creation of EUR 203 Million Pool of Authorized Capital 2024/II with or without Exclusion of Preemptive Rights	Mgmt	For	For
7	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 1.5 Billion; Approve Creation of EUR 50.7 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For
8.1	Reelect Ingrid-Helen Arnold to the Supervisory Board	Mgmt	For	For
8.2	Reelect Maria Corces to the Supervisory Board	Mgmt	For	For
8.3	Reelect Coline McConville to the Supervisory Board	Mgmt	For	For
8.4	Reelect Joan Riu to the Supervisory Board	Mgmt	For	For
9	Approve Remuneration Report	Mgmt	For	For
10	Approve Remuneration Policy	Mgmt	For	For
11	Approve Delisting of Shares from Premium Listing Segment of London Stock Exchange	Mgmt	For	For

Unicharm Corp.

Meeting Date: 03/27/2024

Country: Japan

Ticker: 8113

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3951600000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Takahara, Takahisa	Mgmt	For	For
	<i>Blended Rationale:</i> .			
1.2	Elect Director Hikosaka, Toshifumi	Mgmt	For	For
1.3	Elect Director Takaku, Kenji	Mgmt	For	For

Union Tool Co.

Meeting Date: 03/28/2024

Country: Japan

Ticker: 6278

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3950600001

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 42	Mgmt	For	For
2.1	Elect Director Katayama, Takao	Mgmt	For	Against
	<i>Blended Rationale: [RJ-M0201-022] AGAINST directors responsible as the board lacks two independent directors. [RJ-M0201-024] AGAINST directors responsible as the board is less than 1/3 independent in face of major blockholders. [RJ-M0201-027] AGAINST directors responsible as the board is less than 1/3 independent at company listed on Prime section.</i>			
2.2	Elect Director Odaira, Hiroshi	Mgmt	For	Against
	<i>Blended Rationale: [RJ-M0201-022] AGAINST directors responsible as the board lacks two independent directors. [RJ-M0201-024] AGAINST directors responsible as the board is less than 1/3 independent in face of major blockholders. [RJ-M0201-027] AGAINST directors responsible as the board is less than 1/3 independent at company listed on Prime section.</i>			
2.3	Elect Director Nakajima, Yuichi	Mgmt	For	For
2.4	Elect Director Watanabe, Yuji	Mgmt	For	For
2.5	Elect Director Yamamoto, Hiroki	Mgmt	For	Against
	<i>Blended Rationale: [RJ-M0201-006] AGAINST affiliated outsiders as the board lacks independence in face of major blockholders.[RJ-M0201-026] AGAINST affiliated outsiders as the board lacks independence at company listed on Prime section.</i>			
2.6	Elect Director Wakabayashi, Shozo	Mgmt	For	For
3.1	Appoint Statutory Auditor Oba, Chiemi	Mgmt	For	For
3.2	Appoint Statutory Auditor Taga, Ryosuke	Mgmt	For	For
3.3	Appoint Statutory Auditor Ishizuka, Yasuo	Mgmt	For	For
4	Appoint Alternate Statutory Auditor Kato, Yoshihiko	Mgmt	For	For

UPL Limited

Meeting Date: 03/28/2024

Country: India

Ticker: 512070

Record Date: 03/21/2024

Meeting Type: Extraordinary Shareholders

Primary ISIN: INE628A01036

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Material Related Party Transactions of Sale/Purchase of Material and Functional Support Services	Mgmt	For	For
2	Approve Material Related Party Transactions fro Financial Support	Mgmt	For	For

USEN-NEXT HOLDINGS Co., Ltd.

Meeting Date: 03/13/2024

Country: Japan

Ticker: 9418

Record Date: 01/26/2024

Meeting Type: Special

Primary ISIN: JP3944640006

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Amend Articles to Change Company Name	Mgmt	For	For

V.S. Industry Berhad

Meeting Date: 01/05/2024

Country: Malaysia

Ticker: 6963

Record Date: 12/29/2023

Meeting Type: Annual

Primary ISIN: MYL696300002

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Final Dividend	Mgmt	For	For
2	Approve Directors' Fees	Mgmt	For	For
3	Elect Gan Tiong Sia as Director	Mgmt	For	Against
<i>Blended Rationale: [HK-M0201-006] Director responsible for failing to ensure sufficient board independence</i>				
4	Elect Gan Sem Yam as Director	Mgmt	For	Against
<i>Blended Rationale: [HK-M0201-006] Director responsible for failing to ensure sufficient board independence</i>				
5	Elect Wong Cheer Feng as Director	Mgmt	For	For
6	Elect Lee Li Ming as Director	Mgmt	For	For
7	Elect Lai Kim Seong as Director	Mgmt	For	For
8	Approve KPMG PLT as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
9	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For
10	Approve Share Repurchase Program	Mgmt	For	For
11	Approve Renewal of Shareholders' Mandate for Recurrent Related Party Transactions with V.S. International Group Limited, its Subsidiaries and Associates	Mgmt	For	For
12	Approve Renewal of Shareholders' Mandate for Recurrent Related Party Transactions with Lip Sheng International Ltd and/or Lip Sheng Precision (Zhuhai) Co., Ltd	Mgmt	For	For
13	Approve Renewal of Shareholders' Mandate for Recurrent Related Party Transactions with Beeantah Pte. Ltd.	Mgmt	For	For

V.S. Industry Berhad

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
14	Approve Renewal of Shareholders' Mandate for Recurrent Related Party Transactions with Liphup Mould Sdn. Bhd.	Mgmt	For	For

ValueCommerce Co., Ltd.

Meeting Date: 03/22/2024	Country: Japan	Ticker: 2491
Record Date: 12/31/2023	Meeting Type: Annual	Primary ISIN: JP3778390009

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Kagawa, Jin	Mgmt	For	For
1.2	Elect Director Endo, Masatomo	Mgmt	For	For
1.3	Elect Director Hasegawa, Taku	Mgmt	For	For
1.4	Elect Director Tanabe, Koichiro	Mgmt	For	For
1.5	Elect Director Kasuya, Yoshimasa	Mgmt	For	For
1.6	Elect Director Awa, Masahiro	Mgmt	For	For
1.7	Elect Director Hatanaka, Hajime	Mgmt	For	For
2.1	Elect Director and Audit Committee Member Takahashi, Toshio	Mgmt	For	For
2.2	Elect Director and Audit Committee Member Suzuki, Makoto	Mgmt	For	For
2.3	Elect Director and Audit Committee Member Watanabe, Aya	Mgmt	For	For
3	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For
4	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	Mgmt	For	For

Verbio SE

Meeting Date: 02/02/2024	Country: Germany	Ticker: VBK
Record Date: 01/11/2024	Meeting Type: Annual	Primary ISIN: DE000A0JL9W6

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022/23 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 0.20 per Share	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022/23	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022/23	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.[SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-002] Remuneration committee discretion has been used poorly.[LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>				
5	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For
6	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For
7	Approve Affiliation Agreement with VERBIO Chem GmbH	Mgmt	For	For
8	Approve Remuneration Report	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.[SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging.[LN-M0550-003] Poor use of remuneration committee discretion regarding increases.</i></p>				
9	Amend Articles Re: Proof of Entitlement	Mgmt	For	For

Victrex Plc

Meeting Date: 02/09/2024

Country: United Kingdom

Ticker: VCT

Record Date: 02/07/2024

Meeting Type: Annual

Primary ISIN: GB0009292243

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	For
3	Approve Final Dividend	Mgmt	For	For
4	Re-elect Vivienne Cox as Director	Mgmt	For	For
5	Re-elect Jane Toogood as Director	Mgmt	For	For
6	Re-elect Janet Ashdown as Director	Mgmt	For	For
7	Re-elect Brendan Connolly as Director	Mgmt	For	For

Victrex Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8	Re-elect David Thomas as Director	Mgmt	For	For
9	Re-elect Ros Rivaz as Director	Mgmt	For	For
10	Re-elect Jakob Sigurdsson as Director	Mgmt	For	For
11	Re-elect Ian Melling as Director	Mgmt	For	For
12	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
13	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
14	Authorise UK Political Donations and Expenditure	Mgmt	For	For
15	Authorise Issue of Equity	Mgmt	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

Virgin Money UK Plc

Meeting Date: 03/01/2024

Country: United Kingdom

Ticker: VMUK

Record Date: 02/28/2024

Meeting Type: Annual

Primary ISIN: GB00BD6GN030

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	For
3	Approve Final Dividend	Mgmt	For	For
4	Re-elect Clifford Abrahams as Director	Mgmt	For	For
5	Re-elect David Bennett as Director	Mgmt	For	For
6	Elect Lucinda Charles-Jones as Director	Mgmt	For	For
7	Re-elect David Duffy as Director	Mgmt	For	For
8	Re-elect Geeta Gopalan as Director	Mgmt	For	For
9	Re-elect Elena Novokreshchenova as Director	Mgmt	For	For
10	Re-elect Darren Pope as Director	Mgmt	For	For

Virgin Money UK Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
11	Re-elect Tim Wade as Director	Mgmt	For	For
12	Re-elect Sara Weller as Director	Mgmt	For	For
13	Appoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
15	Authorise Issue of Equity	Mgmt	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
18	Authorise Issue of Equity in Connection with AT1 Securities	Mgmt	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with AT1 Securities	Mgmt	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
21	Authorise the Company to Enter into a Contingent Purchase Contract with Citigroup Global Markets Australia Pty Limited	Mgmt	For	For
22	Authorise the Company to Enter into a Contingent Purchase Contract with Goldman Sachs International	Mgmt	For	For
23	Authorise the Company to Enter into a Contingent Purchase Contract with J.P. Morgan Securities Australia Limited	Mgmt	For	For
24	Authorise the Company to Enter into a Contingent Purchase Contract with MorganStanley Australia Securities Limited	Mgmt	For	For
25	Authorise the Company to Enter into a Contingent Purchase Contract with UBSAG London Branch	Mgmt	For	For
26	Authorise UK Political Donations and Expenditure	Mgmt	For	For

Vision, Inc. (Japan)

Meeting Date: 03/28/2024

Country: Japan

Ticker: 9416

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3800330007

Vision, Inc. (Japan)

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Amend Articles to Reduce Directors' Term - Authorize Board to Determine Income Allocation	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0461-021] AGAINST authorizing board to determine income allocation in face of major blockholders.</i>				
2.1	Elect Director Sano, Kenichi	Mgmt	For	For
2.2	Elect Director Ota, Kenji	Mgmt	For	For
2.3	Elect Director Nakamoto, Shinichi	Mgmt	For	For
2.4	Elect Director Naito, Shinichiro	Mgmt	For	For
2.5	Elect Director Harada, Shiori	Mgmt	For	For
2.6	Elect Director Naka, Michimasa	Mgmt	For	For
2.7	Elect Director Mori, Shieri	Mgmt	For	For
3	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For

Volvo AB

Meeting Date: 03/27/2024

Country: Sweden

Ticker: VOLV.B

Record Date: 03/19/2024

Meeting Type: Annual

Primary ISIN: SE0000115446

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Elect Chairman of Meeting	Mgmt	For	For
3	Prepare and Approve List of Shareholders	Mgmt		
4	Approve Agenda of Meeting	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt		
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For
7	Receive President's Report	Mgmt		
8	Receive Financial Statements and Statutory Reports	Mgmt		
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For
10	Approve Allocation of Income and Dividends of SEK 7.50 Per Share and an Extra Dividend of SEK 10.50 Per Share	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
11.1	Approve Discharge of Matti Alahuhta	Mgmt	For	For
11.2	Approve Discharge of Bo Annvik	Mgmt	For	For
11.3	Approve Discharge of Jan Carlson	Mgmt	For	For
11.4	Approve Discharge of Eric Elzvik	Mgmt	For	For
11.5	Approve Discharge of Martha Finn Brooks	Mgmt	For	For
11.6	Approve Discharge of Kurt Jofs	Mgmt	For	For
11.7	Approve Discharge of Martin Lundstedt (Board Member)	Mgmt	For	For
11.8	Approve Discharge of Kathryn V. Marinello	Mgmt	For	For
11.9	Approve Discharge of Martina Merz	Mgmt	For	For
11.10	Approve Discharge of Hanne de Mora	Mgmt	For	For
11.11	Approve Discharge of Helena Stjernholm	Mgmt	For	For
11.12	Approve Discharge of Carl-Henric Svanberg	Mgmt	For	For
11.13	Approve Discharge of Lars Ask (Employee Representative)	Mgmt	For	For
11.14	Approve Discharge of Mats Henning (Employee Representative)	Mgmt	For	For
11.15	Approve Discharge of Mari Larsson (Employee Representative)	Mgmt	For	For
11.16	Approve Discharge of Urban Spannär (Employee Representative)	Mgmt	For	For
11.17	Approve Discharge of Danny Bilger (Deputy Employee Representative)	Mgmt	For	For
11.18	Approve Discharge of Camilla Johansson (Deputy Employee Representative)	Mgmt	For	For
11.19	Approve Discharge of Erik Svensson (Deputy Employee Representative)	Mgmt	For	For
11.20	Approve Discharge of Martin Lundstedt (as CEO)	Mgmt	For	For
12.1	Determine Number of Members (11) of Board of Directors	Mgmt	For	For
12.2	Determine Number Deputy Members (0) of Board of Directors	Mgmt	For	For
13	Approve Remuneration of Directors in the Amount of SEK 4.1 Million for Chairman and SEK 1.23 Million for Other Directors except CEO; Approve Remuneration for Committee Work	Mgmt	For	For
14.1	Reelect Matti Alahuhta as Director	Mgmt	For	For
14.2	Reelect Bo Annvik as Director	Mgmt	For	For
14.3	Elect Par Boman as New Director	Mgmt	For	For

Volvo AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
14.4	Reelect Jan Carlson as Director	Mgmt	For	For
14.5	Reelect Eric Elzvik as Director	Mgmt	For	For
14.6	Reelect Martha Finn Brooks as Director	Mgmt	For	For
14.7	Reelect Kurt Jofs as Director	Mgmt	For	For
14.8	Reelect Martin Lundstedt as Director	Mgmt	For	For
14.9	Reelect Kathryn V. Marinello as Director	Mgmt	For	For
14.10	Reelect Martina Merz as Director	Mgmt	For	For
14.11	Reelect Helena Stjernholm as Director	Mgmt	For	For
15	Elect Par Boman as Board Chair	Mgmt	For	For
16	Approve Remuneration of Auditors	Mgmt	For	For
17	Ratify Deloitte AB as Auditors	Mgmt	For	For
18.1	Elect Fredrik Persson to Serve on Nominating Committee	Mgmt	For	For
18.2	Elect Anders Oscarsson to Serve on Nominating Committee	Mgmt	For	For
18.3	Elect Carina Silberg to Serve on Nominating Committee	Mgmt	For	For
18.4	Elect Anders Algotsson to Serve on Nominating Committee	Mgmt	For	For
18.5	Elect Chairman of the Board to Serve on Nominating Committee	Mgmt	For	For
19	Approve Remuneration Report	Mgmt	For	For

Volvo Car AB

Meeting Date: 03/26/2024

Country: Sweden

Ticker: VOLCAR.B

Record Date: 03/18/2024

Meeting Type: Annual

Primary ISIN: SE0016844831

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

Volvo Car AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7	Receive President's Report	Mgmt		
8.a	Receive Financial Statements and Statutory Reports	Mgmt		
8.b	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt		
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For
9.b	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For
9.c1	Approve Discharge of Eric Li (Li Shufu) as Chair	Mgmt	For	For
9.c2	Approve Discharge of Lone Fonss Schroder as Vice Chair	Mgmt	For	For
9.c3	Approve Discharge of Thomas Johnstone	Mgmt	For	For
9.c4	Approve Discharge of Daniel Li (Li Donghui)	Mgmt	For	For
9.c5	Approve Discharge of Anna Mossberg	Mgmt	For	For
9.c6	Approve Discharge of Diarmuid O'Connell	Mgmt	For	For
9.c7	Approve Discharge of Jim Rowan	Mgmt	For	For
9.c8	Approve Discharge of Jonas Samuelson	Mgmt	For	For
9.c9	Approve Discharge of Lila Tretikov	Mgmt	For	For
9.c10	Approve Discharge of Winfried Vahland	Mgmt	For	For
9.c11	Approve Discharge of Ruby Lu	Mgmt	For	For
9.c12	Approve Discharge of Adrian Avdullahu	Mgmt	For	For
9.c13	Approve Discharge of Bjorn Olsson	Mgmt	For	For
9.c14	Approve Discharge of Jorgen Olsson	Mgmt	For	For
9.c15	Approve Discharge of Anna Margitin	Mgmt	For	For
9.c16	Approve Discharge of Marie Stenqvist	Mgmt	For	For
9.c17	Approve Discharge of Jim Rowan as CEO	Mgmt	For	For
10.a	Determine Number of Members (9) and Deputy Members of Board (0)	Mgmt	For	For
10.b	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For
11.a	Approve Remuneration of Directors in the Amount of SEK 2.84 Million to Chairman and SEK 1.2 Million to Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
11.b	Approve Remuneration of Auditors	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
12.a	Reelect Eric Li (Li Shufu) as Director	Mgmt	For	Against
<i>Blended Rationale: [RU-M0201-006] Nominee has demonstrated a pattern of poor meeting attendance.</i>				
12.b	Reelect Lone Fonss Schroder as Director	Mgmt	For	For
12.c	Reelect Daniel Li (Li Donghui) as Director	Mgmt	For	For
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>				
12.d	Reelect Anna Mossberg as Director	Mgmt	For	For
12.e	Reelect Diarmuid O'Connell as Director	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>				
12.f	Reelect Jim Rowan as Director	Mgmt	For	For
12.g	Reelect Jonas Samuelson as Director	Mgmt	For	For
12.h	Reelect Lila Tretikov as Director	Mgmt	For	For
12.i	Reelect Ruby Lu as Director	Mgmt	For	For
12.j	Reelect Eric Li (Li Shufu) as Board Chair	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board. [RU-M0201-006] Nominee has demonstrated a pattern of poor meeting attendance.</i>				
12.k	Reelect Lone Fonss Schroder as Vice Chair	Mgmt	For	For
13	Ratify Deloitte AB as Auditors	Mgmt	For	For
14	Approve Remuneration Report	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>				
15.A2	Approve Performance Share Plan 2024 for Key Employees	Mgmt	For	For
15.A3	Approve Share Matching Plan 2024 for Key Employees	Mgmt	For	For
15.B1	Approve Equity Plan Financing	Mgmt	For	For
15.B2	Approve Alternative Equity Plan Financing	Mgmt	For	For
16.B	Amend Performance Share Plan 2022 and 2023 for Key Employees	Mgmt	For	For
16.C1	Approve Equity Plan Financing	Mgmt	For	For
16.C2	Approve Alternative Equity Plan Financing	Mgmt	For	For
17	Approve Equity Plan Financing	Mgmt	For	For
18	Approve Creation of Pool of Capital without Preemptive Rights	Mgmt	For	For

Volvo Car AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
19	Approve 2:1 Stock Split; Approve SEK 30.5 Million Reduction in Share Capital; Approve SEK 30 Million Increase in Share Capital through a Bonus Issue	Mgmt	For	For
20	Close Meeting	Mgmt		

Wartsila Oyj Abp

Meeting Date: 03/07/2024

Country: Finland

Ticker: WRT1V

Record Date: 02/26/2024

Meeting Type: Annual

Primary ISIN: FI0009003727

Proposal Number	Proposal Text	Proponent	Mgmt 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
8	Approve Allocation of Income and Dividends of EUR 0.32 Per Share	Mgmt	For	For
9	Approve Discharge of Board and President	Mgmt	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
11	Approve Remuneration of Directors in the Amount of EUR 200,000 for Chairman, EUR 105,000 for Vice Chairman and EUR 80,000 for Other Directors; Approve Meeting Fees; Approve Remuneration for Committee Work	Mgmt	For	For
12	Fix Number of Directors at Eight	Mgmt	For	For

Wartsila Oyj Abp

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
13	Reelect Karen Bomba, Morten H. Engelstoft, Karin Falk, Johan Forssell, Tom Johnstone (Chair), Mats Rahmstrom, Tiina Tuomela and Mika Vehvilainen (Vice-Chair) as Directors	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>				
14	Approve Remuneration of Auditors	Mgmt	For	For
15	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For
16	Approve Remuneration of the Assurance Firm for the Corporate Sustainability Reporting	Mgmt	For	For
17	Elect PricewaterhouseCoopers as Assurance Firm for the Corporate Sustainability Reporting	Mgmt	For	For
18	Amend Articles Re: General Meeting	Mgmt	For	For
19	Authorize Share Repurchase Program	Mgmt	For	For
20	Approve Issuance of up to 57 Million Shares without Preemptive Rights	Mgmt	For	For
21	Close Meeting	Mgmt		

WealthNavi, Inc.

Meeting Date: 03/26/2024

Country: Japan

Ticker: 7342

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3155360005

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Amend Articles to Change Location of Head Office	Mgmt	For	For
2.1	Elect Director Shibayama, Kazuhisa	Mgmt	For	For
<i>Blended Rationale: .</i>				
2.2	Elect Director Hirose, Gaku	Mgmt	For	For
2.3	Elect Director Ota, Takuya	Mgmt	For	For
2.4	Elect Director Togo, Sumito	Mgmt	For	For
2.5	Elect Director Ogawa, Maki	Mgmt	For	For
2.6	Elect Director Ito, Hideto	Mgmt	For	For
<i>Blended Rationale: .</i>				
3.1	Elect Director and Audit Committee Member Enomoto, Akira	Mgmt	For	For

WealthNavi, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3.2	Elect Director and Audit Committee Member Matsuno, Eriko	Mgmt	For	For
3.3	Elect Director and Audit Committee Member Fujimoto, Sachihiko	Mgmt	For	For
4	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For
5	Approve Restricted Stock Plan	Mgmt	For	For

WH Smith Plc

Meeting Date: 01/26/2024

Country: United Kingdom

Ticker: SMWH

Record Date: 01/24/2024

Meeting Type: Annual

Primary ISIN: GB00B2PDGW16

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	For
3	Approve Final Dividend	Mgmt	For	For
4	Elect Colette Burke as Director	Mgmt	For	For
5	Re-elect Annette Court as Director	Mgmt	For	For
6	Re-elect Carl Cowling as Director	Mgmt	For	For
7	Re-elect Nicky Dulieu as Director	Mgmt	For	For
8	Re-elect Simon Emeny as Director	Mgmt	For	For
9	Re-elect Robert Moorhead as Director	Mgmt	For	For
10	Re-elect Marion Sears as Director	Mgmt	For	For
11	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
12	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
13	Authorise UK Political Donations and Expenditure	Mgmt	For	For
14	Authorise Issue of Equity	Mgmt	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For

WH Smith Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
18	Adopt New Articles of Association	Mgmt	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

Wilson Sons Holdings Brasil SA

Meeting Date: 01/23/2024 **Country:** Brazil **Ticker:** PORT3
Record Date: **Meeting Type:** Extraordinary Shareholders
Primary ISIN: BRPORTACNOR8

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Remuneration of Company's Management for 2024	Mgmt	For	Against

Blended Rationale: [KR-M0549-001] Company has not provided justification for the proposed increase in remuneration cap.

Xior Student Housing NV

Meeting Date: 02/19/2024 **Country:** Belgium **Ticker:** XIOR
Record Date: 02/05/2024 **Meeting Type:** Extraordinary Shareholders
Primary ISIN: BE0974288202

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Extraordinary Shareholders' Meeting Agenda	Mgmt		
1	Change Date of Ordinary General Meeting	Mgmt	For	For
2.1	Receive Special Board Report Re: Partial Renewal and Extension of the Authorized Capital	Mgmt		
2.2.a	Renew Authorization to Increase Share Capital by Various Means within the Framework of Authorized Capital	Mgmt	For	For
2.2.b	If the Proposal under Agenda Item 2.2.a is Not Approved: Renew Authorization to Increase Share Capital by Various Means within the Framework of Authorized Capital	Mgmt	For	For
3	Approve Booking of the Share Premium on a "Share Premium" Account	Mgmt	For	For
4.1	Authorize Implementation of Approved Resolutions	Mgmt	For	For

Xior Student Housing NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.2	Authorize Filing of Required Documents/Formalities at Trade Registry	Mgmt	For	For
4.3	Authorize Coordination of the Articles of Association	Mgmt	For	For

Yamabiko Corp.

Meeting Date: 03/28/2024

Country: Japan

Ticker: 6250

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3943000004

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Amend Articles to Amend Business Lines - Clarify Director Authority on Shareholder Meetings - Amend Provisions on Director Titles - Clarify Provisions on Alternate Statutory Auditors	Mgmt	For	For
2.1	Elect Director Kubo, Hiroshi	Mgmt	For	For
2.2	Elect Director Kitamura, Yoshiki	Mgmt	For	For
2.3	Elect Director Yoshizaki, Takuo	Mgmt	For	For
2.4	Elect Director Nishi, Masanobu	Mgmt	For	For
2.5	Elect Director Sano, Koji	Mgmt	For	For
2.6	Elect Director Nogami, Yoshiyuki	Mgmt	For	For
2.7	Elect Director Kameyama, Harunobu	Mgmt	For	For
2.8	Elect Director Otaka, Miki	Mgmt	For	For
3.1	Appoint Statutory Auditor Inkyo, Yoshihiro	Mgmt	For	For
3.2	Appoint Statutory Auditor Kimura, Masayuki	Mgmt	For	For
3.3	Appoint Statutory Auditor Ando, Etsuya	Mgmt	For	For
3.4	Appoint Statutory Auditor Suzuki, Hisashi	Mgmt	For	For
4	Appoint Alternate Statutory Auditor Kaimori, Hiroshi	Mgmt	For	For

Yamaha Motor Co., Ltd.

Meeting Date: 03/21/2024

Country: Japan

Ticker: 7272

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3942800008

Yamaha Motor Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 72.5	Mgmt	For	For
2.1	Elect Director Watanabe, Katsuaki	Mgmt	For	For
2.2	Elect Director Hidaka, Yoshihiro	Mgmt	For	For
2.3	Elect Director Maruyama, Heiji	Mgmt	For	For
2.4	Elect Director Matsuyama, Satohiko	Mgmt	For	For
2.5	Elect Director Shitara, Motofumi	Mgmt	For	For
2.6	Elect Director Nakata, Takuya	Mgmt	For	For
2.7	Elect Director Tashiro, Yuko	Mgmt	For	For
2.8	Elect Director Ohashi, Tetsuji	Mgmt	For	For
2.9	Elect Director Jin Song Montesano	Mgmt	For	For
2.10	Elect Director Masui, Keiji	Mgmt	For	For

Yamazaki Baking Co., Ltd.

Meeting Date: 03/28/2024

Country: Japan

Ticker: 2212

Record Date: 12/31/2023

Meeting Type: Annual

Primary ISIN: JP3935600001

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 25	Mgmt	For	For
2.1	Elect Director Iijima, Nobuhiro	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-029] AGAINST directors responsible as the board is less than 1/3 independent at board with audit committee structure.</i>				
2.2	Elect Director Iijima, Mikio	Mgmt	For	For
2.3	Elect Director Yokohama, Michio	Mgmt	For	For
2.4	Elect Director Aida, Masahisa	Mgmt	For	For
2.5	Elect Director Inutsuka, Isamu	Mgmt	For	For
2.6	Elect Director Sekine, Osamu	Mgmt	For	For
2.7	Elect Director Sonoda, Makoto	Mgmt	For	For
2.8	Elect Director Yoshidaya, Ryoichi	Mgmt	For	For
2.9	Elect Director Sakai, Mitsumasa	Mgmt	For	For
2.10	Elect Director Shimada, Hideo	Mgmt	For	For
2.11	Elect Director Hatae, Keiko	Mgmt	For	For

Yamazaki Baking Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3.1	Elect Director and Audit Committee Member Sato, Kenji	Mgmt	For	For
3.2	Elect Director and Audit Committee Member Matsuda, Michihiro	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-028] AGAINST affiliated outsiders at board with audit committee structure.</i>				
3.3	Elect Director and Audit Committee Member Saito, Masao	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-028] AGAINST affiliated outsiders at board with audit committee structure.</i>				
3.4	Elect Director and Audit Committee Member Baba, Kumao	Mgmt	For	For
4	Approve Director Retirement Bonus	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0582-006] AGAINST as because of lack of payment amount disclosure.</i>				

YIT Oyj

Meeting Date: 03/14/2024

Country: Finland

Ticker: YIT

Record Date: 03/04/2024

Meeting Type: Annual

Primary ISIN: FI0009800643

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Elect Chairman and Secretary of Meeting	Mgmt		
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt		
4	Prepare and Approve List of Shareholders	Mgmt		
5	Acknowledge Proper Convening of Meeting	Mgmt		
6	Receive Financial Statements and Statutory Reports; Receive President's/CEO's Review	Mgmt		
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For
8	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For
9	Approve Discharge of Board and President	Mgmt	For	For
10	Approve Remuneration Report	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>				
12	Approve Remuneration of Directors in the Amount of EUR 105,000 for Chairman, EUR 73,500 for Vice Chairman and EUR 52,500 for Other Directors; Approve Meeting Fees; Approve Remuneration for Committee Work	Mgmt	For	For
13	Fix Number of Directors at Six	Mgmt	For	For
14	Reelect Jyri Luomakoski (Chairman), Casimir Lindholm (Vice Chair), Sami Laine and Kerttu Tuomas as Directors; Elect Leena Vainiomaki and Anders Dahlblom as New Directors	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-001] Remuneration arrangements are poorly structured.</i>				
15	Ratify Ernst & Young Oy as Auditor	Mgmt		
16	Authorize Share Repurchase Program	Mgmt	For	For
17	Approve Issuance of up to 21 Million Shares without Preemptive Rights; Authorize Board to Decide on a Free Share Issue to the Company Itself	Mgmt	For	For
18	Close Meeting	Mgmt		

Zealand Pharma A/S

Meeting Date: 03/20/2024

Country: Denmark

Ticker: ZEAL

Record Date: 03/13/2024

Meeting Type: Annual

Primary ISIN: DK0060257814

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Report of Board	Mgmt		
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Treatment of Net Loss	Mgmt	For	For
4.1	Reelect Alf Gunnar Martin Nicklasson as Director	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.[SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-001] Remuneration arrangements are poorly structured.</i>				

Zealand Pharma A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.2	Reelect Kirsten Aarup Drejer as Director	Mgmt	For	For
4.3	Reelect Jeffrey Berkowitz as Director	Mgmt	For	For
4.4	Reelect Leonard Krumer as Director	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>				
4.5	Reelect Bernadette Mary Connaughton as Director	Mgmt	For	For
4.6	Elect Elaine Sullivan as New Director	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>				
4.7	Elect Enrique Conterno as New Director	Mgmt	For	For
5	Ratify Pricewaterhouse Coopers as Auditors	Mgmt	For	For
6	Authorize Share Repurchase Program	Mgmt	For	For
7	Amend Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	For
<i>Blended Rationale: .</i>				
8	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
<i>Blended Rationale: .</i>				
9	Approve Remuneration of Directors in the Amount of DKK 100,000 for Each Director, and 5,000 RSU for Chair, 1,000 RSU for Vice Chair and 1,500 RSU for Other Directors; Approve Remuneration for Committee Work in RSUs	Mgmt	For	For
10	Approve Creation of DKK 12.5 Million Pool of Capital without Preemptive Rights	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>				
11	Approve Issuance of Warrants without Preemptive Rights up to Aggregate Nominal Amount of DKK 767,687	Mgmt	For	For
12	Approve Indemnification of Members of the Board of Directors and Executive Management	Mgmt	For	For
13	Other Business (non-voting)	Mgmt		

Meeting Date: 02/16/2024

Country: Japan

Ticker: 7965

Record Date: 11/20/2023

Meeting Type: Annual

Primary ISIN: JP3437400009

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 17	Mgmt	For	For
2.1	Elect Director Ichikawa, Norio	Mgmt	For	For
2.2	Elect Director Matsumoto, Tatsunori	Mgmt	For	For
2.3	Elect Director Miyakoshi, Yoshihiko	Mgmt	For	For
2.4	Elect Director Sanada, Osamu	Mgmt	For	For
2.5	Elect Director Uwa, Masao	Mgmt	For	For
2.6	Elect Director Soda, Eiji	Mgmt	For	For
2.7	Elect Director Ogami, Jun	Mgmt	For	For
2.8	Elect Director Izumi, Hiromi	Mgmt	For	For
2.9	Elect Director Torii, Shingo	Mgmt	For	For
2.10	Elect Director Toda, Susumu	Mgmt	For	For
<i>Blended Rationale: .</i>				
3.1	Elect Director and Audit Committee Member Uehara, Masayoshi	Mgmt	For	For
3.2	Elect Director and Audit Committee Member Shiono, Kanae	Mgmt	For	For
3.3	Elect Director and Audit Committee Member Utsunomiya, Hitoshi	Mgmt	For	For

Company Name	Country	Meeting Date	Meeting Type	ISIN Id	Proposal Label	Proposal Text	Proposed By	Instruction	Reason for Vote
HDFC Bank	India	9-Jan-24	Other Meeting	INE040A01034	1	Elect Director(s)	Management	For	
HDFC Bank	India	9-Jan-24	Other Meeting	INE040A01034	2	Elect Director(s)	Management	For	
HDFC Bank	India	9-Jan-24	Other Meeting	INE040A01034	3	Elect Director(s)	Management	For	
HDFC Bank	India	9-Jan-24	Other Meeting	INE040A01034	4	Elect Director(s)	Management	For	

Company Name	Country	Meeting Date	Meeting Type	ISIN Id	Proposal Label	Proposal Text	Proposed By	Instruction	Reason for Vote
ICICI Lombard	India	22-Feb-24	Other Meeting	INE765G01017	1	Elect Director(s)	Management	For	
Kone	Finland	29-Feb-24	Annual General Meeting	F0009013403	7	Routine Business	Management	For	
Kone	Finland	29-Feb-24	Annual General Meeting	F0009013403	8	Allocation of Income	Management	For	
Kone	Finland	29-Feb-24	Annual General Meeting	F0009013403	9	Discharge of Board	Management	For	
Kone	Finland	29-Feb-24	Annual General Meeting	F0009013403	10	Remuneration	Management	Abstain	We abstained on the remuneration report due to a lack of disclosure on performance metrics and targets, making it difficult for shareholders to make an assessment of remuneration outcomes.
Kone	Finland	29-Feb-24	Annual General Meeting	F0009013403	11	Remuneration	Management	For	
Kone	Finland	29-Feb-24	Annual General Meeting	F0009013403	12	Non-Executive Remuneration	Management	For	
Kone	Finland	29-Feb-24	Annual General Meeting	F0009013403	13	Director Related	Management	For	
Kone	Finland	29-Feb-24	Annual General Meeting	F0009013403	14A	Elect Director(s)	Management	For	
Kone	Finland	29-Feb-24	Annual General Meeting	F0009013403	14B	Elect Director(s)	Management	For	
Kone	Finland	29-Feb-24	Annual General Meeting	F0009013403	14C	Elect Director(s)	Management	For	
Kone	Finland	29-Feb-24	Annual General Meeting	F0009013403	14D	Elect Director(s)	Management	For	
Kone	Finland	29-Feb-24	Annual General Meeting	F0009013403	14E	Elect Director(s)	Management	For	
Kone	Finland	29-Feb-24	Annual General Meeting	F0009013403	14F	Elect Director(s)	Management	Against	We opposed the election of an executive director who sits on the audit committee, as we believe that this committee should be comprised entirely of independent directors.
Kone	Finland	29-Feb-24	Annual General Meeting	F0009013403	14G	Elect Director(s)	Management	For	
Kone	Finland	29-Feb-24	Annual General Meeting	F0009013403	14H	Elect Director(s)	Management	For	
Kone	Finland	29-Feb-24	Annual General Meeting	F0009013403	14I	Elect Director(s)	Management	For	
Kone	Finland	29-Feb-24	Annual General Meeting	F0009013403	15	Appoint/Pay Auditors	Management	For	
Kone	Finland	29-Feb-24	Annual General Meeting	F0009013403	16	Appoint/Pay Auditors	Management	For	
Kone	Finland	29-Feb-24	Annual General Meeting	F0009013403	17	Appoint/Pay Auditors	Management	For	
Kone	Finland	29-Feb-24	Annual General Meeting	F0009013403	18	Share Repurchase	Management	For	
Kone	Finland	29-Feb-24	Annual General Meeting	F0009013403	19	Amendment of Share Capital	Management	For	

Company Name	Country	Meeting Date	Meeting Type	ISIN Id	Proposal Label	Proposal Text	Proposed By	Instruction	Reason for Vote
Novonesis	Denmark	4-Mar-24	Extraordinary General Meeting	DK0060336014	1	Articles of Association	Management	For	
Novonesis	Denmark	4-Mar-24	Extraordinary General Meeting	DK0060336014	2.A	Elect Director(s)	Management	For	
Novonesis	Denmark	4-Mar-24	Extraordinary General Meeting	DK0060336014	3.A	Elect Director(s)	Management	For	
Novonesis	Denmark	4-Mar-24	Extraordinary General Meeting	DK0060336014	3.B	Elect Director(s)	Management	For	
Novonesis	Denmark	4-Mar-24	Extraordinary General Meeting	DK0060336014	3.C	Elect Director(s)	Management	For	
Novonesis	Denmark	4-Mar-24	Extraordinary General Meeting	DK0060336014	4	Routine Business	Management	For	
Demant A/S	Denmark	6-Mar-24	Annual General Meeting	DK0060738599	2	Annual Report	Management	For	
Demant A/S	Denmark	6-Mar-24	Annual General Meeting	DK0060738599	3	Allocation of Income	Management	For	
Demant A/S	Denmark	6-Mar-24	Annual General Meeting	DK0060738599	4	Remuneration	Management	For	
Demant A/S	Denmark	6-Mar-24	Annual General Meeting	DK0060738599	5	Non-Executive Remuneration	Management	For	
Demant A/S	Denmark	6-Mar-24	Annual General Meeting	DK0060738599	6.01	Elect Director(s)	Management	For	
Demant A/S	Denmark	6-Mar-24	Annual General Meeting	DK0060738599	6.02	Elect Director(s)	Management	For	
Demant A/S	Denmark	6-Mar-24	Annual General Meeting	DK0060738599	6.03	Elect Director(s)	Management	For	
Demant A/S	Denmark	6-Mar-24	Annual General Meeting	DK0060738599	6.04	Elect Director(s)	Management	For	
Demant A/S	Denmark	6-Mar-24	Annual General Meeting	DK0060738599	7.01	Appoint/Pay Auditors	Management	For	
Demant A/S	Denmark	6-Mar-24	Annual General Meeting	DK0060738599	8A	Articles of Association	Management	For	
Demant A/S	Denmark	6-Mar-24	Annual General Meeting	DK0060738599	8B	Amendment of Share Capital	Management	For	
Demant A/S	Denmark	6-Mar-24	Annual General Meeting	DK0060738599	8C	Share Repurchase	Management	For	
Demant A/S	Denmark	6-Mar-24	Annual General Meeting	DK0060738599	8D	Routine Business	Management	For	
DSV	Denmark	14-Mar-24	Annual General Meeting	DK0060079531	2	Annual Report	Management	For	
DSV	Denmark	14-Mar-24	Annual General Meeting	DK0060079531	3	Allocation of Income	Management	For	
DSV	Denmark	14-Mar-24	Annual General Meeting	DK0060079531	4	Non-Executive Remuneration	Management	For	
DSV	Denmark	14-Mar-24	Annual General Meeting	DK0060079531	5	Remuneration	Management	For	
DSV	Denmark	14-Mar-24	Annual General Meeting	DK0060079531	6.01	Elect Director(s)	Management	For	
DSV	Denmark	14-Mar-24	Annual General Meeting	DK0060079531	6.02	Elect Director(s)	Management	For	
DSV	Denmark	14-Mar-24	Annual General Meeting	DK0060079531	6.03	Elect Director(s)	Management	For	
DSV	Denmark	14-Mar-24	Annual General Meeting	DK0060079531	6.04	Elect Director(s)	Management	For	
DSV	Denmark	14-Mar-24	Annual General Meeting	DK0060079531	6.05	Elect Director(s)	Management	For	
DSV	Denmark	14-Mar-24	Annual General Meeting	DK0060079531	6.06	Elect Director(s)	Management	For	
DSV	Denmark	14-Mar-24	Annual General Meeting	DK0060079531	6.07	Elect Director(s)	Management	For	
DSV	Denmark	14-Mar-24	Annual General Meeting	DK0060079531	6.08	Elect Director(s)	Management	For	
DSV	Denmark	14-Mar-24	Annual General Meeting	DK0060079531	7.01	Appoint/Pay Auditors	Management	For	
DSV	Denmark	14-Mar-24	Annual General Meeting	DK0060079531	8.1	Articles of Association	Management	For	
DSV	Denmark	14-Mar-24	Annual General Meeting	DK0060079531	8.2	Share Repurchase	Management	For	
DSV	Denmark	14-Mar-24	Annual General Meeting	DK0060079531	8.3.A	Director Related	Management	For	
DSV	Denmark	14-Mar-24	Annual General Meeting	DK0060079531	8.3.B	Director Related	Management	For	
DSV	Denmark	14-Mar-24	Annual General Meeting	DK0060079531	8.4	Shareholder Resolution - Social	Shareholder	For	We supported the shareholder resolution asking for a report on DSV's efforts and risks related to human and labour rights, as we believe that additional transparency would be beneficial for stakeholders. Our decision also aligns with management recommendation.
Samsung Electronics	South Korea	20-Mar-24	Annual General Meeting	KR7005930003	1	Annual Report	Management	For	
Samsung Electronics	South Korea	20-Mar-24	Annual General Meeting	KR7005930003	2	Elect Director(s)	Management	For	
Samsung Electronics	South Korea	20-Mar-24	Annual General Meeting	KR7005930003	3	Elect Director(s)	Management	For	
Samsung Electronics	South Korea	20-Mar-24	Annual General Meeting	KR7005930003	4	Elect Committee Member	Management	For	
Samsung Electronics	South Korea	20-Mar-24	Annual General Meeting	KR7005930003	5	Remuneration	Management	For	
Samsung Electronics	South Korea	20-Mar-24	Annual General Meeting	KR7005930003	6	Articles of Association	Management	For	
MonotaRO Co	Japan	24-Mar-24	Annual General Meeting	JP3922950005	1	Allocation of Income	Management	For	
MonotaRO Co	Japan	24-Mar-24	Annual General Meeting	JP3922950005	2.1	Elect Director(s)	Management	For	
MonotaRO Co	Japan	24-Mar-24	Annual General Meeting	JP3922950005	2.2	Elect Director(s)	Management	For	
MonotaRO Co	Japan	24-Mar-24	Annual General Meeting	JP3922950005	2.3	Elect Director(s)	Management	For	
MonotaRO Co	Japan	24-Mar-24	Annual General Meeting	JP3922950005	2.4	Elect Director(s)	Management	For	
MonotaRO Co	Japan	24-Mar-24	Annual General Meeting	JP3922950005	2.5	Elect Director(s)	Management	For	
MonotaRO Co	Japan	24-Mar-24	Annual General Meeting	JP3922950005	2.6	Elect Director(s)	Management	For	
MonotaRO Co	Japan	24-Mar-24	Annual General Meeting	JP3922950005	2.7	Elect Director(s)	Management	For	
MonotaRO Co	Japan	24-Mar-24	Annual General Meeting	JP3922950005	2.8	Elect Director(s)	Management	For	
Sartorius Stedim Biotech	France	26-Mar-24	AGM/EGM	FR0013154002	1	Annual Report	Management	For	
Sartorius Stedim Biotech	France	26-Mar-24	AGM/EGM	FR0013154002	2	Annual Report	Management	For	
Sartorius Stedim Biotech	France	26-Mar-24	AGM/EGM	FR0013154002	3	Allocation of Income	Management	For	
Sartorius Stedim Biotech	France	26-Mar-24	AGM/EGM	FR0013154002	4	Non-Executive Remuneration	Management	For	
Sartorius Stedim Biotech	France	26-Mar-24	AGM/EGM	FR0013154002	5	Remuneration	Management	Against	We opposed the remuneration report because the aggregate fees paid to the board of directors in 2023 exceeded the maximum amount approved by shareholders at the 2023 AGM, which we consider to be poor governance.
Sartorius Stedim Biotech	France	26-Mar-24	AGM/EGM	FR0013154002	6	Remuneration	Management	For	
Sartorius Stedim Biotech	France	26-Mar-24	AGM/EGM	FR0013154002	7	Remuneration	Management	For	
Sartorius Stedim Biotech	France	26-Mar-24	AGM/EGM	FR0013154002	8	Non-Executive Remuneration	Management	For	
Sartorius Stedim Biotech	France	26-Mar-24	AGM/EGM	FR0013154002	9	Remuneration	Management	For	
Sartorius Stedim Biotech	France	26-Mar-24	AGM/EGM	FR0013154002	10	Non-Executive Remuneration	Management	For	
Sartorius Stedim Biotech	France	26-Mar-24	AGM/EGM	FR0013154002	11	Remuneration	Management	For	
Sartorius Stedim Biotech	France	26-Mar-24	AGM/EGM	FR0013154002	12	Elect Director(s)	Management	For	
Sartorius Stedim Biotech	France	26-Mar-24	AGM/EGM	FR0013154002	13	Elect Director(s)	Management	For	
Sartorius Stedim Biotech	France	26-Mar-24	AGM/EGM	FR0013154002	14	Appoint/Pay Auditors	Management	For	
Sartorius Stedim Biotech	France	26-Mar-24	AGM/EGM	FR0013154002	15	Appoint/Pay Auditors	Management	For	
Sartorius Stedim Biotech	France	26-Mar-24	AGM/EGM	FR0013154002	16	Share Repurchase	Management	For	
Sartorius Stedim Biotech	France	26-Mar-24	AGM/EGM	FR0013154002	17	Articles of Association	Management	For	
Sartorius Stedim Biotech	France	26-Mar-24	AGM/EGM	FR0013154002	18	Amendment of Share Capital	Management	For	
Sartorius Stedim Biotech	France	26-Mar-24	AGM/EGM	FR0013154002	19	Amendment of Share Capital	Management	Against	We opposed the resolution which sought authority to issue equity because the potential dilution levels are not in the interests of shareholders.
Sartorius Stedim Biotech	France	26-Mar-24	AGM/EGM	FR0013154002	20	Amendment of Share Capital	Management	Against	We opposed the resolution which sought authority to issue equity because the potential dilution levels are not in the interests of shareholders.
Sartorius Stedim Biotech	France	26-Mar-24	AGM/EGM	FR0013154002	21	Amendment of Share Capital	Management	Against	We opposed the resolution which sought authority to issue equity because the potential dilution levels are not in the interests of shareholders.

Sartorius Stedim Biotech	France	26-Mar-24	AGM/EGM	FR0013154002	22	Amendment of Share Capital	Management	For
Sartorius Stedim Biotech	France	26-Mar-24	AGM/EGM	FR0013154002	23	Amendment of Share Capital	Management	For
Sartorius Stedim Biotech	France	26-Mar-24	AGM/EGM	FR0013154002	24	Employee Equity Plan	Management	For
Sartorius Stedim Biotech	France	26-Mar-24	AGM/EGM	FR0013154002	25	Employee Equity Plan	Management	For
Sartorius Stedim Biotech	France	26-Mar-24	AGM/EGM	FR0013154002	26	Amendment of Share Capital	Management	For
Shiseido	Japan	26-Mar-24	Annual General Meeting	JP3351600006	1	Allocation of Income	Management	For
Shiseido	Japan	26-Mar-24	Annual General Meeting	JP3351600006	2	Articles of Association	Management	For
Shiseido	Japan	26-Mar-24	Annual General Meeting	JP3351600006	3.1	Elect Director(s)	Management	For
Shiseido	Japan	26-Mar-24	Annual General Meeting	JP3351600006	3.2	Elect Director(s)	Management	For
Shiseido	Japan	26-Mar-24	Annual General Meeting	JP3351600006	3.3	Elect Director(s)	Management	For
Shiseido	Japan	26-Mar-24	Annual General Meeting	JP3351600006	3.4	Elect Director(s)	Management	For
Shiseido	Japan	26-Mar-24	Annual General Meeting	JP3351600006	3.5	Elect Director(s)	Management	For
Shiseido	Japan	26-Mar-24	Annual General Meeting	JP3351600006	3.6	Elect Director(s)	Management	For
Shiseido	Japan	26-Mar-24	Annual General Meeting	JP3351600006	3.7	Elect Director(s)	Management	For
Shiseido	Japan	26-Mar-24	Annual General Meeting	JP3351600006	3.8	Elect Director(s)	Management	For
Shiseido	Japan	26-Mar-24	Annual General Meeting	JP3351600006	3.9	Elect Director(s)	Management	For
Shiseido	Japan	26-Mar-24	Annual General Meeting	JP3351600006	3.10	Elect Director(s)	Management	For
Shiseido	Japan	26-Mar-24	Annual General Meeting	JP3351600006	3.11	Elect Director(s)	Management	For
Shimano	Japan	27-Mar-24	Annual General Meeting	JP3358000002	1	Allocation of Income	Management	For
Shimano	Japan	27-Mar-24	Annual General Meeting	JP3358000002	2.1	Elect Director(s)	Management	For
Shimano	Japan	27-Mar-24	Annual General Meeting	JP3358000002	2.2	Elect Director(s)	Management	For
Shimano	Japan	27-Mar-24	Annual General Meeting	JP3358000002	2.3	Elect Director(s)	Management	For
Shimano	Japan	27-Mar-24	Annual General Meeting	JP3358000002	2.4	Elect Director(s)	Management	For
Shimano	Japan	27-Mar-24	Annual General Meeting	JP3358000002	3	Elect Statutory Auditor	Management	For
Shimano	Japan	27-Mar-24	Annual General Meeting	JP3358000002	4	Elect Statutory Auditor	Management	For
HDFC Bank	India	29-Mar-24	Other Meeting	INE040A01034	1	Non-Executive Remuneration	Management	For
HDFC Bank	India	29-Mar-24	Other Meeting	INE040A01034	2	Elect Director(s)	Management	For
HDFC Bank	India	29-Mar-24	Other Meeting	INE040A01034	3	Related Party Transactions	Management	For
HDFC Bank	India	29-Mar-24	Other Meeting	INE040A01034	4	Related Party Transactions	Management	For
HDFC Bank	India	29-Mar-24	Other Meeting	INE040A01034	5	Related Party Transactions	Management	For
HDFC Bank	India	29-Mar-24	Other Meeting	INE040A01034	6	Related Party Transactions	Management	For
HDFC Bank	India	29-Mar-24	Other Meeting	INE040A01034	7	Related Party Transactions	Management	For
HDFC Bank	India	29-Mar-24	Other Meeting	INE040A01034	8	Related Party Transactions	Management	For

VOTE SUMMARY REPORT

REPORTING PERIOD: 01/01/2024 to 03/31/2024

The Simply Good Foods Company

Meeting Date: 01/18/2024 **Country:** USA **Ticker:** SMPL
Record Date: 11/22/2023 **Meeting Type:** Annual
Primary Security ID: 82900L102

Shares Voted: 59,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Clayton C. Daley, Jr.	Mgmt	For	For	For
1b	Elect Director Nomi P. Ghez	Mgmt	For	For	For
1c	Elect Director Michelle P. Goolsby	Mgmt	For	For	For
1d	Elect Director James M. Kilts	Mgmt	For	For	For
1e	Elect Director Robert G. Montgomery	Mgmt	For	For	For
1f	Elect Director Brian K. Ratzan	Mgmt	For	For	For
1g	Elect Director David W. Ritterbush	Mgmt	For	For	For
1h	Elect Director Joseph E. Scalzo	Mgmt	For	For	For
1i	Elect Director Joseph J. Schena	Mgmt	For	For	For
1j	Elect Director Geoff E. Tanner	Mgmt	For	For	For
1k	Elect Director David J. West	Mgmt	For	For	For
1l	Elect Director James D. White	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Amend Certificate of Incorporation to Limit the Personal Liability of Certain Officers	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

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: 24,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Dan L. Batrack	Mgmt	For	For	For
1B	Elect Director Gary R. Birkenbeuel	Mgmt	For	For	For
1C	Elect Director Prashant Gandhi	Mgmt	For	For	For

Tetra Tech, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1D	Elect Director Joanne M. Maguire	Mgmt	For	For	For
1E	Elect Director Christiana Obiaya	Mgmt	For	For	For
1F	Elect Director Kimberly E. Ritrievi	Mgmt	For	For	For
1G	Elect Director Kirsten M. Volpi	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

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: 79,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Sallie B. Bailey	Mgmt	For	For	For
1.2	Elect Director Pamela Edwards	Mgmt	For	For	For
1.3	Elect Director Howard Heckes	Mgmt	For	For	For
1.4	Elect Director Gary Hendrickson	Mgmt	For	For	For
1.5	Elect Director Vernon J. Nagel	Mgmt	For	For	For
1.6	Elect Director Harmit Singh	Mgmt	For	For	For
1.7	Elect Director Jesse Singh	Mgmt	For	For	For
1.8	Elect Director Fiona Tan	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	For

MACOM Technology Solutions Holdings, Inc.

Meeting Date: 03/07/2024 **Country:** USA **Ticker:** MTSI
Record Date: 01/08/2024 **Meeting Type:** Annual
Primary Security ID: 55405Y100

Shares Voted: 32,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Declassify the Board of Directors	Mgmt	For	For	For

MACOM Technology Solutions Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.1	Elect Director John Ritchie	Mgmt	For	For	For
2.2	Elect Director Jihye Whang Rosenband	Mgmt	For	For	For
2.3	Elect Director Murugesan "Raj" Shanmugaraj	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

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: 72,929

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mui Sung Yeo	Mgmt	For	Refer	For
1.2	Elect Director David Jeffrey Richardson	Mgmt	For	Refer	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 Permit the Exculpation of Officers	Mgmt	For	For	For

Vote Summary

NOVARTIS AG

Security	H5820Q150	Meeting Type	Annual General Meeting
Ticker Symbol		Meeting Date	05-Mar-2024
ISIN	CH0012005267	Agenda	718134771 - Management
Record Date	29-Feb-2024	Holding Recon Date	29-Feb-2024
City / Country	BASEL / Switzerland	Vote Deadline	21-Feb-2024 01:59 PM ET
SEDOL(s)	7103065 - 7105083 - B01DMY5 - B10S3M3 - BNNJQ73	Quick Code	

Item	Proposal	Proposed by	Vote	Management Recommendation
1.1	APPROVAL OF THE OPERATING AND FINANCIAL REVIEW OF NOVARTIS AG, THE FINANCIAL STATEMENTS OF NOVARTIS AG AND THE GROUP CONSOLIDATED FINANCIAL STATEMENTS FOR THE 2023 FINANCIAL YEAR	Management	For	For
	Enhanced Proposal Category: Accept Financial Statements and Statutory Reports			
1.2	ADVISORY VOTE ON THE NON-FINANCIAL REPORT FOR THE 2023 FINANCIAL YEAR	Management	For	For
	Enhanced Proposal Category: Accept/Approve Corporate Social Responsibility Report			
2	DISCHARGE FROM LIABILITY OF THE MEMBERS OF THE BOARD OF DIRECTORS AND THE EXECUTIVE COMMITTEE	Management	For	For
	Enhanced Proposal Category: Approve Discharge of Board and President			
3	APPROPRIATION OF AVAILABLE EARNINGS OF NOVARTIS AG AS PER BALANCE SHEET AND DECLARATION OF DIVIDEND FOR 2023	Management	For	For
	Enhanced Proposal Category: Approve Allocation of Income and Dividends			
4	REDUCTION OF SHARE CAPITAL	Management	For	For
	Enhanced Proposal Category: Approve Reduction in Share Capital			
5.1	BINDING VOTE ON THE MAXIMUM AGGREGATE AMOUNT OF COMPENSATION FOR THE BOARD OF DIRECTORS FROM THE 2024 ANNUAL GENERAL MEETING TO THE 2025 ANNUAL GENERAL MEETING	Management	Against	For
	Enhanced Proposal Category: Approve Remuneration of Directors and/or Committee Members			
	Comments: The amount requested for the Board is "reasonable" vs other Swiss companies. But the fact remains that the Chairman receives 43% of the total making the entire package unacceptable.			

Vote Summary

5.2	BINDING VOTE ON THE MAXIMUM AGGREGATE AMOUNT OF COMPENSATION FOR THE EXECUTIVE COMMITTEE FOR THE 2025 FINANCIAL YEAR	Management	For	For
	Enhanced Proposal Category: Approve Remuneration of Directors			
5.3	ADVISORY VOTE ON THE 2023 COMPENSATION REPORT	Management	For	For
	Enhanced Proposal Category: Approve Remuneration Report			
6.1	RE-ELECTION OF JOERG REINHARDT AS MEMBER AND CHAIR OF THE BOARD OF DIRECTORS	Management	For	For
	Enhanced Proposal Category: Elect Director			
6.2	RE-ELECTION OF NANCY C. ANDREWS AS MEMBER OF THE BOARD OF DIRECTORS	Management	For	For
	Enhanced Proposal Category: Elect Director			
6.3	RE-ELECTION OF TON BUECHNER AS MEMBER OF THE BOARD OF DIRECTORS	Management	For	For
	Enhanced Proposal Category: Elect Director			
6.4	RE-ELECTION OF PATRICE BULA AS MEMBER OF THE BOARD OF DIRECTORS	Management	For	For
	Enhanced Proposal Category: Elect Director			
6.5	RE-ELECTION OF ELIZABETH DOHERTY AS MEMBER OF THE BOARD OF DIRECTORS	Management	For	For
	Enhanced Proposal Category: Elect Director			
6.6	RE-ELECTION OF BRIDGETTE HELLER AS MEMBER OF THE BOARD OF DIRECTORS	Management	For	For
	Enhanced Proposal Category: Elect Director			
6.7	RE-ELECTION OF DANIEL HOCHSTRASSER AS MEMBER OF THE BOARD OF DIRECTORS	Management	For	For
	Enhanced Proposal Category: Elect Director			
6.8	RE-ELECTION OF FRANS VAN HOUTEN AS MEMBER OF THE BOARD OF DIRECTORS	Management	For	For
	Enhanced Proposal Category: Elect Director			
6.9	RE-ELECTION OF SIMON MORONEY AS MEMBER OF THE BOARD OF DIRECTORS	Management	For	For
	Enhanced Proposal Category: Elect Director			
6.10	RE-ELECTION OF ANA DE PRO GONZALO AS MEMBER OF THE BOARD OF DIRECTORS	Management	For	For
	Enhanced Proposal Category: Elect Director			

Vote Summary

6.11	RE-ELECTION OF CHARLES L. SAWYERS AS MEMBER OF THE BOARD OF DIRECTORS	Management	For	For
	Enhanced Proposal Category: Elect Director			
6.12	RE-ELECTION OF WILLIAM T. WINTERS AS MEMBER OF THE BOARD OF DIRECTORS	Management	For	For
	Enhanced Proposal Category: Elect Director			
6.13	RE-ELECTION OF JOHN D. YOUNG AS MEMBER OF THE BOARD OF DIRECTORS	Management	For	For
	Enhanced Proposal Category: Elect Director			
7.1	RE-ELECTION OF PATRICE BULA AS MEMBER OF THE COMPENSATION COMMITTEE	Management	For	For
	Enhanced Proposal Category: Elect Members of Remuneration Committee			
7.2	RE-ELECTION OF BRIDGETTE HELLER AS MEMBER OF THE COMPENSATION COMMITTEE	Management	For	For
	Enhanced Proposal Category: Elect Members of Remuneration Committee			
7.3	RE-ELECTION OF SIMON MORONEY AS MEMBER OF THE COMPENSATION COMMITTEE	Management	For	For
	Enhanced Proposal Category: Elect Members of Remuneration Committee			
7.4	RE-ELECTION OF WILLIAM T. WINTERS AS MEMBER OF THE COMPENSATION COMMITTEE	Management	For	For
	Enhanced Proposal Category: Elect Members of Remuneration Committee			
8	RE-ELECTION OF THE AUDITOR: THE BOARD OF DIRECTORS PROPOSES THE RE-ELECTION OF KPMG AG AS AUDITOR FOR THE FINANCIAL YEAR STARTING ON JANUARY 1, 2024	Management	For	For
	Enhanced Proposal Category: Ratify Auditors			
9	RE-ELECTION OF THE INDEPENDENT PROXY: THE BOARD OF DIRECTORS PROPOSES THE RE-ELECTION OF LIC. IUR. PETER ANDREAS ZAHN, ATTORNEY AT LAW, BASEL, AS INDEPENDENT PROXY UNTIL THE END OF THE NEXT ANNUAL GENERAL MEETING	Management	For	For
	Enhanced Proposal Category: Designate X as Independent Proxy			
B	GENERAL INSTRUCTIONS IN CASE OF ALTERNATIVE MOTIONS UNDER THE AGENDA ITEMS PUBLISHED IN THE INVITATION TO THE ANNUAL GENERAL MEETING, AND/OR OF MOTIONS RELATING TO ADDITIONAL AGENDA ITEMS ACCORDING TO ARTICLE 704B OF THE SWISS CODE OF OBLIGATIONS.	Management	Against	For

Vote Summary

I/WE INSTRUCT THE INDEPENDENT PROXY TO VOTE AS FOLLOWS: (FOR = ACCORDING TO THE MOTION OF THE BOARD OF DIRECTORS, AGAINST = AGAINST ALTERNATIVE AND/OR ADDITIONAL MOTIONS, ABSTAIN = ABSTAIN FROM VOTING)

Enhanced Proposal Category: Other Business

Comments: We prefer to vote on matters presented formally to all shareholders.

Vote Summary

BANCO BILBAO VIZCAYA ARGENTARIA SA

Security	E11805103	Meeting Type	Ordinary General Meeting
Ticker Symbol		Meeting Date	14-Mar-2024
ISIN	ES0113211835	Agenda	718145267 - Management
Record Date	08-Mar-2024	Holding Recon Date	08-Mar-2024
City / Country	TBD / Spain	Vote Deadline	01-Mar-2024 01:59 PM ET
SEDOL(s)	0443694 - 5501906 - 5503742 - 5777570 - B0372X4 - B0HW473 - B7N2TN7 - BF444Y4 - BFNKR22 - BHZL9Q5	Quick Code	

Item	Proposal	Proposed by	Vote	Management Recommendation
1.1	ANNUAL ACCOUNTS, APPLICATION OF RESULTS AND SOCIAL MANAGEMENT: APPROVAL OF THE ANNUAL ACCOUNTS AND MANAGEMENT REPORTS OF BANCO BILBAO VIZCAYA ARGENTARIA, S.A. AND ITS CONSOLIDATED GROUP CORRESPONDING TO THE YEAR ENDED DECEMBER 31, 2023	Management	For	For
	Enhanced Proposal Category: Accept Consolidated Financial Statements/Statutory Reports			
1.2	ANNUAL ACCOUNTS, APPLICATION OF RESULTS AND SOCIAL MANAGEMENT: APPROVAL OF THE NON-FINANCIAL INFORMATION STATEMENT OF BANCO BILBAO VIZCAYA ARGENTARIA, S.A. AND THAT OF ITS CONSOLIDATED GROUP CORRESPONDING TO THE YEAR ENDED DECEMBER 31, 2023	Management	For	For
	Enhanced Proposal Category: Accept/Approve Corporate Social Responsibility Report			
1.3	ANNUAL ACCOUNTS, APPLICATION OF RESULTS AND SOCIAL MANAGEMENT: APPROVAL OF THE APPLICATION OF THE RESULT FOR FISCAL YEAR 2023	Management	For	For
	Enhanced Proposal Category: Approve Allocation of Income and Dividends			
1.4	ANNUAL ACCOUNTS, APPLICATION OF RESULTS AND SOCIAL MANAGEMENT: APPROVAL OF CORPORATE MANAGEMENT DURING FISCAL YEAR 2023	Management	For	For
	Enhanced Proposal Category: Approve Discharge of Board and President			
2.1	ADOPTION OF THE FOLLOWING AGREEMENTS ON RE-ELECTION AND APPOINTMENT OF MEMBER OF THE BOARD OF DIRECTORS: RE-ELECTION OF MR. JOSE MIGUEL ANDRES TORRECILLAS	Management	Against	For
	Enhanced Proposal Category: Elect Director			

Vote Summary

Comments: The proposal would appoint the Director to a 3-year term.

In our experience, electing Directors for multi-year terms can serve to entrench Board members and could limit accountability for poor decision making.

2.2	ADOPTION OF THE FOLLOWING AGREEMENTS ON RE-ELECTION AND APPOINTMENT OF MEMBER OF THE BOARD OF DIRECTORS: RE-ELECTION OF MR. JAIME FELIX CARUANA LACORTE	Management	Against	For
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Enhanced Proposal Category: Elect Director

Comments: The proposal would appoint the Director to a 3-year term.

In our experience, electing Directors for multi-year terms can serve to entrench Board members and could limit accountability for poor decision making.

2.3	ADOPTION OF THE FOLLOWING AGREEMENTS ON RE-ELECTION AND APPOINTMENT OF MEMBER OF THE BOARD OF DIRECTORS: RE-ELECTION OF MS. BELEN GARIJO LOPEZ	Management	Against	For
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Enhanced Proposal Category: Elect Director

Comments: The proposal would appoint the Director to a 3-year term.

In our experience, electing Directors for multi-year terms can serve to entrench Board members and could limit accountability for poor decision making.

2.4	ADOPTION OF THE FOLLOWING AGREEMENTS ON RE-ELECTION AND APPOINTMENT OF MEMBER OF THE BOARD OF DIRECTORS: RE-ELECTION OF MS. ANA CRISTINA PERALTA MORENO	Management	Against	For
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Enhanced Proposal Category: Elect Director

Comments: The proposal would appoint the Director to a 3-year term.

In our experience, electing Directors for multi-year terms can serve to entrench Board members and could limit accountability for poor decision making.

2.5	ADOPTION OF THE FOLLOWING AGREEMENTS ON RE-ELECTION AND APPOINTMENT OF MEMBER OF THE BOARD OF DIRECTORS: REELECTION OF MR. JAN PAUL MARIE FRANCIS VERPLANCKE	Management	Against	For
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Enhanced Proposal Category: Elect Director

Comments: The proposal would appoint the Director to a 3-year term.

In our experience, electing Directors for multi-year terms can serve to entrench Board members and could limit accountability for poor decision making.

2.6	ADOPTION OF THE FOLLOWING AGREEMENTS ON RE-ELECTION AND APPOINTMENT OF MEMBER OF THE BOARD OF DIRECTORS: APPOINTMENT OF MR. ENRIQUE CASANUEVA NARDIZ	Management	Against	For
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Enhanced Proposal Category: Elect Director

Vote Summary

Comments: The proposal would appoint the Director to a 3-year term.

In our experience, electing Directors for multi-year terms can serve to entrench Board members and could limit accountability for poor decision making.

2.7	ADOPTION OF THE FOLLOWING AGREEMENTS ON RE-ELECTION AND APPOINTMENT OF MEMBER OF THE BOARD OF DIRECTORS: APPOINTMENT OF MS. CRISTINA DE PARIAS HALCON	Management	Against	For
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Enhanced Proposal Category: Elect Director

Comments: The proposal would appoint the Director to a 3-year term.

In our experience, electing Directors for multi-year terms can serve to entrench Board members and could limit accountability for poor decision making.

3	APPROVAL OF THE REDUCTION OF THE BANKS SHARE CAPITAL, UP TO A MAXIMUM AMOUNT CORRESPONDING TO 10PTC OF THE SAME ON THE DATE OF THE AGREEMENT, THROUGH THE AMORTIZATION OF OWN SHARES THAT HAVE BEEN ACQUIRED FOR THE PURPOSE OF BEING AMORTIZED, DELEGATED TO THE BOARD OF ADMINISTRATION THE POSSIBILITY OF EXECUTING THE REDUCTION TOTALLY OR PARTIALLY AND IN ONE OR SEVERAL TIMES	Management	For	For
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Enhanced Proposal Category: Approve Reduction in Share Capital

4	APPROVAL OF A MAXIMUM LEVEL OF VARIABLE REMUNERATION OF UP TO 200PTC OF THE FIXED COMPONENT OF THE TOTAL REMUNERATION FOR A CERTAIN GROUP OF EMPLOYEES WHOSE PROFESSIONAL ACTIVITIES SIGNIFICANTLY AFFECT THE RISK PROFILE OF BANCO BILBAO VIZCAYA ARGENTARIA, S.A. OR YOUR GROUP	Management	For	For
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Enhanced Proposal Category: Fix Maximum Variable Compensation Ratio

5	DELEGATION OF POWERS TO THE BOARD OF DIRECTORS, WITH THE POWER OF SUBSTITUTION, TO FORMALIZE, CORRECT, INTERPRET AND EXECUTE THE AGREEMENTS ADOPTED BY THE GENERAL MEETING	Management	For	For
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Enhanced Proposal Category: Authorize Board to Ratify and Execute Approved Resolutions

6	ADVISORY VOTE ON THE ANNUAL REPORT ON REMUNERATION OF DIRECTORS OF BANCO BILBAO VIZCAYA ARGENTARIA, S.A	Management	For	For
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Enhanced Proposal Category: Approve Remuneration Report

Vote Summary

SAMSUNG ELECTRONICS CO LTD

Security	796050888	Meeting Type	Annual General Meeting
Ticker Symbol		Meeting Date	20-Mar-2024
ISIN	US7960508882	Agenda	718187986 - Management
Record Date	29-Dec-2023	Holding Recon Date	29-Dec-2023
City / Country	GYEONG / Korea, GI-DO Republic Of	Vote Deadline	11-Mar-2024 01:59 PM ET
SEDOL(s)	2763152 - 4942818 - 5263518 - B01D632 - B7PXVM1 - BHZL0Q2 - BYW3ZR6	Quick Code	

Item	Proposal	Proposed by	Vote	Management Recommendation
1	APPROVAL OF AUDITED FINANCIAL STATEMENTS (FY2023) Enhanced Proposal Category: Approve Financials/Income Allocation/Director Discharge	Management	For	For
2	ELECTION OF JE-YOON SHIN AS INDEPENDENT DIRECTOR Enhanced Proposal Category: Elect Director Comments: In our experience, multi-year terms can entrench Directors and lead to static thinking.	Management	Against	For
3	ELECTION OF HYE-KYUNG CHO AS INDEPENDENT DIRECTOR FOR AUDIT COMMITTEE MEMBER Enhanced Proposal Category: Elect Director Comments: In our experience, multi-year terms can entrench Directors and lead to static thinking.	Management	Against	For
4	ELECTION OF MYUNG-HEE YOO AS AUDIT COMMITTEE MEMBER Enhanced Proposal Category: Elect Members of Audit Committee Comments: In our experience, multi-year terms can entrench Directors and lead to static thinking.	Management	Against	For
5	APPROVAL OF DIRECTOR REMUNERATION LIMIT (FY2024) Enhanced Proposal Category: Approve Remuneration of Directors	Management	For	For
6	APPROVAL OF AMENDMENTS TO THE ARTICLES OF INCORPORATION Enhanced Proposal Category: Amend Articles/Bylaws/Charter -- Non-Routine	Management	For	For

Vote Summary

BANKINTER, SA

Security	E2116H880	Meeting Type	Annual General Meeting
Ticker Symbol		Meeting Date	21-Mar-2024
ISIN	ES0113679137	Agenda	718178999 - Management
Record Date	15-Mar-2024	Holding Recon Date	15-Mar-2024
City / Country	MADRID / Spain	Vote Deadline	08-Mar-2024 01:59 PM ET
SEDOL(s)	5474008 - 5503010 - B0Z4ZT0 - B292P94 - BF44518 - BG47FP8 - BHZLB69	Quick Code	

Item	Proposal	Proposed by	Vote	Management Recommendation
1	REVIEW AND APPROVAL OF THE SEPARATE FINANCIAL STATEMENTS (BALANCE SHEET, INCOME STATEMENT, STATEMENT OF CHANGES IN EQUITY, STATEMENT OF CASH FLOWS AND THE NOTES TO THE FINANCIAL STATEMENTS) AND MANAGEMENT REPORT OF BANKINTER, S.A., AND THE CONSOLIDATED FINANCIAL STATEMENTS AND MANAGEMENT REPORT OF THE CONSOLIDATED GROUP FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2023	Management	For	For
	Enhanced Proposal Category: Accept Consolidated Financial Statements/Statutory Reports			
2	REVIEW AND APPROVAL OF THE NON-FINANCIAL STATEMENT IN ACCORDANCE WITH LAW 11/2018 OF 28 DECEMBER	Management	For	For
	Enhanced Proposal Category: Accept/Approve Corporate Social Responsibility Report			
3	REVIEW AND APPROVAL OF THE BOARD OF DIRECTORS' MANAGEMENT AND PERFORMANCE DURING THE FINANCIAL YEAR ENDED 31 DECEMBER 2023	Management	For	For
	Enhanced Proposal Category: Approve Discharge of Board and President			
4	REVIEW AND APPROVAL OF THE PROPOSED DISTRIBUTION OF EARNINGS AND DIVIDENDS FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2023	Management	For	For
	Enhanced Proposal Category: Approve Allocation of Income and Dividends			
5	RE-ELECTION OF THE AUDITOR OF THE COMPANY AND THE CONSOLIDATED GROUP FOR THE 2024 FINANCIAL YEAR	Management	For	For
	Enhanced Proposal Category: Ratify Auditors			
6.1	APPOINTMENT OF GLORIA ORTIZ PORTERO AS EXECUTIVE DIRECTOR	Management	Against	For

Vote Summary

Enhanced Proposal Category: Elect Director				
Comments: The proposal would appoint the Director to a multi-year term. In our experience, electing Directors for multi-year terms serves to entrench Board members and limit accountability for poor decision making.				
6.2	THE APPOINTMENT OF TERESA PAZ-ARES RODRIGUEZ, AS INDEPENDENT EXTERNAL DIRECTOR	Management	Against	For
Enhanced Proposal Category: Elect Director				
Comments: The proposal would appoint the Director to a multi-year term. In our experience, electing Directors for multi-year terms serves to entrench Board members and limit accountability for poor decision making.				
6.3	ESTABLISHMENT OF THE NUMBER OF DIRECTORS	Management	For	For
Enhanced Proposal Category: Fix Number of Directors and/or Auditors				
7	APPROVAL OF A RESTRICTED CAPITALISATION RESERVE PURSUANT TO THE PROVISIONS OF ARTICLE 25.1.B) OF LAW 27/2014 OF 27 NOVEMBER ON CORPORATE INCOME TAX	Management	For	For
Enhanced Proposal Category: Company Specific - Equity Related				
8	DELEGATION TO THE BOARD OF DIRECTORS, IN ACCORDANCE WITH ARTICLE 297.1.B) OF THE SPANISH COMPANIES ACT, INCLUDING THE EXPLICIT POWER TO DELEGATE THIS POWER TO THE EXECUTIVE COMMITTEE, OF THE POWER TO INCREASE THE SHARE CAPITAL, FOR A TERM OF FIVE YEARS, BY UP TO A MAXIMUM OF 50% OF THE COMPANY'S SHARE CAPITAL ON THE AUTHORISATION DATE. DELEGATION OF THE POWER TO EXCLUDE PREEMPTIVE SUBSCRIPTION RIGHTS, ALTHOUGH THIS POWER WILL BE LIMITED TO 10% OF THE BANK'S SHARE CAPITAL ON THE AUTHORISATION DATE	Management	Against	For
Enhanced Proposal Category: Approve Issuance of Equity with or without Preemptive Rights				
Comments: Shareholder approval should be required for any transaction requiring such a large issuance of shares. A maximum of 15% of the company's share capital would be more reasonable.				

Vote Summary

		Management	Against	For
9	<p>DELEGATION TO THE BOARD OF DIRECTORS, INCLUDING THE EXPLICIT POWER TO DELEGATE THIS POWER TO THE EXECUTIVE COMMITTEE, FOR A TERM OF FIVE (5) YEARS, THE POWER TO ISSUE SECURITIES EXCHANGEABLE FOR AND/OR CONVERTIBLE INTO COMPANY SHARES, WITH THE MAXIMUM LIMIT OF ONE BILLION (1,000,000,000) EUROS. ESTABLISHMENT OF THE CRITERIA FOR DETERMINING THE TERMS AND FORMS OF EXCHANGE AND/OR CONVERSION AND POWER TO INCREASE THE SHARE CAPITAL BY THE AMOUNT NEEDED TO COVER THE CONVERSION OF THE SECURITIES. DELEGATION TO AGREE, WHERE APPLICABLE, ON THE COMPLETE OR PARTIAL EXCLUSION OF PREEMPTIVE SUBSCRIPTION, EXCHANGE OR EXERCISE RIGHTS</p> <p>Enhanced Proposal Category: Approve Issuance of Warrants/Bonds without Preemptive Rights</p> <p>Comments: Shareholder approval should be required for any transaction requiring such a large issuance of shares. A maximum of 15% of the company's share capital would be more reasonable.</p>			
10.1	<p>APPROVAL OF THE REMUNERATION POLICY FOR THE DIRECTORS OF BANKINTER, S.A., WHICH INCLUDES THE MAXIMUM AMOUNT OF ANNUAL REMUNERATION TO BE PAID TO DIRECTORS FOR PERFORMING THEIR DUTIES</p> <p>Enhanced Proposal Category: Approve Remuneration Policy</p>	Management	For	For
10.2	<p>APPROVAL OF THE DELIVERY OF SHARES TO THE EXECUTIVE DIRECTORS FOR THEIR EXECUTIVE DUTIES, AND TO SENIOR MANAGEMENT AS PART OF THE ANNUAL VARIABLE REMUNERATION ACCRUED IN 2023</p> <p>Enhanced Proposal Category: Approve/Amend Deferred Share Bonus Plan</p>	Management	For	For
10.3	<p>APPROVAL OF THE MAXIMUM LEVEL OF VARIABLE REMUNERATION FOR SPECIFIC EMPLOYEES WHOSE PROFESSIONAL ACTIVITIES HAVE A SIGNIFICANT IMPACT ON THE RISK PROFILE OF BANKINTER OR ITS GROUP</p> <p>Enhanced Proposal Category: Fix Maximum Variable Compensation Ratio</p>	Management	For	For

Vote Summary

11	DELEGATION OF POWERS TO THE BOARD OF DIRECTORS (INCLUDING THE POWER TO DESIGNATE A SUBSTITUTE) TO FORMALISE, INTERPRET, CORRECT AND EXECUTE THE RESOLUTIONS CARRIED BY THIS GENERAL MEETING	Management	For	For
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Enhanced Proposal Category: Authorize Board to Ratify and Execute Approved Resolutions

12	ANNUAL REPORT ON DIRECTOR REMUNERATION PURSUANT TO ARTICLE 541 OF THE SPANISH COMPANIES ACT	Management	For	For
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Enhanced Proposal Category: Approve Remuneration Report

Vote Summary

KB FINANCIAL GROUP INC

Security	Y46007103	Meeting Type	Annual General Meeting
Ticker Symbol		Meeting Date	22-Mar-2024
ISIN	KR7105560007	Agenda	718178204 - Management
Record Date	31-Dec-2023	Holding Recon Date	31-Dec-2023
City / Country	SEOUL / Korea, Republic Of	Vote Deadline	12-Mar-2024 01:59 PM ET
SEDOL(s)	B3DF0Y6	Quick Code	

Item	Proposal	Proposed by	Vote	Management Recommendation
1	APPROVAL OF FINANCIAL STATEMENTS Enhanced Proposal Category: Approve Financials/Income Allocation/Director Discharge	Management	For	For
2.1	ELECTION OF A NON-PERMANENT DIRECTOR I JAE GEUN Enhanced Proposal Category: Elect Director (Cumulative Voting)	Management	For	For
2.2	ELECTION OF OUTSIDE DIRECTOR OGYU TAEK Enhanced Proposal Category: Elect Director (Cumulative Voting)	Management	For	For
2.3	ELECTION OF OUTSIDE DIRECTOR CHOE JAE HONG Enhanced Proposal Category: Elect Director (Cumulative Voting)	Management	For	For
2.4	ELECTION OF OUTSIDE DIRECTOR I MYEONG HWAL Enhanced Proposal Category: Elect Director (Cumulative Voting)	Management	For	For
3	ELECTION OF OUTSIDE DIRECTOR WHO IS AN AUDIT COMMITTEE MEMBER GWON SEON JU Enhanced Proposal Category: Elect Director (Cumulative Voting)	Management	For	For
4.1	ELECTION OF AUDIT COMMITTEE MEMBER WHO IS AN OUTSIDE DIRECTOR JO HWA JUN Enhanced Proposal Category: Elect Members of Audit Committee	Management	For	For
4.2	ELECTION OF AUDIT COMMITTEE MEMBER WHO IS AN OUTSIDE DIRECTOR OGYU TAEK Enhanced Proposal Category: Elect Members of Audit Committee	Management	For	For
4.3	ELECTION OF AUDIT COMMITTEE MEMBER WHO IS AN OUTSIDE DIRECTOR GIM SEONG YONG Enhanced Proposal Category: Elect Members of Audit Committee	Management	For	For
5	APPROVAL OF REMUNERATION FOR DIRECTOR Enhanced Proposal Category: Approve Remuneration of Directors	Management	For	For

Vote Summary

KUBOTA CORPORATION

Security	J36662138	Meeting Type	Annual General Meeting
Ticker Symbol		Meeting Date	22-Mar-2024
ISIN	JP3266400005	Agenda	718199816 - Management
Record Date	31-Dec-2023	Holding Recon Date	31-Dec-2023
City / Country	OSAKA / Japan	Vote Deadline	20-Mar-2024 01:59 PM ET
SEDOL(s)	5675522 - 6497509 - B098JS5 - BJ1FDV8	Quick Code	63260

Item	Proposal	Proposed by	Vote	Management Recommendation
1.1	Appoint a Director Kitao, Yuichi	Management	For	For
	Enhanced Proposal Category: Elect Director			
1.2	Appoint a Director Yoshikawa, Masato	Management	For	For
	Enhanced Proposal Category: Elect Director			
1.3	Appoint a Director Watanabe, Dai	Management	For	For
	Enhanced Proposal Category: Elect Director			
1.4	Appoint a Director Kimura, Hiroto	Management	For	For
	Enhanced Proposal Category: Elect Director			
1.5	Appoint a Director Yoshioka, Eiji	Management	For	For
	Enhanced Proposal Category: Elect Director			
1.6	Appoint a Director Hanada, Shingo	Management	For	For
	Enhanced Proposal Category: Elect Director			
1.7	Appoint a Director Matsuda, Yuzuru	Management	For	For
	Enhanced Proposal Category: Elect Director			
1.8	Appoint a Director Shintaku, Yutaro	Management	For	For
	Enhanced Proposal Category: Elect Director			
1.9	Appoint a Director Arakane, Kumi	Management	For	For
	Enhanced Proposal Category: Elect Director			
1.10	Appoint a Director Kawana, Koichi	Management	For	For
	Enhanced Proposal Category: Elect Director			
2.1	Appoint a Corporate Auditor Ito, Kazushi	Management	For	For
	Enhanced Proposal Category: Appoint Internal Statutory Auditors			
2.2	Appoint a Corporate Auditor Yamada, Yuichi	Management	For	For
	Enhanced Proposal Category: Appoint Internal Statutory Auditors			
3	Appoint a Substitute Corporate Auditor Iwamoto, Hogara	Management	For	For
	Enhanced Proposal Category: Appoint Alternate Internal Statutory Auditor(s)			

Vote Summary

HANA FINANCIAL GROUP INC

Security	Y29975102	Meeting Type	Annual General Meeting
Ticker Symbol		Meeting Date	22-Mar-2024
ISIN	KR7086790003	Agenda	718206382 - Management
Record Date	31-Dec-2023	Holding Recon Date	31-Dec-2023
City / Country	SEOUL / Korea, Republic Of	Vote Deadline	12-Mar-2024 01:59 PM ET
SEDOL(s)	B0RNRF5	Quick Code	

Item	Proposal	Proposed by	Vote	Management Recommendation
1	APPROVAL OF FINANCIAL STATEMENTS Enhanced Proposal Category: Approve Financials/Income Allocation/Director Discharge	Management	For	For
2.1	APPOINTMENT OF DIRECTOR: OUTSIDE DIRECTOR: PARK DONG MOON Enhanced Proposal Category: Elect Director (Cumulative Voting)	Management	For	For
2.2	APPOINTMENT OF DIRECTOR: OUTSIDE DIRECTOR: LEE KANG WON Enhanced Proposal Category: Elect Director (Cumulative Voting)	Management	For	For
2.3	APPOINTMENT OF DIRECTOR: OUTSIDE DIRECTOR: JOO YOUNG SUP Enhanced Proposal Category: Elect Director (Cumulative Voting)	Management	For	For
2.4	APPOINTMENT OF DIRECTOR: OUTSIDE DIRECTOR: YOON SHIM Enhanced Proposal Category: Elect Director (Cumulative Voting)	Management	For	For
2.5	APPOINTMENT OF DIRECTOR: OUTSIDE DIRECTOR: LEE JAE MIN Enhanced Proposal Category: Elect Director (Cumulative Voting)	Management	For	For
2.6	APPOINTMENT OF DIRECTOR: INSIDE DIRECTOR: LEE SEUNG YEOL Enhanced Proposal Category: Elect Director (Cumulative Voting)	Management	For	For
2.7	APPOINTMENT OF DIRECTOR: INSIDE DIRECTOR: KANG SUNG MOOK Enhanced Proposal Category: Elect Director (Cumulative Voting)	Management	For	For
3.1	APPOINTMENT OF OUTSIDE DIRECTOR WHO IS MEMBER OF AUDIT COMMITTEE: LEE JUNG WON Enhanced Proposal Category: Elect Director (Cumulative Voting)	Management	For	For
3.2	APPOINTMENT OF OUTSIDE DIRECTOR WHO IS MEMBER OF AUDIT COMMITTEE: LEE JAE SUL Enhanced Proposal Category: Elect Director (Cumulative Voting)	Management	For	For
4.1	APPOINTMENT OF MEMBER OF AUDIT COMMITTEE WHO IS OUTSIDE DIRECTOR: WON SOOK YEON	Management	For	For

Vote Summary

Enhanced Proposal Category: Elect Members of Audit Committee

4.2	APPOINTMENT OF MEMBER OF AUDIT COMMITTEE WHO IS OUTSIDE DIRECTOR: LEE JAE MIN	Management	For	For
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Enhanced Proposal Category: Elect Members of Audit Committee

5	APPROVAL OF REMUNERATION FOR DIRECTOR	Management	For	For
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Enhanced Proposal Category: Approve Remuneration of Directors

Vote Summary

FOMENTO ECONOMICO MEXICANO S.A.B. DE CV

Security	344419106	Meeting Type	Annual
Ticker Symbol	FMX	Meeting Date	22-Mar-2024
ISIN	US3444191064	Agenda	935986248 - Management
Record Date	15-Feb-2024	Holding Recon Date	15-Feb-2024
City / Country	/ United States	Vote Deadline	15-Mar-2024 11:59 PM ET
SEDOL(s)		Quick Code	

Item	Proposal	Proposed by	Vote	Management Recommendation
1.	Report of the Chief Executive Officer of the Company, which includes the financial statements of the Company for the year 2023; opinion of the Board of Directors of the Company on the content of the Chief Executive Officer's report; report of the Board of Directors containing the main accounting and information policies and criteria followed in the preparation of the Company's financial information, as well as the report on the operations and activities in which it participated during ... (due to space limits, see proxy material for full proposal).	Management	For	For
	Enhanced Proposal Category: Accept Financial Statements and Statutory Reports			
2.	Application of the results for the year 2023, including the declaration and payment of cash dividends in local currency.	Management	For	For
	Enhanced Proposal Category: Approve Allocation of Income and Dividends			
3.	Presentation, discussion and, if applicable, approval of the Company's stock repurchase report, and the determination of the maximum amount to be allocated for the Company's stock repurchase.	Management	For	For
	Enhanced Proposal Category: Authorize Share Repurchase Program			
4a.	Election of the member of the Board of Director (Series "B"): José Antonio Fernández Carbajal	Management	For	For
	Enhanced Proposal Category: Elect Director			
4b.	Election of the member of the Board of Director (Series "B"): Bárbara Garza Lagüera Gonda	Management	For	For
	Enhanced Proposal Category: Elect Director			
4c.	Election of the member of the Board of Director (Series "B"): Mariana Garza Lagüera Gonda	Management	For	For
	Enhanced Proposal Category: Elect Director			
4d.	Election of the member of the Board of Director (Series "B"): Francisco José Calderón Rojas	Management	For	For

Vote Summary

Enhanced Proposal Category: Elect Director				
4e.	Election of the member of the Board of Director (Series "B"): Alfonso Garza Garza	Management	For	For
Enhanced Proposal Category: Elect Director				
4f.	Election of the member of the Board of Director (Series "B"): Bertha Paula Michel González	Management	For	For
Enhanced Proposal Category: Elect Director				
4g.	Election of the member of the Board of Director (Series "B"): Alejandro Baillères Gual	Management	For	For
Enhanced Proposal Category: Elect Director				
4h.	Election of the member of the Board of Director (Series "B"): Paulina Garza Lagüera Gonda	Management	For	For
Enhanced Proposal Category: Elect Director				
4i.	Election of the member of the Board of Director (Series "B"): Olga González Aponte	Management	For	For
Enhanced Proposal Category: Elect Director				
4j.	Election of the member of the Board of Director (Series "B"): Michael Larson	Management	For	For
Enhanced Proposal Category: Elect Director				
4k.	Election of the member of the Board of Director (Series "D"): Ricardo E. Saldívar Escajadillo	Management	For	For
Enhanced Proposal Category: Elect Director				
4l.	Election of the member of the Board of Director (Series "D"): Víctor Alberto Tiburcio Celorio	Management	For	For
Enhanced Proposal Category: Elect Director				
4m.	Election of the member of the Board of Director (Series "D"): Daniel Alegre	Management	For	For
Enhanced Proposal Category: Elect Director				
4n.	Election of the member of the Board of Director (Series "D"): Gibu Thomas	Management	For	For
Enhanced Proposal Category: Elect Director				
4o.	Election of the member of the Board of Director (Series "D"): Elane Stock	Management	For	For
Enhanced Proposal Category: Elect Director				
4p.	Election of the member of the Board of Director (Series "D" Alternate): Michael Kahn	Management	For	For
Enhanced Proposal Category: Elect Alternate/Deputy Directors				
4q.	Election of the member of the Board of Director (Series "D" Alternate): Francisco Zambrano Rodríguez	Management	For	For
Enhanced Proposal Category: Elect Alternate/Deputy Directors				

Vote Summary

4r.	Election of the member of the Board of Director (Series "D" Alternate): Alfonso Gonzalez Migoya	Management	For	For
Enhanced Proposal Category: Elect Alternate/Deputy Directors				
4s.	Election of the member of the Board of Director (Series "D" Alternate): Jaime A. El Koury	Management	For	For
Enhanced Proposal Category: Elect Alternate/Deputy Directors				
5.	Determination of the compensation of the members of the Board of Directors, their independence qualification and election of the positions of chairman and secretaries of the Board of Directors.	Management	For	For
Enhanced Proposal Category: Elect Board Chairman/Vice-Chairman				
6.	Election of members of the following Committees of the Company: (i) Operation and Strategy, (ii) Audit, and (iii) Corporate Practices and Nominations; appointment of each of their respective chairman, and determination of their compensation.	Management	For	For
Enhanced Proposal Category: Elect Members of Audit Committee (Bundled)				
7.	Appointment of delegates to formalize the resolutions of the Meeting.	Management	For	For
Enhanced Proposal Category: Authorize Board to Ratify and Execute Approved Resolutions				
8.	Reading and, if applicable, approval of the minutes of the Meeting.	Management	For	For
Enhanced Proposal Category: Approve Minutes of Previous Meeting				

Vote Summary

CREDICORP LTD.

Security	G2519Y108	Meeting Type	Annual
Ticker Symbol	BAP	Meeting Date	27-Mar-2024
ISIN	BMG2519Y1084	Agenda	935988761 - Management
Record Date	09-Feb-2024	Holding Recon Date	09-Feb-2024
City / Country	/ United States	Vote Deadline	26-Mar-2024 11:59 PM ET
SEDOL(s)		Quick Code	

Item	Proposal	Proposed by	Vote	Management Recommendation
1.	Appointment of the external auditors of Credicorp to perform such services for the 2024 financial year and delegation of the power to set and approve fees for such audit services to the Board of Directors (for further delegation to the Audit Committee thereof.) Enhanced Proposal Category: Approve Auditors and their Remuneration	Management	For	For



Date range covered : 01/01/2024 to 03/31/2024

Chico's FAS, Inc.**Meeting Date:** 01/03/2024**Country:** USA**Ticker:** CHS**Record Date:** 11/14/2023**Meeting Type:** Special**Meeting ID:** 1807946**Primary Security ID:** 168615102**Shares Voted:** 88

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

SomaLogic, Inc.**Meeting Date:** 01/04/2024**Country:** USA**Ticker:** SLGC**Record Date:** 11/29/2023**Meeting Type:** Proxy Contest**Meeting ID:** 1808447**Primary Security ID:** 83444K105**Shares Voted:** 111

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	Management Proxy Card	Mgmt				
1	Approve Merger Agreement	Mgmt	For	For	For	For
2	Adjourn Meeting	Mgmt	For	For	For	For
	Dissident Proxy (Green Proxy Card)	Mgmt				
1	Approve Merger Agreement	Mgmt	Against	Do Not Vote	Do Not Vote	Do Not Vote
2	Adjourn Meeting	Mgmt	Against	Do Not Vote	Do Not Vote	Do Not Vote

The Greenbrier Companies, Inc.**Meeting Date:** 01/05/2024**Country:** USA**Ticker:** GBX**Record Date:** 11/02/2023**Meeting Type:** Annual**Meeting ID:** 1803899**Primary Security ID:** 393657101**Shares Voted:** 2,276

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Patrick J. Ottensmeyer	Mgmt	For	For	For	For

The Greenbrier Companies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Lorie L. Tekorius	Mgmt	For	For	For	For
1c	Elect Director Kelly M. Williams	Mgmt	For	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	One Year
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For	For
5	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	For

National Western Life Group, Inc.

Meeting Date: 01/08/2024 **Country:** USA **Ticker:** NWLI
Record Date: 11/27/2023 **Meeting Type:** Special **Meeting ID:** 1808185
Primary Security ID: 638517102

Shares Voted: 166

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

UniFirst Corporation

Meeting Date: 01/09/2024 **Country:** USA **Ticker:** UNF
Record Date: 11/13/2023 **Meeting Type:** Annual **Meeting ID:** 1808128
Primary Security ID: 904708104

Shares Voted: 1,108

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael Iandoli	Mgmt	For	Withhold	Withhold	Withhold
1.2	Elect Director Joseph M. Nowicki	Mgmt	For	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	One Year
4	Approve Omnibus Stock Plan	Mgmt	For	For	For	For
5	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	For

Commercial Metals Company

Meeting Date: 01/10/2024

Country: USA

Ticker: CMC

Record Date: 11/13/2023

Meeting Type: Annual

Meeting ID: 1805932

Primary Security ID: 201723103

Shares Voted: 8,649

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Vicki L. Avril-Groves	Mgmt	For	For	For	For
1.2	Elect Director John R. McPherson	Mgmt	For	For	For	For
1.3	Elect Director Barbara R. Smith	Mgmt	For	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	One Year

AMMO, Inc.

Meeting Date: 01/11/2024

Country: USA

Ticker: POWW

Record Date: 11/15/2023

Meeting Type: Annual

Meeting ID: 1807895

Primary Security ID: 00175J107

Shares Voted: 6,280

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Fred W. Wagenhals	Mgmt	For	For	For	For
1.2	Elect Director Russell William "Rusty" Wallace, Jr.	Mgmt	For	Withhold	Withhold	Withhold
1.3	Elect Director Jared R. Smith	Mgmt	For	For	For	For
1.4	Elect Director Randy E. Luth	Mgmt	For	Withhold	Withhold	Withhold
1.5	Elect Director Jessica M. Lockett	Mgmt	For	Withhold	Withhold	Withhold
1.6	Elect Director Steve F. Urvan	Mgmt	For	For	For	For
1.7	Elect Director Richard R. Childress	Mgmt	For	Withhold	Withhold	Withhold
1.8	Elect Director Wayne Walker	Mgmt	For	Withhold	Withhold	Withhold
1.9	Elect Director Christos Tsentas	Mgmt	For	For	For	For
2	Ratify Pannell Kerr Forster of Texas, P.C. as Auditors	Mgmt	For	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	Against	Against	Against

Bluegreen Vacations Holding Corporation

Meeting Date: 01/11/2024

Country: USA

Ticker: BVH

Record Date: 12/08/2023

Meeting Type: Special

Meeting ID: 1810309

Primary Security ID: 096308101

Shares Voted: 151

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	Meeting for Class A Holders	Mgmt				
1	Approve Merger Agreement	Mgmt	For	For	For	For
2	Advisory Vote on Golden Parachutes	Mgmt	For	Against	Against	Against

Summit Materials, Inc.

Meeting Date: 01/11/2024

Country: USA

Ticker: SUM

Record Date: 12/11/2023

Meeting Type: Special

Meeting ID: 1810582

Primary Security ID: 86614U100

Shares Voted: 8,843

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

5E Advanced Materials, Inc.

Meeting Date: 01/12/2024

Country: USA

Ticker: FEAM

Record Date: 12/06/2023

Meeting Type: Special

Meeting ID: 1811786

Primary Security ID: 33830Q109

Shares Voted: 380

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Increase Authorized Common Stock	Mgmt	For	For	For	For
2	Approve Issuance of Shares for a Private Placement	Mgmt	For	For	For	For
3	Approve Issuance of Common Shares Upon Conversion of Convertible Notes	Mgmt	For	For	For	For
4	Adjourn Meeting	Mgmt	For	For	For	For

Forestar Group, Inc.

Meeting Date: 01/16/2024

Country: USA

Ticker: FOR

Record Date: 11/27/2023

Meeting Type: Annual

Meeting ID: 1811604

Primary Security ID: 346232101

Shares Voted: 1,319

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Samuel R. Fuller	Mgmt	For	For	For	For
1b	Elect Director Lisa H. Jamieson	Mgmt	For	For	For	For
1c	Elect Director Elizabeth (Betsy) Parmer	Mgmt	For	For	For	For
1d	Elect Director G.F. (Rick) Ringler, III	Mgmt	For	Against	Against	Against
1e	Elect Director Donald J. Tomnitz	Mgmt	For	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	For

The Duckhorn Portfolio, Inc.

Meeting Date: 01/19/2024

Country: USA

Ticker: NAPA

Record Date: 11/20/2023

Meeting Type: Annual

Meeting ID: 1806295

Primary Security ID: 26414D106

Shares Voted: 2,540

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Charles Esserman	Mgmt	For	Against	Against	Against
1b	Elect Director Michelle Gloeckler	Mgmt	For	Against	Against	Against
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For

Capitol Federal Financial, Inc.

Meeting Date: 01/23/2024

Country: USA

Ticker: CFFN

Record Date: 12/01/2023

Meeting Type: Annual

Meeting ID: 1811250

Primary Security ID: 14057J101

Shares Voted: 9,194

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Morris J. Huey, II	Mgmt	For	For	For	For
1.2	Elect Director Carlton A. Ricketts	Mgmt	For	Against	Against	Against

Capitol Federal Financial, Inc.

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

CareMax, Inc.

Meeting Date: 01/23/2024 **Country:** USA **Ticker:** CMAX
Record Date: 12/14/2023 **Meeting Type:** Special **Meeting ID:** 1812618
Primary Security ID: 14171W103

Shares Voted: 5,410

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Approve Reverse Stock Split	Mgmt	For	For	For	For

Himalaya Shipping Ltd.

Meeting Date: 01/23/2024 **Country:** Bermuda **Ticker:** HSHP
Record Date: 12/27/2023 **Meeting Type:** Special **Meeting ID:** 1810828
Primary Security ID: G4660A103

Shares Voted: 1,740

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Approve Reduction of the Share Premium Account	Mgmt	For	For	For	For

Timberland Bancorp, Inc.

Meeting Date: 01/23/2024 **Country:** USA **Ticker:** TSBK
Record Date: 12/04/2023 **Meeting Type:** Annual **Meeting ID:** 1811915
Primary Security ID: 887098101

Shares Voted: 540

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Dean J. Brydon	Mgmt	For	For	For	For
1.2	Elect Director Andrea M. Clinton	Mgmt	For	For	For	For
1.3	Elect Director Robert A. Drugge	Mgmt	For	For	For	For
1.4	Elect Director Kathy D. Leodler	Mgmt	For	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For

Timberland Bancorp, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Ratify Delap LLP as Auditors	Mgmt	For	For	For	For

New Jersey Resources Corporation

Meeting Date: 01/24/2024 **Country:** USA **Ticker:** NJR
Record Date: 11/30/2023 **Meeting Type:** Annual **Meeting ID:** 1811300
Primary Security ID: 646025106

Shares Voted: 3,422

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Donald L. Correll	Mgmt	For	For	For	For
1.2	Elect Director James H. DeGraffenreidt, Jr.	Mgmt	For	For	For	For
1.3	Elect Director M. Susan Hardwick	Mgmt	For	For	For	For
1.4	Elect Director Peter C. Harvey	Mgmt	For	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	For

Sally Beauty Holdings, Inc.

Meeting Date: 01/25/2024 **Country:** USA **Ticker:** SBH
Record Date: 11/27/2023 **Meeting Type:** Annual **Meeting ID:** 1811166
Primary Security ID: 79546E104

Shares Voted: 440

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Rachel R. Bishop	Mgmt	For	For	For	For
1.2	Elect Director Jeffrey Boyer	Mgmt	For	For	For	For
1.3	Elect Director James Conroy	Mgmt	For	For	For	For
1.4	Elect Director Diana S. Ferguson	Mgmt	For	For	For	For
1.5	Elect Director Dorlisa K. Flur	Mgmt	For	For	For	For
1.6	Elect Director James M. Head	Mgmt	For	For	For	For
1.7	Elect Director Lawrence "Chip" P. Molloy	Mgmt	For	For	For	For
1.8	Elect Director Erin Nealy Cox	Mgmt	For	For	For	For
1.9	Elect Director Denise A. Paulonis	Mgmt	For	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For

Sally Beauty Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	For

ScanSource, Inc.

Meeting Date: 01/25/2024 **Country:** USA **Ticker:** SCSC
Record Date: 11/27/2023 **Meeting Type:** Annual **Meeting ID:** 1810723
Primary Security ID: 806037107

Shares Voted: 1,814

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michael L. Baur	Mgmt	For	For	For	For
1b	Elect Director Peter C. Browning	Mgmt	For	For	For	For
1c	Elect Director Frank E. Emory, Jr.	Mgmt	For	For	For	For
1d	Elect Director Charles A. Mathis	Mgmt	For	For	For	For
1e	Elect Director Vernon J. Nagel	Mgmt	For	For	For	For
1f	Elect Director Dorothy F. Ramoneda	Mgmt	For	For	For	For
1g	Elect Director Jeffrey R. Rodek	Mgmt	For	For	For	For
1h	Elect Director Elizabeth O. Temple	Mgmt	For	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
3	Ratify Grant Thornton LLP as Auditors	Mgmt	For	For	For	For

Spire Inc.

Meeting Date: 01/25/2024 **Country:** USA **Ticker:** SR
Record Date: 11/30/2023 **Meeting Type:** Annual **Meeting ID:** 1810849
Primary Security ID: 84857L101

Shares Voted: 3,818

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mark A. Borer	Mgmt	For	For	For	For
1.2	Elect Director Maria V. Fogarty	Mgmt	For	For	For	For
1.3	Elect Director Steven L. Lindsey	Mgmt	For	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	For

NexPoint Real Estate Finance, Inc.

Meeting Date: 01/26/2024

Country: USA

Ticker: NREF

Record Date: 11/20/2023

Meeting Type: Special

Meeting ID: 1806318

Primary Security ID: 65342V101

Shares Voted: 560

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Amend Omnibus Stock Plan	Mgmt	For	For	For	For

Digi International Inc.

Meeting Date: 01/29/2024

Country: USA

Ticker: DGII

Record Date: 12/04/2023

Meeting Type: Annual

Meeting ID: 1809863

Primary Security ID: 253798102

Shares Voted: 284

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Christopher D. Heim	Mgmt	For	For	For	For
1b	Elect Director Sally J. Smith	Mgmt	For	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	For

RGC Resources, Inc.

Meeting Date: 01/29/2024

Country: USA

Ticker: RGCO

Record Date: 11/20/2023

Meeting Type: Annual

Meeting ID: 1808389

Primary Security ID: 74955L103

Shares Voted: 550

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director T. Joe Crawford	Mgmt	For	For	For	For
1.2	Elect Director Maryellen F. Goodlatte	Mgmt	For	Withhold	Withhold	Withhold
1.3	Elect Director Paul W. Nester	Mgmt	For	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For

Schnitzer Steel Industries, Inc.

Meeting Date: 01/30/2024

Country: USA

Ticker: RDUS

Record Date: 12/04/2023

Meeting Type: Annual

Meeting ID: 1811625

Primary Security ID: 806882106

Shares Voted: 1,864

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Glenda J. Minor	Mgmt	For	For	For	For
1.2	Elect Director Michael W. Sutherlin	Mgmt	For	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	For
5	Approve Omnibus Stock Plan	Mgmt	For	Against	Against	Against
6	Change Company Name to Radius Recycling, Inc.	Mgmt	For	For	For	For

BellRing Brands, Inc.

Meeting Date: 01/31/2024

Country: USA

Ticker: BRBR

Record Date: 12/05/2023

Meeting Type: Annual

Meeting ID: 1811322

Primary Security ID: 07831C103

Shares Voted: 7,270

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Shawn W. Conway	Mgmt	For	For	For	For
1.2	Elect Director Thomas P. Erickson	Mgmt	For	Withhold	Withhold	Withhold
1.3	Elect Director Jennifer Kuperman Johnson	Mgmt	For	Withhold	Withhold	Withhold
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For

Consolidated Communications Holdings, Inc.

Meeting Date: 01/31/2024

Country: USA

Ticker: CNSL

Record Date: 12/13/2023

Meeting Type: Special

Meeting ID: 1811825

Primary Security ID: 209034107

Consolidated Communications Holdings, Inc.

Shares Voted: 4,903

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

ImmunoGen, Inc.

Meeting Date: 01/31/2024

Country: USA

Ticker: IMGN

Record Date: 12/29/2023

Meeting Type: Special

Meeting ID: 1814422

Primary Security ID: 45253H101

Shares Voted: 7,431

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

SAGE Therapeutics, Inc.

Meeting Date: 01/31/2024

Country: USA

Ticker: SAGE

Record Date: 12/15/2023

Meeting Type: Special

Meeting ID: 1812068

Primary Security ID: 78667J108

Shares Voted: 3

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Approve Stock Option Exchange Program for Non-executive Officer Employees	Mgmt	For	For	For	For
2	Adjourn Meeting	Mgmt	For	For	For	For

Edgewell Personal Care Company

Meeting Date: 02/01/2024

Country: USA

Ticker: EPC

Record Date: 11/24/2023

Meeting Type: Annual

Meeting ID: 1812289

Primary Security ID: 28035Q102

Shares Voted: 555

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Robert W. Black	Mgmt	For	For	For	For
1b	Elect Director George R. Corbin	Mgmt	For	For	For	For
1c	Elect Director Carla C. Hendra	Mgmt	For	For	For	For
1d	Elect Director John C. Hunter, III	Mgmt	For	For	For	For
1e	Elect Director James C. Johnson	Mgmt	For	For	For	For
1f	Elect Director Rod R. Little	Mgmt	For	For	For	For
1g	Elect Director Joseph D. O'Leary	Mgmt	For	For	For	For
1h	Elect Director Rakesh Sachdev	Mgmt	For	For	For	For
1i	Elect Director Swan Sit	Mgmt	For	For	For	For
1j	Elect Director Gary K. Waring	Mgmt	For	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	One Year

PriceSmart, Inc.

Meeting Date: 02/01/2024

Country: USA

Ticker: PSMT

Record Date: 12/04/2023

Meeting Type: Annual

Meeting ID: 1812091

Primary Security ID: 741511109

Shares Voted: 563

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Sherry S. Bahrambeygui	Mgmt	For	For	For	For
1.2	Elect Director Jeffrey Fisher	Mgmt	For	For	For	For
1.3	Elect Director Gordon H. Hanson	Mgmt	For	For	For	For
1.4	Elect Director Beatriz V. Infante	Mgmt	For	For	For	For
1.5	Elect Director Leon C. Janks	Mgmt	For	For	For	For
1.6	Elect Director Patricia Marquez	Mgmt	For	For	For	For
1.7	Elect Director David N. Price	Mgmt	For	For	For	For
1.8	Elect Director Robert E. Price	Mgmt	For	For	For	For
1.9	Elect Director David R. Snyder	Mgmt	For	For	For	For
1.10	Elect Director John D. Thelan	Mgmt	For	For	For	For
1.11	Elect Director Edgar Zurcher	Mgmt	For	For	For	For

PriceSmart, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	One Year
4	Amend Certificate of Incorporation to Limit the Liability of Officers	Mgmt	For	For	For	For
5	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	For

Vivid Seats Inc.

Meeting Date: 02/05/2024 **Country:** USA **Ticker:** SEAT
Record Date: 01/04/2024 **Meeting Type:** Special **Meeting ID:** 1815287
Primary Security ID: 92854T100

Shares Voted: 13

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Amend Omnibus Stock Plan	Mgmt	For	Against	Against	Against
2	Adjourn Meeting	Mgmt	For	Against	Against	Against

Moog Inc.

Meeting Date: 02/06/2024 **Country:** USA **Ticker:** MOG.A
Record Date: 12/08/2023 **Meeting Type:** Annual **Meeting ID:** 1812097
Primary Security ID: 615394202

Shares Voted: 1,672

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	Meeting for Class A Holders	Mgmt				
1.1	Elect Director Janet M. Coletti	Mgmt	For	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	Three Years	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	For

Twist Bioscience Corporation

Meeting Date: 02/06/2024 **Country:** USA **Ticker:** TWST
Record Date: 12/29/2023 **Meeting Type:** Annual **Meeting ID:** 1814878
Primary Security ID: 90184D100

Twist Bioscience Corporation

Shares Voted: 254

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Emily M. Leproust	Mgmt	For	Withhold	Withhold	Withhold
1.2	Elect Director Robert Chess	Mgmt	For	Withhold	Withhold	Withhold
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	For

Embecta Corp.

Meeting Date: 02/07/2024

Country: USA

Ticker: EMBC

Record Date: 12/11/2023

Meeting Type: Annual

Meeting ID: 1812144

Primary Security ID: 29082K105

Shares Voted: 3,760

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Milton M. Morris	Mgmt	For	For	For	For
1b	Elect Director Claire Pomeroy	Mgmt	For	For	For	For
1c	Elect Director Karen N. Prange	Mgmt	For	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For	For

ESCO Technologies Inc.

Meeting Date: 02/07/2024

Country: USA

Ticker: ESE

Record Date: 12/01/2023

Meeting Type: Annual

Meeting ID: 1812126

Primary Security ID: 296315104

Shares Voted: 788

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Janice L. Hess	Mgmt	For	For	For	For
1.2	Elect Director Bryan H. Sayler	Mgmt	For	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
3	Ratify Grant Thornton LLP as Auditors	Mgmt	For	For	For	For

Beazer Homes USA, Inc.

Meeting Date: 02/08/2024

Country: USA

Ticker: BZH

Record Date: 12/14/2023

Meeting Type: Annual

Meeting ID: 1812527

Primary Security ID: 07556Q881

Shares Voted: 2,151

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lloyd E. Johnson	Mgmt	For	For	For	For
1b	Elect Director Allan P. Merrill	Mgmt	For	For	For	For
1c	Elect Director Peter M. Orser	Mgmt	For	For	For	For
1d	Elect Director Norma A. Provencio	Mgmt	For	For	For	For
1e	Elect Director June Sauvaget	Mgmt	For	For	For	For
1f	Elect Director Danny R. Shepherd	Mgmt	For	For	For	For
1g	Elect Director Alyssa P. Steele	Mgmt	For	For	For	For
1h	Elect Director C. Christian Winkle	Mgmt	For	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For	For

Central Valley Community Bancorp

Meeting Date: 02/08/2024

Country: USA

Ticker: CVCY

Record Date: 12/18/2023

Meeting Type: Special

Meeting ID: 1814452

Primary Security ID: 155685100

Shares Voted: 720

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

Varex Imaging Corporation

Meeting Date: 02/08/2024

Country: USA

Ticker: VREX

Record Date: 12/11/2023

Meeting Type: Annual

Meeting ID: 1813490

Primary Security ID: 92214X106

Varex Imaging Corporation

Shares Voted: 28

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kathleen L. Bardwell	Mgmt	For	For	For	For
1b	Elect Director Jocelyn D. Chertoff	Mgmt	For	For	For	For
1c	Elect Director Timothy E. Guertin	Mgmt	For	For	For	For
1d	Elect Director Jay K. Kunkel	Mgmt	For	For	For	For
1e	Elect Director Walter M. Rosebrough, Jr.	Mgmt	For	For	For	For
1f	Elect Director Sunny S. Sanyal	Mgmt	For	For	For	For
1g	Elect Director Christine A. Tsingos	Mgmt	For	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For	For	For
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	For

SMART Global Holdings, Inc.

Meeting Date: 02/09/2024

Country: Cayman Islands

Ticker: SGH

Record Date: 12/12/2023

Meeting Type: Annual

Meeting ID: 1812150

Primary Security ID: G8232Y101

Shares Voted: 2,760

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sandeep Nayyar	Mgmt	For	For	For	For
1b	Elect Director Mary Puma	Mgmt	For	For	For	For
1c	Elect Director Maximiliane Straub	Mgmt	For	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For

Central Garden & Pet Company

Meeting Date: 02/13/2024

Country: USA

Ticker: CENT

Record Date: 12/15/2023

Meeting Type: Annual

Meeting ID: 1813898

Primary Security ID: 153527106

Central Garden & Pet Company

Shares Voted: 2,927

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director William E. Brown	Mgmt	For	Withhold	Withhold	Withhold
1.2	Elect Director Courtnee Chun	Mgmt	For	Withhold	Withhold	Withhold
1.3	Elect Director Lisa Coleman	Mgmt	For	Withhold	Withhold	Withhold
1.4	Elect Director Brendan P. Dougher	Mgmt	For	Withhold	Withhold	Withhold
1.5	Elect Director Michael J. Griffith	Mgmt	For	Withhold	Withhold	Withhold
1.6	Elect Director Christopher T. Metz	Mgmt	For	Withhold	Withhold	Withhold
1.7	Elect Director Brooks M. Pennington, III	Mgmt	For	Withhold	Withhold	Withhold
1.8	Elect Director John R. Ranelli	Mgmt	For	Withhold	Withhold	Withhold
1.9	Elect Director Mary Beth Springer	Mgmt	For	Withhold	Withhold	Withhold
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	For

Ingles Markets, Incorporated

Meeting Date: 02/13/2024

Country: USA

Ticker: IMKTA

Record Date: 12/15/2023

Meeting Type: Annual

Meeting ID: 1814697

Primary Security ID: 457030104

Shares Voted: 1,051

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ernest E. Ferguson	Mgmt	For	Withhold	Withhold	Withhold
1.2	Elect Director John R. Lowden	Mgmt	For	Withhold	Withhold	Withhold
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
3	Report on Cage Free Egg Progress	SH	Against	For	Against	Against
4	Report on Material ESG Risks	SH	Against	For	Against	Against

Insteel Industries, Inc.

Meeting Date: 02/13/2024

Country: USA

Ticker: IIIN

Record Date: 12/13/2023

Meeting Type: Annual

Meeting ID: 1814553

Primary Security ID: 45774W108

Insteel Industries, Inc.

Shares Voted: 1,380

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director G. Kennedy (Ken) Thompson	Mgmt	For	For	For	For
1.2	Elect Director H.O. Woltz, III	Mgmt	For	Withhold	Withhold	Withhold
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
3	Ratify Grant Thornton LLP as Auditors	Mgmt	For	For	For	For

WaFd, Inc.

Meeting Date: 02/13/2024

Country: USA

Ticker: WAFD

Record Date: 12/11/2023

Meeting Type: Annual

Meeting ID: 1812386

Primary Security ID: 938824109

Shares Voted: 4,847

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Brent J. Beardall	Mgmt	For	For	For	For
1.2	Elect Director Sylvia R. Hampel	Mgmt	For	For	For	For
1.3	Elect Director S. Steven Singh	Mgmt	For	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	One Year

Plexus Corp.

Meeting Date: 02/14/2024

Country: USA

Ticker: PLXS

Record Date: 12/08/2023

Meeting Type: Annual

Meeting ID: 1811605

Primary Security ID: 729132100

Shares Voted: 238

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Joann M. Eisenhart	Mgmt	For	For	For	For
1.2	Elect Director Dean A. Foate	Mgmt	For	For	For	For
1.3	Elect Director Rainer Jueckstock	Mgmt	For	For	For	For
1.4	Elect Director Todd P. Kelsey	Mgmt	For	For	For	For
1.5	Elect Director Randy J. Martinez	Mgmt	For	For	For	For

Plexus Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Joel Quadracci	Mgmt	For	For	For	For
1.7	Elect Director Karen M. Rapp	Mgmt	For	For	For	For
1.8	Elect Director Paul A. Rooke	Mgmt	For	For	For	For
1.9	Elect Director Michael V. Schrock	Mgmt	For	For	For	For
1.10	Elect Director Jennifer Wuamett	Mgmt	For	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	For	For	For

Powell Industries, Inc.

Meeting Date: 02/14/2024 **Country:** USA **Ticker:** POWL
Record Date: 01/02/2024 **Meeting Type:** Annual **Meeting ID:** 1814879
Primary Security ID: 739128106

Shares Voted: 682

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director James W. McGill	Mgmt	For	For	For	For
1.2	Elect Director Mohit Singh	Mgmt	For	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For

Cerence Inc.

Meeting Date: 02/15/2024 **Country:** USA **Ticker:** CRNC
Record Date: 12/18/2023 **Meeting Type:** Annual **Meeting ID:** 1814782
Primary Security ID: 156727109

Shares Voted: 2,940

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Arun Sarin	Mgmt	For	For	For	For
1.2	Elect Director Thomas Beaudoin	Mgmt	For	For	For	For
1.3	Elect Director Marianne Budnik	Mgmt	For	For	For	For
1.4	Elect Director Douglas Davis	Mgmt	For	For	For	For
1.5	Elect Director Sanjay Jha	Mgmt	For	For	For	For
1.6	Elect Director Marcy Klevorn	Mgmt	For	For	For	For
1.7	Elect Director Kristi Ann Matus	Mgmt	For	For	For	For

Cerence Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director Alfred Nietzel	Mgmt	For	For	For	For
1.9	Elect Director Stefan Ortmanns	Mgmt	For	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
3	Ratify BDO USA PC as Auditors	Mgmt	For	For	For	For

Daily Journal Corporation

Meeting Date: 02/15/2024 **Country:** USA **Ticker:** DJCO
Record Date: 12/15/2023 **Meeting Type:** Annual **Meeting ID:** 1813983
Primary Security ID: 233912104

Shares Voted: 79

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mary Conlin	Mgmt	For	Against	Against	Against
1.2	Elect Director John B. Frank	Mgmt	For	Against	Against	Against
1.3	Elect Director Steven Myhill-Jones	Mgmt	For	Against	Against	Against
2	Ratify Baker Tilly US, LLP as Auditors	Mgmt	For	For	For	For
3	Approve Omnibus Stock Plan	Mgmt	For	For	For	For

Matthews International Corporation

Meeting Date: 02/15/2024 **Country:** USA **Ticker:** MATW
Record Date: 12/29/2023 **Meeting Type:** Annual **Meeting ID:** 1816389
Primary Security ID: 577128101

Shares Voted: 1,629

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Joseph C. Bartolacci	Mgmt	For	For	For	For
1.2	Elect Director Katherine E. Dietze	Mgmt	For	For	For	For
1.3	Elect Director Lillian D. Etzkorn	Mgmt	For	For	For	For
1.4	Elect Director Morgan K. O'Brien	Mgmt	For	For	For	For
2	Amend Certificate of Incorporation to Limit the Liability of Officers	Mgmt	For	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For

Hawaiian Holdings, Inc.

Meeting Date: 02/16/2024

Country: USA

Ticker: HA

Record Date: 01/03/2024

Meeting Type: Special

Meeting ID: 1815170

Primary Security ID: 419879101

Shares Voted: 3,766

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

Haynes International, Inc.

Meeting Date: 02/21/2024

Country: USA

Ticker: HAYN

Record Date: 12/29/2023

Meeting Type: Annual

Meeting ID: 1815284

Primary Security ID: 420877201

Shares Voted: 932

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Elect Director Robert H. Getz	Mgmt	For	For	For	For
2	Elect Director Dawne S. Hickton	Mgmt	For	For	For	For
3	Elect Director Alicia B. Masse	Mgmt	For	For	For	For
4	Elect Director Brian R. Shelton	Mgmt	For	For	For	For
5	Elect Director Michael L. Shor	Mgmt	For	For	For	For
6	Elect Director Larry O. Spencer	Mgmt	For	For	For	For
7	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
8	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	For

Physicians Realty Trust

Meeting Date: 02/21/2024

Country: USA

Ticker: DOC

Record Date: 01/08/2024

Meeting Type: Special

Meeting ID: 1815598

Primary Security ID: 71943U104

Shares Voted: 17,712

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

MarineMax, Inc.

Meeting Date: 02/22/2024

Country: USA

Ticker: HZO

Record Date: 12/18/2023

Meeting Type: Annual

Meeting ID: 1813615

Primary Security ID: 567908108

Shares Voted: 16

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director William H. McGill, Jr.	Mgmt	For	For	For	For
1b	Elect Director Adam M. Johnson	Mgmt	For	For	For	For
1c	Elect Director Charles R. Oglesby	Mgmt	For	For	For	For
1d	Elect Director Rebecca White	Mgmt	For	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	One Year
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	For

OneWater Marine Inc.

Meeting Date: 02/22/2024

Country: USA

Ticker: ONEW

Record Date: 01/03/2024

Meeting Type: Annual

Meeting ID: 1815964

Primary Security ID: 68280L101

Shares Voted: 840

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anthony Aisquith	Mgmt	For	For	For	For
1b	Elect Director Carmen R. Bauza	Mgmt	For	For	For	For
1c	Elect Director Christopher W. Bodine	Mgmt	For	For	For	For
1d	Elect Director Bari A. Harlam	Mgmt	For	For	For	For
1e	Elect Director Jeffrey B. Lamkin	Mgmt	For	For	For	For
1f	Elect Director J. Steven Roy	Mgmt	For	For	For	For
1g	Elect Director John F. Schraudenbach	Mgmt	For	For	For	For
1h	Elect Director P. Austin Singleton	Mgmt	For	For	For	For
1i	Elect Director John G. Troiano	Mgmt	For	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
3	Ratify Grant Thornton LLP as Auditors	Mgmt	For	For	For	For

Textainer Group Holdings Limited

Meeting Date: 02/22/2024

Country: Bermuda

Ticker: TGH

Record Date: 01/05/2024

Meeting Type: Special

Meeting ID: 1812151

Primary Security ID: G8766E109

Shares Voted: 3,005

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	For	For	For	For
2	Adjourn Meeting	Mgmt	For	For	For	For

Alico, Inc.

Meeting Date: 02/23/2024

Country: USA

Ticker: ALCO

Record Date: 12/29/2023

Meeting Type: Annual

Meeting ID: 1815619

Primary Security ID: 016230104

Shares Voted: 6

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director George R. Brokaw	Mgmt	For	For	For	For
1b	Elect Director Katherine R. English	Mgmt	For	Against	Against	Against
1c	Elect Director Benjamin D. Fishman	Mgmt	For	For	For	For
1d	Elect Director John E. Kiernan	Mgmt	For	For	For	For
1e	Elect Director W. Andrew Krusen, Jr.	Mgmt	For	For	For	For
1f	Elect Director Toby K. Purse	Mgmt	For	For	For	For
1g	Elect Director Adam H. Putnam	Mgmt	For	For	For	For
1h	Elect Director Henry R. Slack	Mgmt	For	Against	Against	Against
2	Ratify Grant Thornton LLP as Auditors	Mgmt	For	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For

Greif, Inc.

Meeting Date: 02/26/2024

Country: USA

Ticker: GEF

Record Date: 12/29/2023

Meeting Type: Annual

Meeting ID: 1816311

Primary Security ID: 397624107

Shares Voted: 382

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ole G. Rosgaard	Mgmt	For	For	For	For
1.2	Elect Director Vicki L. Avril-Groves	Mgmt	For	For	For	For

Greif, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Bruce A. Edwards	Mgmt	For	For	For	For
1.4	Elect Director Mark A. Emkes	Mgmt	For	For	For	For
1.5	Elect Director John W. McNamara	Mgmt	For	Withhold	Withhold	Withhold
1.6	Elect Director Frank C. Miller	Mgmt	For	Withhold	Withhold	Withhold
1.7	Elect Director Karen A. Morrison	Mgmt	For	For	For	For
1.8	Elect Director Robert M. Patterson	Mgmt	For	For	For	For
1.9	Elect Director Kimberly T. Scott	Mgmt	For	Withhold	Withhold	Withhold
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	For

Helmerich & Payne, Inc.

Meeting Date: 02/27/2024 **Country:** USA **Ticker:** HP
Record Date: 01/02/2024 **Meeting Type:** Annual **Meeting ID:** 1816774
Primary Security ID: 423452101

Shares Voted: 7,250

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Delaney M. Bellinger	Mgmt	For	For	For	For
1b	Elect Director Belgacem Chariag	Mgmt	For	For	For	For
1c	Elect Director Kevin G. Cramton	Mgmt	For	For	For	For
1d	Elect Director Randy A. Foutch	Mgmt	For	For	For	For
1e	Elect Director Hans Helmerich	Mgmt	For	For	For	For
1f	Elect Director Elizabeth R. Killinger	Mgmt	For	For	For	For
1g	Elect Director John W. Lindsay	Mgmt	For	For	For	For
1h	Elect Director Jose R. Mas	Mgmt	For	For	For	For
1i	Elect Director Thomas A. Petrie	Mgmt	For	For	For	For
1j	Elect Director Donald F. Robillard, Jr.	Mgmt	For	For	For	For
1k	Elect Director John D. Zeglis	Mgmt	For	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	For	For	For

Pathward Financial, Inc.

Meeting Date: 02/27/2024 **Country:** USA **Ticker:** CASH
Record Date: 12/29/2023 **Meeting Type:** Annual **Meeting ID:** 1816775
Primary Security ID: 59100U108

Pathward Financial, Inc.

Shares Voted: 1,315

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Becky S. Shulman	Mgmt	For	For	For	For
1.2	Elect Director Lizabeth H. Zlatkus	Mgmt	For	For	For	For
1.3	Elect Director Christopher Perretta	Mgmt	For	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
3	Approve Omnibus Stock Plan	Mgmt	For	For	For	For
4	Ratify Crowe LLP as Auditors	Mgmt	For	For	For	For

Quanex Building Products Corporation

Meeting Date: 02/27/2024

Country: USA

Ticker: NX

Record Date: 01/08/2024

Meeting Type: Annual

Meeting ID: 1817529

Primary Security ID: 747619104

Shares Voted: 2,461

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Susan F. Davis	Mgmt	For	For	For	For
1.2	Elect Director Bradley E. Hughes	Mgmt	For	For	For	For
1.3	Elect Director Jason D. Lippert	Mgmt	For	For	For	For
1.4	Elect Director Donald R. Maier	Mgmt	For	For	For	For
1.5	Elect Director Curtis M. Stevens	Mgmt	For	For	For	For
1.6	Elect Director William E. Waltz, Jr.	Mgmt	For	For	For	For
1.7	Elect Director George L. Wilson	Mgmt	For	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
3	Ratify Grant Thornton LLP as Auditors	Mgmt	For	For	For	For

StoneX Group Inc.

Meeting Date: 02/27/2024

Country: USA

Ticker: SNEX

Record Date: 01/09/2024

Meeting Type: Annual

Meeting ID: 1816944

Primary Security ID: 861896108

Shares Voted: 1,777

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Annabelle G. Bexiga	Mgmt	For	For	For	For

StoneX Group Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Diane L. Cooper	Mgmt	For	For	For	For
1.3	Elect Director John M. Fowler	Mgmt	For	For	For	For
1.4	Elect Director Steven Kass	Mgmt	For	For	For	For
1.5	Elect Director Sean M. O'Connor	Mgmt	For	For	For	For
1.6	Elect Director Eric Parthemore	Mgmt	For	For	For	For
1.7	Elect Director John Radziwill	Mgmt	For	For	For	For
1.8	Elect Director Dhamu R. Thamodaran	Mgmt	For	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For

Cambridge Bancorp

Meeting Date: 02/28/2024

Country: USA

Ticker: CATC

Record Date: 01/08/2024

Meeting Type: Special

Meeting ID: 1816403

Primary Security ID: 132152109

Shares Voted: 554

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

Eastern Bankshares, Inc.

Meeting Date: 02/28/2024

Country: USA

Ticker: EBC

Record Date: 01/08/2024

Meeting Type: Special

Meeting ID: 1816404

Primary Security ID: 27627N105

Shares Voted: 11,539

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

Johnson Outdoors Inc.

Meeting Date: 02/28/2024

Country: USA

Ticker: JOUT

Record Date: 12/20/2023

Meeting Type: Annual

Meeting ID: 1814994

Primary Security ID: 479167108

Johnson Outdoors Inc.

Shares Voted: 406

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Paul G. Alexander	Mgmt	For	Withhold	Withhold	Withhold
1.2	Elect Director John M. Fahey, Jr.	Mgmt	For	Withhold	Withhold	Withhold
1.3	Elect Director Jeffrey M. Stutz	Mgmt	For	For	For	For
2	Ratify RSM US LLP as Auditors	Mgmt	For	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For

CapStar Financial Holdings, Inc.

Meeting Date: 02/29/2024

Country: USA

Ticker: CSTR

Record Date: 01/22/2024

Meeting Type: Special

Meeting ID: 1817967

Primary Security ID: 14070T102

Shares Voted: 1,409

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

Liquidity Services, Inc.

Meeting Date: 02/29/2024

Country: USA

Ticker: LQDT

Record Date: 01/03/2024

Meeting Type: Annual

Meeting ID: 1817254

Primary Security ID: 53635B107

Shares Voted: 700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Katharin S. Dyer	Mgmt	For	For	For	For
1.2	Elect Director Amath Fall	Mgmt	For	For	For	For
1.3	Elect Director Beatriz V. Infante	Mgmt	For	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	Against	Against	Against

REV Group, Inc.

Meeting Date: 02/29/2024

Country: USA

Ticker: REVG

Record Date: 01/10/2024

Meeting Type: Annual

Meeting ID: 1817064

Primary Security ID: 749527107

Shares Voted: 2,354

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jean Marie "John" Canan	Mgmt	For	Against	Against	Against
1.2	Elect Director Charles Dutil	Mgmt	For	Against	Against	Against
1.3	Elect Director Kathleen M. Steele	Mgmt	For	For	For	For
2	Ratify RSM US LLP as Auditors	Mgmt	For	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	One Year
5	Amend Omnibus Stock Plan	Mgmt	For	For	For	For

BrightView Holdings, Inc.

Meeting Date: 03/05/2024

Country: USA

Ticker: BV

Record Date: 01/09/2024

Meeting Type: Annual

Meeting ID: 1816942

Primary Security ID: 10948C107

Shares Voted: 3,079

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director James R. Abrahamson	Mgmt	For	For	For	For
1.2	Elect Director Dale A. Asplund	Mgmt	For	For	For	For
1.3	Elect Director Jane Okun Bomba	Mgmt	For	Withhold	Withhold	Withhold
1.4	Elect Director William Cornog	Mgmt	For	For	For	For
1.5	Elect Director Frank Lopez	Mgmt	For	For	For	For
1.6	Elect Director Paul E. Raether	Mgmt	For	For	For	For
1.7	Elect Director Richard W. Roedel	Mgmt	For	For	For	For
1.8	Elect Director Mara Swan	Mgmt	For	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	Against	Against	Against
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For	For

Blue Ridge Bankshares, Inc.

Meeting Date: 03/06/2024

Country: USA

Ticker: BRBS

Record Date: 01/16/2024

Meeting Type: Special

Meeting ID: 1817821

Primary Security ID: 095825105

Shares Voted: 13

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Approve Issuance of Shares for a Private Placement	Mgmt	For	For	For	For
2	Increase Authorized Common Stock	Mgmt	For	For	For	For
3	Adjourn Meeting	Mgmt	For	For	For	For

Enanta Pharmaceuticals, Inc.

Meeting Date: 03/06/2024

Country: USA

Ticker: ENTA

Record Date: 01/16/2024

Meeting Type: Annual

Meeting ID: 1818237

Primary Security ID: 29251M106

Shares Voted: 1,252

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Yujiro S. Hata	Mgmt	For	For	For	For
1.2	Elect Director Kristine Peterson	Mgmt	For	For	For	For
1.3	Elect Director Terry C. Vance	Mgmt	For	For	For	For
2	Amend Omnibus Stock Plan	Mgmt	For	Against	Against	Against
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	For

Natural Grocers by Vitamin Cottage, Inc.

Meeting Date: 03/06/2024

Country: USA

Ticker: NGVC

Record Date: 01/16/2024

Meeting Type: Annual

Meeting ID: 1818005

Primary Security ID: 63888U108

Shares Voted: 668

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Heather Isely	Mgmt	For	Withhold	Withhold	Withhold
1.2	Elect Director Kemper Isely	Mgmt	For	Withhold	Withhold	Withhold
1.3	Elect Director Edward Cerkovnik	Mgmt	For	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	For

Natural Grocers by Vitamin Cottage, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	Three Years	One Year	One Year	One Year
5	Amend Omnibus Stock Plan	Mgmt	For	For	For	For

ESSA Bancorp, Inc.

Meeting Date: 03/07/2024 **Country:** USA **Ticker:** ESSA
Record Date: 01/12/2024 **Meeting Type:** Annual **Meeting ID:** 1818003
Primary Security ID: 29667D104

Shares Voted: 620

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert C. Selig, Jr.	Mgmt	For	For	For	For
1.2	Elect Director Philip H. Hosbach, IV	Mgmt	For	For	For	For
2	Approve Omnibus Stock Plan	Mgmt	For	For	For	For
3	Ratify S.R. Snodgrass, P.C. as Auditors	Mgmt	For	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For

Gencor Industries, Inc.

Meeting Date: 03/07/2024 **Country:** USA **Ticker:** GENC
Record Date: 01/29/2024 **Meeting Type:** Annual **Meeting ID:** 1818397
Primary Security ID: 368678108

Shares Voted: 750

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Elect Director John G. Coburn	Mgmt	For	Withhold	Withhold	Withhold
2	Ratify MSL, P.A. as Auditors	Mgmt	For	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	Three Years	One Year	One Year	One Year

Universal Technical Institute, Inc.

Meeting Date: 03/07/2024 **Country:** USA **Ticker:** UTI
Record Date: 01/09/2024 **Meeting Type:** Annual **Meeting ID:** 1817628
Primary Security ID: 913915104

Universal Technical Institute, Inc.

Shares Voted: 1,990

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director George W. Brochick	Mgmt	For	For	For	For
1b	Elect Director William J. Lennox, Jr.	Mgmt	For	For	For	For
1c	Elect Director Linda J. Sreere	Mgmt	For	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For	For

Beyond Air, Inc.

Meeting Date: 03/08/2024

Country: USA

Ticker: XAIR

Record Date: 01/10/2024

Meeting Type: Annual

Meeting ID: 1818229

Primary Security ID: 08862L103

Shares Voted: 230

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Steven A. Lisi	Mgmt	For	For	For	For
1.2	Elect Director Amir Avniel	Mgmt	For	For	For	For
1.3	Elect Director Ron Bentsur	Mgmt	For	Withhold	Withhold	Withhold
1.4	Elect Director Robert F. Carey	Mgmt	For	For	For	For
1.5	Elect Director William Forbes	Mgmt	For	For	For	For
1.6	Elect Director Yoori Lee	Mgmt	For	Withhold	Withhold	Withhold
1.7	Elect Director Erick J. Lucera	Mgmt	For	Withhold	Withhold	Withhold
2	Ratify Marcum LLP as Auditors	Mgmt	For	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	Against	Against	Against

CleanSpark, Inc.

Meeting Date: 03/11/2024

Country: USA

Ticker: CLSK

Record Date: 01/19/2024

Meeting Type: Annual

Meeting ID: 1818236

Primary Security ID: 18452B209

Shares Voted: 6,380

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.01	Elect Director Zachary K. Bradford	Mgmt	For	For	For	For

CleanSpark, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.02	Elect Director S. Matthew Schultz	Mgmt	For	For	For	For
1.03	Elect Director Larry McNeill	Mgmt	For	Withhold	Withhold	Withhold
1.04	Elect Director Thomas L. Wood	Mgmt	For	Withhold	Withhold	Withhold
1.05	Elect Director Roger P. Beynon	Mgmt	For	For	For	For
1.06	Elect Director Amanda Cavaleri	Mgmt	For	For	For	For
2	Ratify MaloneBailey, LLP as Auditors	Mgmt	For	For	For	For

Sanmina Corporation

Meeting Date: 03/11/2024

Country: USA

Ticker: SANM

Record Date: 01/19/2024

Meeting Type: Annual

Meeting ID: 1818239

Primary Security ID: 801056102

Shares Voted: 4,040

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jure Sola	Mgmt	For	For	For	For
1b	Elect Director Susan K. Barnes	Mgmt	For	For	For	For
1c	Elect Director Eugene A. Delaney	Mgmt	For	For	For	For
1d	Elect Director David V. Hedley, III	Mgmt	For	For	For	For
1e	Elect Director Susan A. Johnson	Mgmt	For	For	For	For
1f	Elect Director Joseph G. Licata, Jr.	Mgmt	For	For	For	For
1g	Elect Director Krish Prabhu	Mgmt	For	For	For	For
1h	Elect Director Mario M. Rosati	Mgmt	For	For	For	For
1i	Elect Director Mythili Sankaran	Mgmt	For	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	One Year
5	Amend Omnibus Stock Plan	Mgmt	For	For	For	For

Adient plc

Meeting Date: 03/12/2024

Country: Ireland

Ticker: ADNT

Record Date: 01/16/2024

Meeting Type: Annual

Meeting ID: 1817573

Primary Security ID: G0084W101

Shares Voted: 6,984

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Julie L. Bushman	Mgmt	For	For	For	For
1b	Elect Director Peter H. Carlin	Mgmt	For	For	For	For
1c	Elect Director Ricky T. "Rick" Dillon	Mgmt	For	For	For	For
1d	Elect Director Jerome J. Dorlack	Mgmt	For	For	For	For
1e	Elect Director Jodi E. Eddy	Mgmt	For	For	For	For
1f	Elect Director Richard Goodman	Mgmt	For	For	For	For
1g	Elect Director Jose M. Gutierrez	Mgmt	For	For	For	For
1h	Elect Director Frederick A. "Fritz" Henderson	Mgmt	For	For	For	For
1i	Elect Director Barb J. Samardzich	Mgmt	For	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors and Authorise Their Remuneration	Mgmt	For	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
4	Authorise Issue of Equity	Mgmt	For	For	For	For
5	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	For

Citius Pharmaceuticals, Inc.

Meeting Date: 03/12/2024

Country: USA

Ticker: CTXR

Record Date: 01/19/2024

Meeting Type: Annual

Meeting ID: 1818058

Primary Security ID: 17322U207

Shares Voted: 7,880

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Myron Holubiak	Mgmt	For	For	For	For
1.2	Elect Director Leonard L. Mazur	Mgmt	For	For	For	For
1.3	Elect Director Suren Dutia	Mgmt	For	For	For	For
1.4	Elect Director Carol Webb	Mgmt	For	For	For	For
1.5	Elect Director Eugene Holuka	Mgmt	For	For	For	For
1.6	Elect Director Dennis M. McGrath	Mgmt	For	For	For	For
1.7	Elect Director Robert J. Smith	Mgmt	For	For	For	For
2	Ratify Wolf & Company, P.C. as Auditors	Mgmt	For	For	For	For

Six Flags Entertainment Corporation

Meeting Date: 03/12/2024

Country: USA

Ticker: SIX

Record Date: 01/24/2024

Meeting Type: Special

Meeting ID: 1819127

Primary Security ID: 83001A102

Shares Voted: 1,110

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

Blue Bird Corporation

Meeting Date: 03/13/2024

Country: USA

Ticker: BLBD

Record Date: 01/16/2024

Meeting Type: Annual

Meeting ID: 1818507

Primary Security ID: 095306106

Shares Voted: 1,740

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Gurminder S. Bedi	Mgmt	For	For	For	For
1.2	Elect Director Kevin S. Penn	Mgmt	For	For	For	For
2	Ratify BDO USA, LLP as Auditors	Mgmt	For	For	For	For

Kulicke & Soffa Industries, Inc.

Meeting Date: 03/13/2024

Country: USA

Ticker: KLIC

Record Date: 12/14/2023

Meeting Type: Annual

Meeting ID: 1817376

Primary Security ID: 501242101

Shares Voted: 1,210

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mui Sung Yeo	Mgmt	For	Withhold	Withhold	Withhold
1.2	Elect Director David Jeffrey Richardson	Mgmt	For	Withhold	Withhold	Withhold
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
4	Amend Certificate of Incorporation to Permit the Exculpation of Officers	Mgmt	For	For	For	For

Graphite Bio, Inc.

Meeting Date: 03/14/2024

Country: USA

Ticker: GRPH

Record Date: 01/29/2024

Meeting Type: Special

Meeting ID: 1821691

Primary Security ID: 38870X104

Shares Voted: 2,010

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Issue Shares in Connection with Merger	Mgmt	For	For	For	For
2	Amend Charter to Effect a Reverse Stock Split and Change Company Name to LENZ Therapeutics, Inc.	Mgmt	For	For	For	For
3	Approve Omnibus Stock Plan	Mgmt	For	Against	Against	Against
4	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	Against	Against	Against
5	Adjourn Meeting	Mgmt	For	For	For	For

Leslie's, Inc.

Meeting Date: 03/15/2024

Country: USA

Ticker: LESL

Record Date: 01/17/2024

Meeting Type: Annual

Meeting ID: 1817845

Primary Security ID: 527064109

Shares Voted: 121

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Susan O'Farrell	Mgmt	For	For	For	For
1.2	Elect Director Claire Spofford	Mgmt	For	Withhold	Withhold	Withhold
1.3	Elect Director Seth Estep	Mgmt	For	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For	For

Griffon Corporation

Meeting Date: 03/20/2024

Country: USA

Ticker: GFF

Record Date: 01/22/2024

Meeting Type: Annual

Meeting ID: 1818531

Primary Security ID: 398433102

Shares Voted: 1,291

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Henry A. Alpert	Mgmt	For	For	For	For

Griffon Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Jerome L. Coben	Mgmt	For	For	For	For
1.3	Elect Director Travis W. Cocke *Withdrawn*	Mgmt				
1.4	Elect Director H. C. Charles Diao	Mgmt	For	For	For	For
1.5	Elect Director Louis J. Grabowsky	Mgmt	For	For	For	For
1.6	Elect Director Lacy M. Johnson	Mgmt	For	For	For	For
1.7	Elect Director Ronald J. Kramer	Mgmt	For	For	For	For
1.8	Elect Director Victor Eugene Renuart	Mgmt	For	For	For	For
1.9	Elect Director James W. Sight	Mgmt	For	For	For	For
1.10	Elect Director Samanta Hegedus Stewart	Mgmt	For	For	For	For
1.11	Elect Director Kevin F. Sullivan	Mgmt	For	For	For	For
1.12	Elect Director Michelle L. Taylor	Mgmt	For	For	For	For
1.13	Elect Director Cheryl L. Turnbull	Mgmt	For	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For	For	For
4	Ratify Grant Thornton LLP as Auditors	Mgmt	For	For	For	For

Hovnanian Enterprises, Inc.

Meeting Date: 03/21/2024

Country: USA

Ticker: HOV

Record Date: 01/22/2024

Meeting Type: Annual

Meeting ID: 1819542

Primary Security ID: 442487401

Shares Voted: 363

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ara K. Hovnanian	Mgmt	For	Against	Against	Against
1b	Elect Director Robert B. Coutts	Mgmt	For	For	For	For
1c	Elect Director Miriam Hernandez-Kakol	Mgmt	For	For	For	For
1d	Elect Director Edward A. Kangas	Mgmt	For	Against	Against	Against
1e	Elect Director Joseph A. Marengi	Mgmt	For	Against	Against	Against
1f	Elect Director Vincent Pagano, Jr.	Mgmt	For	Against	Against	Against
1g	Elect Director Robin Stone Sellers	Mgmt	For	Against	Against	Against
1h	Elect Director J. Larry Sorsby	Mgmt	For	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	Against	Against	Against

Hovnanian Enterprises, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
5	Amend NOL Rights Plan (NOL Pill)	Mgmt	For	For	For	For

Rent the Runway, Inc.

Meeting Date: 03/21/2024 **Country:** USA **Ticker:** RENT
Record Date: 01/29/2024 **Meeting Type:** Special **Meeting ID:** 1821012
Primary Security ID: 76010Y103

Shares Voted: 3,250

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Approve Reverse Stock Split	Mgmt	For	For	For	For
2	Adjourn Meeting	Mgmt	For	For	For	For

Peoples Financial Services Corp.

Meeting Date: 03/22/2024 **Country:** USA **Ticker:** PFIS
Record Date: 01/19/2024 **Meeting Type:** Special **Meeting ID:** 1817874
Primary Security ID: 711040105

Shares Voted: 525

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Issue Shares in Connection with Merger	Mgmt	For	For	For	For
2	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For	For	For
3	Advisory Vote on Golden Parachutes	Mgmt	For	For	For	For
4	Adjourn Meeting	Mgmt	For	For	For	For

United Parks & Resorts Inc.

Meeting Date: 03/25/2024 **Country:** USA **Ticker:** PRKS
Record Date: 03/15/2024 **Meeting Type:** Special **Meeting ID:** 1835709
Primary Security ID: 81282V100

Shares Voted: 146

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Amend Stockholders Agreement	Mgmt	For	For	For	For
2	Authorize Share Repurchase Program	Mgmt	For	For	For	For

Limoneira Company

Meeting Date: 03/26/2024

Country: USA

Ticker: LMNR

Record Date: 01/31/2024

Meeting Type: Annual

Meeting ID: 1821258

Primary Security ID: 532746104

Shares Voted: 1,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Harold S. Edwards	Mgmt	For	For	For	For
1.2	Elect Director Edgar A. Terry	Mgmt	For	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	For
5	Amend Certificate of Incorporation to Allow for the Exculpation of Officers	Mgmt	For	For	For	For
6	Amend Omnibus Stock Plan	Mgmt	For	For	For	For

ABM Industries Incorporated

Meeting Date: 03/27/2024

Country: USA

Ticker: ABM

Record Date: 01/29/2024

Meeting Type: Annual

Meeting ID: 1822226

Primary Security ID: 000957100

Shares Voted: 4,942

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Quincy L. Allen	Mgmt	For	For	For	For
1b	Elect Director LeighAnne G. Baker	Mgmt	For	For	For	For
1c	Elect Director Donald F. Collieran	Mgmt	For	For	For	For
1d	Elect Director James D. DeVries	Mgmt	For	For	For	For
1e	Elect Director Art A. Garcia	Mgmt	For	For	For	For
1f	Elect Director Thomas M. Gartland	Mgmt	For	For	For	For
1g	Elect Director Jill M. Golder	Mgmt	For	For	For	For
1h	Elect Director Sudhakar Kesavan	Mgmt	For	For	For	For
1i	Elect Director Scott Salmirs	Mgmt	For	For	For	For
1j	Elect Director Winifred (Wendy) M. Webb	Mgmt	For	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	For

Callon Petroleum Company

Meeting Date: 03/27/2024

Country: USA

Ticker: CPE

Record Date: 02/15/2024

Meeting Type: Special

Meeting ID: 1822395

Primary Security ID: 13123X508

Shares Voted: 4,560

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

Cartesian Therapeutics, Inc.

Meeting Date: 03/27/2024

Country: USA

Ticker: RNAC

Record Date: 02/13/2024

Meeting Type: Special

Meeting ID: 1821934

Primary Security ID: 816212104

Shares Voted: 6,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Approve Issuance of Common Stock Upon Conversion of Series A Non-Voting Convertible Preferred Stock	Mgmt	For	For	For	For
2	Approve Reverse Stock Split	Mgmt	For	For	For	For
3	Adjourn Meeting	Mgmt	For	For	For	For

Photronics, Inc.

Meeting Date: 03/27/2024

Country: USA

Ticker: PLAB

Record Date: 02/14/2024

Meeting Type: Annual

Meeting ID: 1827013

Primary Security ID: 719405102

Shares Voted: 4,530

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Walter M. Fiederowicz	Mgmt	For	For	For	For
1.2	Elect Director Frank Lee	Mgmt	For	For	For	For
1.3	Elect Director Adam Lewis	Mgmt	For	For	For	For
1.4	Elect Director Daniel Liao	Mgmt	For	For	For	For
1.5	Elect Director Constantine S. Macricostas	Mgmt	For	For	For	For
1.6	Elect Director George Macricostas	Mgmt	For	For	For	For
1.7	Elect Director Mary Paladino	Mgmt	For	For	For	For

Photronics, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director Mitchell G. Tyson	Mgmt	For	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For

The RMR Group Inc.

Meeting Date: 03/27/2024 **Country:** USA **Ticker:** RMR
Record Date: 01/11/2024 **Meeting Type:** Annual **Meeting ID:** 1816772
Primary Security ID: 74967R106

Shares Voted: 329

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jennifer B. Clark	Mgmt	For	For	For	For
1.2	Elect Director Ann Logan	Mgmt	For	Withhold	Withhold	Withhold
1.3	Elect Director Rosen Plevneliev	Mgmt	For	Withhold	Withhold	Withhold
1.4	Elect Director Adam D. Portnoy	Mgmt	For	Withhold	Withhold	Withhold
1.5	Elect Director Jonathan Veitch	Mgmt	For	Withhold	Withhold	Withhold
1.6	Elect Director Walter C. Watkins, Jr.	Mgmt	For	Withhold	Withhold	Withhold
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	For

OPKO Health, Inc.

Meeting Date: 03/28/2024 **Country:** USA **Ticker:** OPK
Record Date: 02/13/2024 **Meeting Type:** Annual **Meeting ID:** 1828017
Primary Security ID: 68375N103

Shares Voted: 329

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Phillip Frost	Mgmt	For	Against	Against	Against
1.2	Elect Director Jane H. Hsiao	Mgmt	For	Against	Against	Against
1.3	Elect Director Elias A. Zerhouni	Mgmt	For	Against	Against	Against
1.4	Elect Director Steven D. Rubin	Mgmt	For	Against	Against	Against
1.5	Elect Director Gary J. Nabel	Mgmt	For	Against	Against	Against
1.6	Elect Director Richard M. Krasno	Mgmt	For	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Prem A. Lachman	Mgmt	For	For	For	For
1.8	Elect Director Roger J. Medel	Mgmt	For	For	For	For
1.9	Elect Director John A. Paganelli	Mgmt	For	Against	Against	Against
1.10	Elect Director Richard C. Pfenniger, Jr.	Mgmt	For	For	For	For
1.11	Elect Director Alice Lin-Tsing Yu	Mgmt	For	For	For	For
2	Increase Authorized Common Stock	Mgmt	For	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	For



Date range covered : 01/01/2024 to 03/31/2024

Chico's FAS, Inc.**Meeting Date:** 01/03/2024**Country:** USA**Ticker:** CHS**Record Date:** 11/14/2023**Meeting Type:** Special**Meeting ID:** 1807946**Primary Security ID:** 168615102**Shares Voted:** 16,334

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

SomaLogic, Inc.**Meeting Date:** 01/04/2024**Country:** USA**Ticker:** SLGC**Record Date:** 11/29/2023**Meeting Type:** Proxy Contest**Meeting ID:** 1808447**Primary Security ID:** 83444K105**Shares Voted:** 20,775

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	Management Proxy Card	Mgmt				
1	Approve Merger Agreement	Mgmt	For	For	For	For
2	Adjourn Meeting	Mgmt	For	For	For	For
	Dissident Proxy (Green Proxy Card)	Mgmt				
1	Approve Merger Agreement	Mgmt	Against	Do Not Vote	Do Not Vote	Do Not Vote
2	Adjourn Meeting	Mgmt	Against	Do Not Vote	Do Not Vote	Do Not Vote

The Greenbrier Companies, Inc.**Meeting Date:** 01/05/2024**Country:** USA**Ticker:** GBX**Record Date:** 11/02/2023**Meeting Type:** Annual**Meeting ID:** 1803899**Primary Security ID:** 393657101**Shares Voted:** 4,048

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Patrick J. Ottensmeyer	Mgmt	For	For	For	For

The Greenbrier Companies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Lorie L. Tekorius	Mgmt	For	For	For	For
1c	Elect Director Kelly M. Williams	Mgmt	For	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	One Year
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For	For
5	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	For

Zscaler, Inc.

Meeting Date: 01/05/2024 **Country:** USA **Ticker:** ZS
Record Date: 11/13/2023 **Meeting Type:** Annual **Meeting ID:** 1806323
Primary Security ID: 98980G102

Shares Voted: 11,960

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Elect Director Jagtar (Jay) Chaudhry	Mgmt	For	Withhold	Withhold	Withhold
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against	Against

National Western Life Group, Inc.

Meeting Date: 01/08/2024 **Country:** USA **Ticker:** NWLI
Record Date: 11/27/2023 **Meeting Type:** Special **Meeting ID:** 1808185
Primary Security ID: 638517102

Shares Voted: 306

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

Lindsay Corporation

Meeting Date: 01/09/2024 **Country:** USA **Ticker:** LNN
Record Date: 11/13/2023 **Meeting Type:** Annual **Meeting ID:** 1805993
Primary Security ID: 535555106

Lindsay Corporation

Shares Voted: 658

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert E. Brunner	Mgmt	For	For	For	For
1.2	Elect Director Randy A. Wood	Mgmt	For	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For

UniFirst Corporation

Meeting Date: 01/09/2024

Country: USA

Ticker: UNF

Record Date: 11/13/2023

Meeting Type: Annual

Meeting ID: 1808128

Primary Security ID: 904708104

Shares Voted: 2,008

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael Iandoli	Mgmt	For	Withhold	Withhold	Withhold
1.2	Elect Director Joseph M. Nowicki	Mgmt	For	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	One Year
4	Approve Omnibus Stock Plan	Mgmt	For	For	For	For
5	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	For

Commercial Metals Company

Meeting Date: 01/10/2024

Country: USA

Ticker: CMC

Record Date: 11/13/2023

Meeting Type: Annual

Meeting ID: 1805932

Primary Security ID: 201723103

Shares Voted: 15,914

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Vicki L. Avril-Groves	Mgmt	For	For	For	For
1.2	Elect Director John R. McPherson	Mgmt	For	For	For	For
1.3	Elect Director Barbara R. Smith	Mgmt	For	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For

Commercial Metals Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	One Year

AMMO, Inc.

Meeting Date: 01/11/2024

Country: USA

Ticker: POWW

Record Date: 11/15/2023

Meeting Type: Annual

Meeting ID: 1807895

Primary Security ID: 00175J107

Shares Voted: 12,040

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Fred W. Wagenhals	Mgmt	For	For	For	For
1.2	Elect Director Russell William "Rusty" Wallace, Jr.	Mgmt	For	Withhold	Withhold	Withhold
1.3	Elect Director Jared R. Smith	Mgmt	For	For	For	For
1.4	Elect Director Randy E. Luth	Mgmt	For	Withhold	Withhold	Withhold
1.5	Elect Director Jessica M. Lockett	Mgmt	For	Withhold	Withhold	Withhold
1.6	Elect Director Steve F. Urvan	Mgmt	For	For	For	For
1.7	Elect Director Richard R. Childress	Mgmt	For	Withhold	Withhold	Withhold
1.8	Elect Director Wayne Walker	Mgmt	For	Withhold	Withhold	Withhold
1.9	Elect Director Christos Tsentas	Mgmt	For	For	For	For
2	Ratify Pannell Kerr Forster of Texas, P.C. as Auditors	Mgmt	For	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	Against	Against	Against

Bluegreen Vacations Holding Corporation

Meeting Date: 01/11/2024

Country: USA

Ticker: BVH

Record Date: 12/08/2023

Meeting Type: Special

Meeting ID: 1810309

Primary Security ID: 096308101

Shares Voted: 863

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	Meeting for Class A Holders	Mgmt				
1	Approve Merger Agreement	Mgmt	For	For	For	For
2	Advisory Vote on Golden Parachutes	Mgmt	For	Against	Against	Against

Summit Materials, Inc.

Meeting Date: 01/11/2024

Country: USA

Ticker: SUM

Record Date: 12/11/2023

Meeting Type: Special

Meeting ID: 1810582

Primary Security ID: 86614U100

Shares Voted: 16,259

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

5E Advanced Materials, Inc.

Meeting Date: 01/12/2024

Country: USA

Ticker: FEAM

Record Date: 12/06/2023

Meeting Type: Special

Meeting ID: 1811786

Primary Security ID: 33830Q109

Shares Voted: 2,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Increase Authorized Common Stock	Mgmt	For	For	For	For
2	Approve Issuance of Shares for a Private Placement	Mgmt	For	For	For	For
3	Approve Issuance of Common Shares Upon Conversion of Convertible Notes	Mgmt	For	For	For	For
4	Adjourn Meeting	Mgmt	For	For	For	For

Forestar Group, Inc.

Meeting Date: 01/16/2024

Country: USA

Ticker: FOR

Record Date: 11/27/2023

Meeting Type: Annual

Meeting ID: 1811604

Primary Security ID: 346232101

Shares Voted: 2,449

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Samuel R. Fuller	Mgmt	For	For	For	For
1b	Elect Director Lisa H. Jamieson	Mgmt	For	For	For	For
1c	Elect Director Elizabeth (Betsy) Parmer	Mgmt	For	For	For	For
1d	Elect Director G.F. (Rick) Ringler, III	Mgmt	For	Against	Against	Against
1e	Elect Director Donald J. Tomnitz	Mgmt	For	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For

Forestar Group, Inc.

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

Pure Cycle Corporation

Meeting Date: 01/17/2024 **Country:** USA **Ticker:** PCYO
Record Date: 11/17/2023 **Meeting Type:** Annual **Meeting ID:** 1809045
Primary Security ID: 746228303

Shares Voted: 1,490

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mark W. Harding	Mgmt	For	For	For	For
1.2	Elect Director Patrick J. Beirne	Mgmt	For	For	For	For
1.3	Elect Director Wanda J. Abel	Mgmt	For	Withhold	Withhold	Withhold
1.4	Elect Director Frederick A. Fendel, III	Mgmt	For	For	For	For
1.5	Elect Director Peter C. Howell	Mgmt	For	For	For	For
1.6	Elect Director Daniel R. Kozlowski	Mgmt	For	For	For	For
1.7	Elect Director Jeffrey G. Sheets	Mgmt	For	For	For	For
2	Ratify FORVIS, LLP as Auditors	Mgmt	For	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	Against	Against	Against

The Simply Good Foods Company

Meeting Date: 01/18/2024 **Country:** USA **Ticker:** SMPL
Record Date: 11/22/2023 **Meeting Type:** Annual **Meeting ID:** 1809509
Primary Security ID: 82900L102

Shares Voted: 5,572

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Clayton C. Daley, Jr.	Mgmt	For	For	For	For
1b	Elect Director Nomi P. Ghez	Mgmt	For	For	For	For
1c	Elect Director Michelle P. Goolsby	Mgmt	For	For	For	For
1d	Elect Director James M. Kilts	Mgmt	For	For	For	For
1e	Elect Director Robert G. Montgomery	Mgmt	For	For	For	For
1f	Elect Director Brian K. Ratzan	Mgmt	For	For	For	For
1g	Elect Director David W. Ritterbush	Mgmt	For	For	For	For
1h	Elect Director Joseph E. Scalzo	Mgmt	For	For	For	For

The Simply Good Foods Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Joseph J. Schena	Mgmt	For	For	For	For
1j	Elect Director Geoff E. Tanner	Mgmt	For	For	For	For
1k	Elect Director David J. West	Mgmt	For	For	For	For
1l	Elect Director James D. White	Mgmt	For	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	For
3	Amend Certificate of Incorporation to Limit the Personal Liability of Certain Officers	Mgmt	For	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For

Franklin Covey Co.

Meeting Date: 01/19/2024

Country: USA

Ticker: FC

Record Date: 11/30/2023

Meeting Type: Annual

Meeting ID: 1812171

Primary Security ID: 353469109

Shares Voted: 730

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Anne H. Chow	Mgmt	For	For	For	For
1.2	Elect Director Craig Cuffie	Mgmt	For	For	For	For
1.3	Elect Director Donald J. McNamara	Mgmt	For	For	For	For
1.4	Elect Director Joel C. Peterson	Mgmt	For	For	For	For
1.5	Elect Director Nancy Phillips	Mgmt	For	For	For	For
1.6	Elect Director Efrain Rivera	Mgmt	For	For	For	For
1.7	Elect Director Derek C.M. van Bever	Mgmt	For	For	For	For
1.8	Elect Director Paul S. Walker	Mgmt	For	For	For	For
1.9	Elect Director Robert A. Whitman	Mgmt	For	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	For

NioCorp Developments Ltd.

Meeting Date: 01/19/2024

Country: Canada

Ticker: NB

Record Date: 11/21/2023

Meeting Type: Annual

Meeting ID: 1794499

Primary Security ID: 654484609

NioCorp Developments Ltd.

Shares Voted: 120

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Fix Number of Directors at Seven	Mgmt	For	For	For	For
2.1	Elect Director Mark A. Smith	Mgmt	For	For	For	For
2.2	Elect Director Michael J. Morris	Mgmt	For	For	For	For
2.3	Elect Director David C. Beling	Mgmt	For	For	For	For
2.4	Elect Director Nilsa Guerrero-Mahon	Mgmt	For	For	For	For
2.5	Elect Director Peter Oliver	Mgmt	For	For	For	For
2.6	Elect Director Michael G. Maselli	Mgmt	For	For	For	For
2.7	Elect Director Dean C. Kehler	Mgmt	For	For	For	For
3	Approve Deloitte & Touche LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	For
4	Amend Long-Term Incentive Plan	Mgmt	For	Against	Against	Against
5	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For	For

Spirit Realty Capital, Inc.

Meeting Date: 01/19/2024

Country: USA

Ticker: SRC

Record Date: 12/19/2023

Meeting Type: Special

Meeting ID: 1812168

Primary Security ID: 84860W300

Shares Voted: 20,060

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

The Duckhorn Portfolio, Inc.

Meeting Date: 01/19/2024

Country: USA

Ticker: NAPA

Record Date: 11/20/2023

Meeting Type: Annual

Meeting ID: 1806295

Primary Security ID: 26414D106

Shares Voted: 5,040

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Charles Esserman	Mgmt	For	Against	Against	Against
1b	Elect Director Michelle Gloeckler	Mgmt	For	Against	Against	Against

The Duckhorn Portfolio, Inc.

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

Super Micro Computer, Inc.

Meeting Date: 01/22/2024 **Country:** USA **Ticker:** SMCI
Record Date: 11/27/2023 **Meeting Type:** Annual **Meeting ID:** 1809956
Primary Security ID: 86800U104

Shares Voted: 2,872

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Judy Lin	Mgmt	For	For	For	For
1b	Elect Director Sara Liu	Mgmt	For	For	For	For
1c	Elect Director Yih-Shyan (Wally) Liaw	Mgmt	For	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	Against	Against	Against

The Scotts Miracle-Gro Company

Meeting Date: 01/22/2024 **Country:** USA **Ticker:** SMG
Record Date: 11/27/2023 **Meeting Type:** Annual **Meeting ID:** 1811153
Primary Security ID: 810186106

Shares Voted: 5,665

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas N. Kelly, Jr.	Mgmt	For	For	For	For
1b	Elect Director Brian E. Sandoval	Mgmt	For	For	For	For
1c	Elect Director Peter E. Shumlin	Mgmt	For	For	For	For
1d	Elect Director John R. Vines	Mgmt	For	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	Against	Against	Against

Ashland Inc.

Meeting Date: 01/23/2024

Country: USA

Ticker: ASH

Record Date: 11/30/2023

Meeting Type: Annual

Meeting ID: 1810311

Primary Security ID: 044186104

Shares Voted: 6,498

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Steven D. Bishop	Mgmt	For	For	For	For
1.2	Elect Director Sanat Chattopadhyay	Mgmt	For	For	For	For
1.3	Elect Director Suzan F. Harrison	Mgmt	For	For	For	For
1.4	Elect Director Wetteny Joseph	Mgmt	For	For	For	For
1.5	Elect Director Susan L. Main	Mgmt	For	For	For	For
1.6	Elect Director Guillermo Novo	Mgmt	For	For	For	For
1.7	Elect Director Sergio Pedreiro	Mgmt	For	For	For	For
1.8	Elect Director Jerome A. Peribere	Mgmt	For	For	For	For
1.9	Elect Director Janice J. Teal	Mgmt	For	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For

Capitol Federal Financial, Inc.

Meeting Date: 01/23/2024

Country: USA

Ticker: CFFN

Record Date: 12/01/2023

Meeting Type: Annual

Meeting ID: 1811250

Primary Security ID: 14057J101

Shares Voted: 17,078

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Morris J. Huey, II	Mgmt	For	For	For	For
1.2	Elect Director Carlton A. Ricketts	Mgmt	For	Against	Against	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	For

CareMax, Inc.

Meeting Date: 01/23/2024

Country: USA

Ticker: CMAX

Record Date: 12/14/2023

Meeting Type: Special

Meeting ID: 1812618

Primary Security ID: 14171W103

CareMax, Inc.

Shares Voted: 10,635

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Approve Reverse Stock Split	Mgmt	For	For	For	For

Engagesmart, Inc.

Meeting Date: 01/23/2024

Country: USA

Ticker: ESMT

Record Date: 12/21/2023

Meeting Type: Special

Meeting ID: 1812062

Primary Security ID: 29283F103

Shares Voted: 3,150

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

Himalaya Shipping Ltd.

Meeting Date: 01/23/2024

Country: Bermuda

Ticker: HSHP

Record Date: 12/27/2023

Meeting Type: Special

Meeting ID: 1810828

Primary Security ID: G4660A103

Shares Voted: 3,820

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Approve Reduction of the Share Premium Account	Mgmt	For	For	For	For

Timberland Bancorp, Inc.

Meeting Date: 01/23/2024

Country: USA

Ticker: TSBK

Record Date: 12/04/2023

Meeting Type: Annual

Meeting ID: 1811915

Primary Security ID: 887098101

Shares Voted: 1,060

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Dean J. Brydon	Mgmt	For	For	For	For
1.2	Elect Director Andrea M. Clinton	Mgmt	For	For	For	For
1.3	Elect Director Robert A. Drugge	Mgmt	For	For	For	For
1.4	Elect Director Kathy D. Leodler	Mgmt	For	For	For	For

Timberland Bancorp, Inc.

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

Acuity Brands, Inc.

Meeting Date: 01/24/2024 **Country:** USA **Ticker:** AYI
Record Date: 11/27/2023 **Meeting Type:** Annual **Meeting ID:** 1811313
Primary Security ID: 00508Y102

Shares Voted: 4,274

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Neil M. Ashe	Mgmt	For	For	For	For
1b	Elect Director Marcia J. Avedon, Ph.D.	Mgmt	For	For	For	For
1c	Elect Director W. Patrick Battle	Mgmt	For	For	For	For
1d	Elect Director Michael J. Bender	Mgmt	For	For	For	For
1e	Elect Director G. Douglas Dillard, Jr.	Mgmt	For	For	For	For
1f	Elect Director James H. Hance, Jr.	Mgmt	For	For	For	For
1g	Elect Director Maya Leibman	Mgmt	For	For	For	For
1h	Elect Director Laura G. O'Shaughnessy	Mgmt	For	For	For	For
1i	Elect Director Mark J. Sachleben	Mgmt	For	For	For	For
1j	Elect Director Mary A. Winston	Mgmt	For	For	For	For
2	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
5	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	One Year

MSC Industrial Direct Co., Inc.

Meeting Date: 01/24/2024 **Country:** USA **Ticker:** MSM
Record Date: 12/06/2023 **Meeting Type:** Annual **Meeting ID:** 1810848
Primary Security ID: 553530106

Shares Voted: 6,288

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Erik Gershwind	Mgmt	For	For	For	For

MSC Industrial Direct Co., Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Louise Goeser	Mgmt	For	For	For	For
1c	Elect Director Mitchell Jacobson	Mgmt	For	For	For	For
1d	Elect Director Michael Kaufmann	Mgmt	For	For	For	For
1e	Elect Director Steven Paladino	Mgmt	For	For	For	For
1f	Elect Director Philip Peller	Mgmt	For	For	For	For
1g	Elect Director Rahquel Purcell	Mgmt	For	For	For	For
1h	Elect Director Rudina Seseri	Mgmt	For	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	One Year

New Jersey Resources Corporation

Meeting Date: 01/24/2024 **Country:** USA **Ticker:** NJR
Record Date: 11/30/2023 **Meeting Type:** Annual **Meeting ID:** 1811300
Primary Security ID: 646025106

Shares Voted: 9,435

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Donald L. Correll	Mgmt	For	For	For	For
1.2	Elect Director James H. DeGraffenreidt, Jr.	Mgmt	For	For	For	For
1.3	Elect Director M. Susan Hardwick	Mgmt	For	For	For	For
1.4	Elect Director Peter C. Harvey	Mgmt	For	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	For

Woodward, Inc.

Meeting Date: 01/24/2024 **Country:** USA **Ticker:** WWD
Record Date: 11/27/2023 **Meeting Type:** Annual **Meeting ID:** 1809871
Primary Security ID: 980745103

Shares Voted: 8,098

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Charles P. Blankenship, Jr.	Mgmt	For	For	For	For

Woodward, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director John D. Cohn	Mgmt	For	For	For	For
1.3	Elect Director Daniel G. Korte	Mgmt	For	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	For

Energac Tool Group Corp.

Meeting Date: 01/25/2024 **Country:** USA **Ticker:** EPAC
Record Date: 11/20/2023 **Meeting Type:** Annual **Meeting ID:** 1810276
Primary Security ID: 292765104

Shares Voted: 3,412

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Alfredo Altavilla	Mgmt	For	For	For	For
1.2	Elect Director Judy L. Altmaier	Mgmt	For	For	For	For
1.3	Elect Director J. Palmer Clarkson	Mgmt	For	For	For	For
1.4	Elect Director Danny L. Cunningham	Mgmt	For	For	For	For
1.5	Elect Director E. James Ferland	Mgmt	For	For	For	For
1.6	Elect Director Colleen M. Healy	Mgmt	For	For	For	For
1.7	Elect Director Richard D. Holder	Mgmt	For	For	For	For
1.8	Elect Director Lynn C. Minella	Mgmt	For	For	For	For
1.9	Elect Director Sidney S. Simmons	Mgmt	For	For	For	For
1.10	Elect Director Paul E. Sternlieb	Mgmt	For	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against	Against
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	One Year

Jabil Inc.

Meeting Date: 01/25/2024 **Country:** USA **Ticker:** JBL
Record Date: 11/30/2023 **Meeting Type:** Annual **Meeting ID:** 1810718
Primary Security ID: 466313103

Shares Voted: 17,507

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anousheh Ansari	Mgmt	For	For	For	For
1b	Elect Director Christopher S. Holland	Mgmt	For	For	For	For
1c	Elect Director Mark T. Mondello	Mgmt	For	For	For	For
1d	Elect Director John C. Plant	Mgmt	For	For	For	For
1e	Elect Director Steven A. Raymund	Mgmt	For	For	For	For
1f	Elect Director James Siminoff	Mgmt	For	For	For	For
1g	Elect Director David M. Stout	Mgmt	For	For	For	For
1h	Elect Director N.V. "Tiger" Tyagarajan	Mgmt	For	For	For	For
1i	Elect Director Kathleen A. Walters	Mgmt	For	For	For	For
1j	Elect Director Kenneth S. Wilson	Mgmt	For	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	One Year
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For	For

Kura Sushi USA, Inc.

Meeting Date: 01/25/2024

Country: USA

Ticker: KRUS

Record Date: 11/29/2023

Meeting Type: Annual

Meeting ID: 1810719

Primary Security ID: 501270102

Shares Voted: 359

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Shintaro Asako	Mgmt	For	Against	Against	Against
1b	Elect Director Kim Ellis	Mgmt	For	Against	Against	Against
1c	Elect Director Seitaro Ishii	Mgmt	For	Against	Against	Against
1d	Elect Director Carin L. Stutz	Mgmt	For	Against	Against	Against
1e	Elect Director Hajime "Jimmy" Uba	Mgmt	For	Against	Against	Against
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	For

Post Holdings, Inc.

Meeting Date: 01/25/2024

Country: USA

Ticker: POST

Record Date: 11/27/2023

Meeting Type: Annual

Meeting ID: 1810045

Primary Security ID: 737446104

Shares Voted: 7,343

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director William P. Stirtz	Mgmt	For	For	For	For
1.2	Elect Director Thomas C. Erb	Mgmt	For	For	For	For
1.3	Elect Director Jennifer Kuperman	Mgmt	For	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
4	Declassify the Board of Directors	Mgmt	For	For	For	For

Sally Beauty Holdings, Inc.

Meeting Date: 01/25/2024

Country: USA

Ticker: SBH

Record Date: 11/27/2023

Meeting Type: Annual

Meeting ID: 1811166

Primary Security ID: 79546E104

Shares Voted: 6,938

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Rachel R. Bishop	Mgmt	For	For	For	For
1.2	Elect Director Jeffrey Boyer	Mgmt	For	For	For	For
1.3	Elect Director James Conroy	Mgmt	For	For	For	For
1.4	Elect Director Diana S. Ferguson	Mgmt	For	For	For	For
1.5	Elect Director Dorlisa K. Flur	Mgmt	For	For	For	For
1.6	Elect Director James M. Head	Mgmt	For	For	For	For
1.7	Elect Director Lawrence "Chip" P. Molloy	Mgmt	For	For	For	For
1.8	Elect Director Erin Nealy Cox	Mgmt	For	For	For	For
1.9	Elect Director Denise A. Paulonis	Mgmt	For	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	For

ScanSource, Inc.

Meeting Date: 01/25/2024

Country: USA

Ticker: SCSC

Record Date: 11/27/2023

Meeting Type: Annual

Meeting ID: 1810723

Primary Security ID: 806037107

Shares Voted: 3,230

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michael L. Baur	Mgmt	For	For	For	For
1b	Elect Director Peter C. Browning	Mgmt	For	For	For	For
1c	Elect Director Frank E. Emory, Jr.	Mgmt	For	For	For	For
1d	Elect Director Charles A. Mathis	Mgmt	For	For	For	For
1e	Elect Director Vernon J. Nagel	Mgmt	For	For	For	For
1f	Elect Director Dorothy F. Ramoneda	Mgmt	For	For	For	For
1g	Elect Director Jeffrey R. Rodek	Mgmt	For	For	For	For
1h	Elect Director Elizabeth O. Temple	Mgmt	For	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
3	Ratify Grant Thornton LLP as Auditors	Mgmt	For	For	For	For

Spire Inc.

Meeting Date: 01/25/2024

Country: USA

Ticker: SR

Record Date: 11/30/2023

Meeting Type: Annual

Meeting ID: 1810849

Primary Security ID: 84857L101

Shares Voted: 7,005

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mark A. Borer	Mgmt	For	For	For	For
1.2	Elect Director Maria V. Fogarty	Mgmt	For	For	For	For
1.3	Elect Director Steven L. Lindsey	Mgmt	For	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	For

Valvoline Inc.

Meeting Date: 01/25/2024

Country: USA

Ticker: VVV

Record Date: 12/01/2023

Meeting Type: Annual

Meeting ID: 1811498

Primary Security ID: 92047W101

Valvoline Inc.

Shares Voted: 22,657

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gerald W. Evans, Jr.	Mgmt	For	For	For	For
1b	Elect Director Lori A. Flees	Mgmt	For	For	For	For
1c	Elect Director Richard J. Freeland	Mgmt	For	For	For	For
1d	Elect Director Carol H. Kruse	Mgmt	For	For	For	For
1e	Elect Director Vada O. Manager	Mgmt	For	For	For	For
1f	Elect Director Patrick S. Pacious	Mgmt	For	For	For	For
1g	Elect Director Jennifer L. Slater	Mgmt	For	For	For	For
1h	Elect Director Charles M. Sonstebly	Mgmt	For	For	For	For
1i	Elect Director Mary J. Twinem	Mgmt	For	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For

NexPoint Real Estate Finance, Inc.

Meeting Date: 01/26/2024

Country: USA

Ticker: NREF

Record Date: 11/20/2023

Meeting Type: Special

Meeting ID: 1806318

Primary Security ID: 65342V101

Shares Voted: 1,080

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Amend Omnibus Stock Plan	Mgmt	For	For	For	For

UGI Corporation

Meeting Date: 01/26/2024

Country: USA

Ticker: UGI

Record Date: 11/20/2023

Meeting Type: Annual

Meeting ID: 1811253

Primary Security ID: 902681105

Shares Voted: 28,604

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mario Longhi	Mgmt	For	For	For	For
1b	Elect Director M. Shawn Bort	Mgmt	For	For	For	For
1c	Elect Director Theodore A. Dosch	Mgmt	For	For	For	For
1d	Elect Director Alan N. Harris	Mgmt	For	For	For	For
1e	Elect Director William J. Marrazzo	Mgmt	For	For	For	For

UGI Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Cindy J. Miller	Mgmt	For	For	For	For
1g	Elect Director Roger Perreault - Withdrawn	Mgmt				
1h	Elect Director Kelly A. Romano	Mgmt	For	For	For	For
1i	Elect Director Santiago Seage	Mgmt	For	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	For

Digi International Inc.

Meeting Date: 01/29/2024 **Country:** USA **Ticker:** DGII
Record Date: 12/04/2023 **Meeting Type:** Annual **Meeting ID:** 1809863
Primary Security ID: 253798102

Shares Voted: 2,356

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Christopher D. Heim	Mgmt	For	For	For	For
1b	Elect Director Sally J. Smith	Mgmt	For	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	For

Energizer Holdings, Inc.

Meeting Date: 01/29/2024 **Country:** USA **Ticker:** ENR
Record Date: 11/30/2023 **Meeting Type:** Annual **Meeting ID:** 1811332
Primary Security ID: 29272W109

Shares Voted: 4,408

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Cynthia J. Brinkley	Mgmt	For	For	For	For
1b	Elect Director Rebecca D. Frankiewicz	Mgmt	For	For	For	For
1c	Elect Director Kevin J. Hunt	Mgmt	For	For	For	For
1d	Elect Director James C. Johnson	Mgmt	For	For	For	For
1e	Elect Director Mark S. LaVigne	Mgmt	For	For	For	For
1f	Elect Director Patrick J. Moore	Mgmt	For	For	For	For

Energizer Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Donal L. Mulligan	Mgmt	For	For	For	For
1h	Elect Director Nneka L. Rimmer	Mgmt	For	For	For	For
1i	Elect Director Robert V. Vitale	Mgmt	For	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For

RGC Resources, Inc.

Meeting Date: 01/29/2024 **Country:** USA **Ticker:** RGCO
Record Date: 11/20/2023 **Meeting Type:** Annual **Meeting ID:** 1808389
Primary Security ID: 74955L103

Shares Voted: 1,090

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director T. Joe Crawford	Mgmt	For	For	For	For
1.2	Elect Director Maryellen F. Goodlatte	Mgmt	For	Withhold	Withhold	Withhold
1.3	Elect Director Paul W. Nester	Mgmt	For	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For

Aramark

Meeting Date: 01/30/2024 **Country:** USA **Ticker:** ARMK
Record Date: 12/08/2023 **Meeting Type:** Annual **Meeting ID:** 1812634
Primary Security ID: 03852U106

Shares Voted: 32,309

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Susan M. Cameron	Mgmt	For	For	For	For
1b	Elect Director Greg Creed	Mgmt	For	For	For	For
1c	Elect Director Brian M. DelGhiaccio	Mgmt	For	For	For	For
1d	Elect Director Bridgette P. Heller	Mgmt	For	For	For	For
1e	Elect Director Kenneth M. Keverian	Mgmt	For	For	For	For
1f	Elect Director Karen M. King	Mgmt	For	For	For	For
1g	Elect Director Patricia E. Lopez	Mgmt	For	For	For	For
1h	Elect Director Stephen I. Sadove	Mgmt	For	For	For	For
1i	Elect Director Kevin G. Wills	Mgmt	For	For	For	For

Aramark

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director John J. Zillmer	Mgmt	For	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For

Atkore, Inc.

Meeting Date: 01/30/2024 **Country:** USA **Ticker:** ATKR
Record Date: 12/01/2023 **Meeting Type:** Annual **Meeting ID:** 1811376
Primary Security ID: 047649108

Shares Voted: 2,395

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director B. Joanne Edwards	Mgmt	For	For	For	For
1b	Elect Director Jeri L. Isbell	Mgmt	For	For	For	For
1c	Elect Director Wilbert W. James, Jr.	Mgmt	For	For	For	For
1d	Elect Director Justin A. Kershaw	Mgmt	For	For	For	For
1e	Elect Director Scott H. Muse	Mgmt	For	For	For	For
1f	Elect Director Michael V. Schrock	Mgmt	For	For	For	For
1g	Elect Director William E. Waltz, Jr.	Mgmt	For	For	For	For
1h	Elect Director Betty R. Wynn	Mgmt	For	For	For	For
1i	Elect Director A. Mark Zeffiro	Mgmt	For	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	For

Azenta, Inc.

Meeting Date: 01/30/2024 **Country:** USA **Ticker:** AZTA
Record Date: 12/07/2023 **Meeting Type:** Annual **Meeting ID:** 1811629
Primary Security ID: 114340102

Shares Voted: 8,795

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Edward P. Bousa	Mgmt	For	For	For	For
1.2	Elect Director Frank E. Casal	Mgmt	For	For	For	For
1.3	Elect Director Robyn C. Davis	Mgmt	For	For	For	For

Azenta, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Didier Hirsch	Mgmt	For	For	For	For
1.5	Elect Director Martin Madaus	Mgmt	For	For	For	For
1.6	Elect Director Erica J. McLaughlin	Mgmt	For	For	For	For
1.7	Elect Director Tina S. Nova	Mgmt	For	For	For	For
1.8	Elect Director Michael Rosenblatt	Mgmt	For	For	For	For
1.9	Elect Director Stephen S. Schwartz	Mgmt	For	For	For	For
1.10	Elect Director Ellen M. Zane *Withdrawn*	Mgmt				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	For

Schnitzer Steel Industries, Inc.

Meeting Date: 01/30/2024 **Country:** USA **Ticker:** RDUS
Record Date: 12/04/2023 **Meeting Type:** Annual **Meeting ID:** 1811625
Primary Security ID: 806882106

Shares Voted: 3,462

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Glenda J. Minor	Mgmt	For	For	For	For
1.2	Elect Director Michael W. Sutherlin	Mgmt	For	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	For
5	Approve Omnibus Stock Plan	Mgmt	For	Against	Against	Against
6	Change Company Name to Radius Recycling, Inc.	Mgmt	For	For	For	For

BellRing Brands, Inc.

Meeting Date: 01/31/2024 **Country:** USA **Ticker:** BRBR
Record Date: 12/05/2023 **Meeting Type:** Annual **Meeting ID:** 1811322
Primary Security ID: 07831C103

BellRing Brands, Inc.

Shares Voted: 15,683

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Shawn W. Conway	Mgmt	For	For	For	For
1.2	Elect Director Thomas P. Erickson	Mgmt	For	Withhold	Withhold	Withhold
1.3	Elect Director Jennifer Kuperman Johnson	Mgmt	For	Withhold	Withhold	Withhold
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For

Consolidated Communications Holdings, Inc.

Meeting Date: 01/31/2024

Country: USA

Ticker: CNSL

Record Date: 12/13/2023

Meeting Type: Special

Meeting ID: 1811825

Primary Security ID: 209034107

Shares Voted: 9,732

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

ImmunoGen, Inc.

Meeting Date: 01/31/2024

Country: USA

Ticker: IMGN

Record Date: 12/29/2023

Meeting Type: Special

Meeting ID: 1814422

Primary Security ID: 45253H101

Shares Voted: 23,118

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

SAGE Therapeutics, Inc.

Meeting Date: 01/31/2024

Country: USA

Ticker: SAGE

Record Date: 12/15/2023

Meeting Type: Special

Meeting ID: 1812068

Primary Security ID: 78667J108

SAGE Therapeutics, Inc.

Shares Voted: 3,371

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Approve Stock Option Exchange Program for Non-executive Officer Employees	Mgmt	For	For	For	For
2	Adjourn Meeting	Mgmt	For	For	For	For

Edgewell Personal Care Company

Meeting Date: 02/01/2024

Country: USA

Ticker: EPC

Record Date: 11/24/2023

Meeting Type: Annual

Meeting ID: 1812289

Primary Security ID: 28035Q102

Shares Voted: 6,859

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Robert W. Black	Mgmt	For	For	For	For
1b	Elect Director George R. Corbin	Mgmt	For	For	For	For
1c	Elect Director Carla C. Hendra	Mgmt	For	For	For	For
1d	Elect Director John C. Hunter, III	Mgmt	For	For	For	For
1e	Elect Director James C. Johnson	Mgmt	For	For	For	For
1f	Elect Director Rod R. Little	Mgmt	For	For	For	For
1g	Elect Director Joseph D. O'Leary	Mgmt	For	For	For	For
1h	Elect Director Rakesh Sachdev	Mgmt	For	For	For	For
1i	Elect Director Swan Sit	Mgmt	For	For	For	For
1j	Elect Director Gary K. Waring	Mgmt	For	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	One Year

PriceSmart, Inc.

Meeting Date: 02/01/2024

Country: USA

Ticker: PSMT

Record Date: 12/04/2023

Meeting Type: Annual

Meeting ID: 1812091

Primary Security ID: 741511109

Shares Voted: 2,134

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Sherry S. Bahrambeygui	Mgmt	For	For	For	For
1.2	Elect Director Jeffrey Fisher	Mgmt	For	For	For	For
1.3	Elect Director Gordon H. Hanson	Mgmt	For	For	For	For
1.4	Elect Director Beatriz V. Infante	Mgmt	For	For	For	For
1.5	Elect Director Leon C. Janks	Mgmt	For	For	For	For
1.6	Elect Director Patricia Marquez	Mgmt	For	For	For	For
1.7	Elect Director David N. Price	Mgmt	For	For	For	For
1.8	Elect Director Robert E. Price	Mgmt	For	For	For	For
1.9	Elect Director David R. Snyder	Mgmt	For	For	For	For
1.10	Elect Director John D. Thelan	Mgmt	For	For	For	For
1.11	Elect Director Edgar Zurcher	Mgmt	For	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	One Year
4	Amend Certificate of Incorporation to Limit the Liability of Officers	Mgmt	For	For	For	For
5	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	For

Amdocs Limited

Meeting Date: 02/02/2024

Country: Guernsey

Ticker: DOX

Record Date: 12/04/2023

Meeting Type: Annual

Meeting ID: 1812612

Primary Security ID: G02602103

Shares Voted: 16,294

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Eli Gelman	Mgmt	For	For	For	For
1.2	Elect Director Robert A. Minicucci	Mgmt	For	For	For	For
1.3	Elect Director Adrian Gardner	Mgmt	For	For	For	For
1.4	Elect Director Richard T.C. LeFave	Mgmt	For	For	For	For
1.5	Elect Director Rafael de la Vega	Mgmt	For	For	For	For
1.6	Elect Director John A. MacDonald	Mgmt	For	For	For	For
1.7	Elect Director Yvette Kanouff	Mgmt	For	For	For	For
1.8	Elect Director Sarah Ruth Davis	Mgmt	For	For	For	For
1.9	Elect Director Amos Genish	Mgmt	For	For	For	For

Amdocs Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.10	Elect Director Shuky Sheffer	Mgmt	For	For	For	For
2	Amend Omnibus Stock Plan	Mgmt	For	For	For	For
3	Approve an Increase in the Quarterly Cash Dividend Rate	Mgmt	For	For	For	For
4	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	For
5	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	For

Vivid Seats Inc.

Meeting Date: 02/05/2024

Country: USA

Ticker: SEAT

Record Date: 01/04/2024

Meeting Type: Special

Meeting ID: 1815287

Primary Security ID: 92854T100

Shares Voted: 2,960

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Amend Omnibus Stock Plan	Mgmt	For	Against	Against	Against
2	Adjourn Meeting	Mgmt	For	Against	Against	Against

Dolby Laboratories, Inc.

Meeting Date: 02/06/2024

Country: USA

Ticker: DLB

Record Date: 12/08/2023

Meeting Type: Annual

Meeting ID: 1812764

Primary Security ID: 25659T107

Shares Voted: 8,164

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kevin Yeaman	Mgmt	For	For	For	For
1.2	Elect Director Peter Gotcher	Mgmt	For	Withhold	Withhold	Withhold
1.3	Elect Director David Dolby	Mgmt	For	Withhold	Withhold	Withhold
1.4	Elect Director Tony Prophet	Mgmt	For	Withhold	Withhold	Withhold
1.5	Elect Director Emily Rollins	Mgmt	For	For	For	For
1.6	Elect Director Simon Segars	Mgmt	For	Withhold	Withhold	Withhold
1.7	Elect Director Anjali Sud	Mgmt	For	For	For	For
1.8	Elect Director Avadis Tevanian, Jr.	Mgmt	For	Withhold	Withhold	Withhold
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For

Dolby Laboratories, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Approve Advance Notice Requirement for Director Nominations	Mgmt	For	For	For	For
4	Adopt the Jurisdiction of Incorporation as the Exclusive Forum for Certain Disputes	Mgmt	For	For	For	For
5	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	For

Moog Inc.

Meeting Date: 02/06/2024 **Country:** USA **Ticker:** MOG.A
Record Date: 12/08/2023 **Meeting Type:** Annual **Meeting ID:** 1812097
Primary Security ID: 615394202

Shares Voted: 3,430

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	Meeting for Class A Holders	Mgmt				
1.1	Elect Director Janet M. Coletti	Mgmt	For	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	Three Years	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	For

Twist Bioscience Corporation

Meeting Date: 02/06/2024 **Country:** USA **Ticker:** TWST
Record Date: 12/29/2023 **Meeting Type:** Annual **Meeting ID:** 1814878
Primary Security ID: 90184D100

Shares Voted: 8,074

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Emily M. Leproust	Mgmt	For	Withhold	Withhold	Withhold
1.2	Elect Director Robert Chess	Mgmt	For	Withhold	Withhold	Withhold
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	For

Embecta Corp.

Meeting Date: 02/07/2024 **Country:** USA **Ticker:** EMBC
Record Date: 12/11/2023 **Meeting Type:** Annual **Meeting ID:** 1812144
Primary Security ID: 29082K105

Embecta Corp.

Shares Voted: 7,350

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Milton M. Morris	Mgmt	For	For	For	For
1b	Elect Director Claire Pomeroy	Mgmt	For	For	For	For
1c	Elect Director Karen N. Prange	Mgmt	For	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For	For

ESCO Technologies Inc.

Meeting Date: 02/07/2024

Country: USA

Ticker: ESE

Record Date: 12/01/2023

Meeting Type: Annual

Meeting ID: 1812126

Primary Security ID: 296315104

Shares Voted: 2,348

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Janice L. Hess	Mgmt	For	For	For	For
1.2	Elect Director Bryan H. Saylor	Mgmt	For	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
3	Ratify Grant Thornton LLP as Auditors	Mgmt	For	For	For	For

Beazer Homes USA, Inc.

Meeting Date: 02/08/2024

Country: USA

Ticker: BZH

Record Date: 12/14/2023

Meeting Type: Annual

Meeting ID: 1812527

Primary Security ID: 07556Q881

Shares Voted: 3,936

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lloyd E. Johnson	Mgmt	For	For	For	For
1b	Elect Director Allan P. Merrill	Mgmt	For	For	For	For
1c	Elect Director Peter M. Orser	Mgmt	For	For	For	For
1d	Elect Director Norma A. Provencio	Mgmt	For	For	For	For
1e	Elect Director June Sauvaget	Mgmt	For	For	For	For
1f	Elect Director Danny R. Shepherd	Mgmt	For	For	For	For

Beazer Homes USA, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Alyssa P. Steele	Mgmt	For	For	For	For
1h	Elect Director C. Christian Winkle	Mgmt	For	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For	For

Central Valley Community Bancorp

Meeting Date: 02/08/2024 **Country:** USA **Ticker:** CVCY
Record Date: 12/18/2023 **Meeting Type:** Special **Meeting ID:** 1814452
Primary Security ID: 155685100

Shares Voted: 1,400

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

Simulations Plus, Inc.

Meeting Date: 02/08/2024 **Country:** USA **Ticker:** SLP
Record Date: 12/13/2023 **Meeting Type:** Annual **Meeting ID:** 1812751
Primary Security ID: 829214105

Shares Voted: 1,040

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Walter S. Woltosz	Mgmt	For	For	For	For
1.2	Elect Director John K. Paglia	Mgmt	For	For	For	For
1.3	Elect Director Daniel Weiner	Mgmt	For	For	For	For
1.4	Elect Director Lisa LaVange	Mgmt	For	For	For	For
1.5	Elect Director Sharlene Evans	Mgmt	For	For	For	For
2	Ratify Rose, Snyder & Jacobs LLP as Auditors	Mgmt	For	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For	For	For

Surmodics, Inc.

Meeting Date: 02/08/2024

Country: USA

Ticker: SRDX

Record Date: 12/12/2023

Meeting Type: Annual

Meeting ID: 1811931

Primary Security ID: 868873100

Shares Voted: 930

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David R. Dantzker	Mgmt	For	For	For	For
1.2	Elect Director Lisa Wiperman Heine	Mgmt	For	For	For	For
2	Fix Number of Directors at Six	Mgmt	For	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For

Varex Imaging Corporation

Meeting Date: 02/08/2024

Country: USA

Ticker: VREX

Record Date: 12/11/2023

Meeting Type: Annual

Meeting ID: 1813490

Primary Security ID: 92214X106

Shares Voted: 5,181

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kathleen L. Bardwell	Mgmt	For	For	For	For
1b	Elect Director Jocelyn D. Chertoff	Mgmt	For	For	For	For
1c	Elect Director Timothy E. Guertin	Mgmt	For	For	For	For
1d	Elect Director Jay K. Kunkel	Mgmt	For	For	For	For
1e	Elect Director Walter M. Rosebrough, Jr.	Mgmt	For	For	For	For
1f	Elect Director Sunny S. Sanyal	Mgmt	For	For	For	For
1g	Elect Director Christine A. Tsingos	Mgmt	For	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For	For	For
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	For

SMART Global Holdings, Inc.

Meeting Date: 02/09/2024

Country: Cayman Islands

Ticker: SGH

Record Date: 12/12/2023

Meeting Type: Annual

Meeting ID: 1812150

Primary Security ID: G8232Y101

SMART Global Holdings, Inc.

Shares Voted: 5,754

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sandeep Nayyar	Mgmt	For	For	For	For
1b	Elect Director Mary Puma	Mgmt	For	For	For	For
1c	Elect Director Maximiliane Straub	Mgmt	For	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For

SP Plus Corporation

Meeting Date: 02/09/2024

Country: USA

Ticker: SP

Record Date: 01/02/2024

Meeting Type: Special

Meeting ID: 1815396

Primary Security ID: 78469C103

Shares Voted: 1,281

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

Central Garden & Pet Company

Meeting Date: 02/13/2024

Country: USA

Ticker: CENT

Record Date: 12/15/2023

Meeting Type: Annual

Meeting ID: 1813898

Primary Security ID: 153527106

Shares Voted: 6,582

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director William E. Brown	Mgmt	For	Withhold	Withhold	Withhold
1.2	Elect Director Courtnee Chun	Mgmt	For	Withhold	Withhold	Withhold
1.3	Elect Director Lisa Coleman	Mgmt	For	Withhold	Withhold	Withhold
1.4	Elect Director Brendan P. Dougher	Mgmt	For	Withhold	Withhold	Withhold
1.5	Elect Director Michael J. Griffith	Mgmt	For	Withhold	Withhold	Withhold
1.6	Elect Director Christopher T. Metz	Mgmt	For	Withhold	Withhold	Withhold
1.7	Elect Director Brooks M. Pennington, III	Mgmt	For	Withhold	Withhold	Withhold
1.8	Elect Director John R. Ranelli	Mgmt	For	Withhold	Withhold	Withhold

Central Garden & Pet Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director Mary Beth Springer	Mgmt	For	Withhold	Withhold	Withhold
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	For

Ingles Markets, Incorporated

Meeting Date: 02/13/2024 **Country:** USA **Ticker:** IMKTA
Record Date: 12/15/2023 **Meeting Type:** Annual **Meeting ID:** 1814697
Primary Security ID: 457030104

Shares Voted: 1,889

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ernest E. Ferguson	Mgmt	For	Withhold	Withhold	Withhold
1.2	Elect Director John R. Lowden	Mgmt	For	Withhold	Withhold	Withhold
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
3	Report on Cage Free Egg Progress	SH	Against	For	Against	Against
4	Report on Material ESG Risks	SH	Against	For	Against	Against

Insteel Industries, Inc.

Meeting Date: 02/13/2024 **Country:** USA **Ticker:** IINN
Record Date: 12/13/2023 **Meeting Type:** Annual **Meeting ID:** 1814553
Primary Security ID: 45774W108

Shares Voted: 2,521

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director G. Kennedy (Ken) Thompson	Mgmt	For	For	For	For
1.2	Elect Director H.O. Woltz, III	Mgmt	For	Withhold	Withhold	Withhold
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
3	Ratify Grant Thornton LLP as Auditors	Mgmt	For	For	For	For

J & J SNACK FOODS CORP.

Meeting Date: 02/13/2024 **Country:** USA **Ticker:** JJSF
Record Date: 12/19/2023 **Meeting Type:** Annual **Meeting ID:** 1814561
Primary Security ID: 466032109

J & J SNACK FOODS CORP.

Shares Voted: 971

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Vincent A. Melchiorre	Mgmt	For	For	For	For
1.2	Elect Director Mary M. Meder	Mgmt	For	For	For	For
2	Ratify Grant Thornton LLP as Auditors	Mgmt	For	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For

WaFd, Inc.

Meeting Date: 02/13/2024

Country: USA

Ticker: WAFD

Record Date: 12/11/2023

Meeting Type: Annual

Meeting ID: 1812386

Primary Security ID: 938824109

Shares Voted: 8,973

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Brent J. Beardall	Mgmt	For	For	For	For
1.2	Elect Director Sylvia R. Hampel	Mgmt	For	For	For	For
1.3	Elect Director S. Steven Singh	Mgmt	For	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	One Year

Berry Global Group, Inc.

Meeting Date: 02/14/2024

Country: USA

Ticker: BERY

Record Date: 12/27/2023

Meeting Type: Annual

Meeting ID: 1814645

Primary Security ID: 08579W103

Shares Voted: 16,979

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director B. Evan Bayh	Mgmt	For	For	For	For
1b	Elect Director Jonathan F. Foster	Mgmt	For	For	For	For
1c	Elect Director Meredith R. Harper	Mgmt	For	For	For	For
1d	Elect Director Idalene F. Kesner	Mgmt	For	For	For	For
1e	Elect Director Kevin J. Kwilinski	Mgmt	For	For	For	For

Berry Global Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Jill A. Rahman	Mgmt	For	For	For	For
1g	Elect Director Carl J. (Rick) Rickertsen	Mgmt	For	For	For	For
1h	Elect Director Chaney M. Sheffield, Jr.	Mgmt	For	For	For	For
1i	Elect Director Robert A. Steele	Mgmt	For	For	For	For
1j	Elect Director Stephen E. Sterrett	Mgmt	For	For	For	For
1k	Elect Director Peter T. Thomas	Mgmt	For	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
4	Amend Certificate of Incorporation to Include Officer Exculpation	Mgmt	For	For	For	For
5	Amend Exclusive Forum Provision	Mgmt	For	For	For	For

Plexus Corp.

Meeting Date: 02/14/2024

Country: USA

Ticker: PLXS

Record Date: 12/08/2023

Meeting Type: Annual

Meeting ID: 1811605

Primary Security ID: 729132100

Shares Voted: 1,908

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Joann M. Eisenhart	Mgmt	For	For	For	For
1.2	Elect Director Dean A. Foate	Mgmt	For	For	For	For
1.3	Elect Director Rainer Jueckstock	Mgmt	For	For	For	For
1.4	Elect Director Todd P. Kelsey	Mgmt	For	For	For	For
1.5	Elect Director Randy J. Martinez	Mgmt	For	For	For	For
1.6	Elect Director Joel Quadracci	Mgmt	For	For	For	For
1.7	Elect Director Karen M. Rapp	Mgmt	For	For	For	For
1.8	Elect Director Paul A. Rooke	Mgmt	For	For	For	For
1.9	Elect Director Michael V. Schrock	Mgmt	For	For	For	For
1.10	Elect Director Jennifer Wuamett	Mgmt	For	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	For	For	For

Powell Industries, Inc.

Meeting Date: 02/14/2024

Country: USA

Ticker: POWL

Record Date: 01/02/2024

Meeting Type: Annual

Meeting ID: 1814879

Primary Security ID: 739128106

Shares Voted: 1,298

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director James W. McGill	Mgmt	For	For	For	For
1.2	Elect Director Mohit Singh	Mgmt	For	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For

Cerence Inc.

Meeting Date: 02/15/2024

Country: USA

Ticker: CRNC

Record Date: 12/18/2023

Meeting Type: Annual

Meeting ID: 1814782

Primary Security ID: 156727109

Shares Voted: 5,453

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Arun Sarin	Mgmt	For	For	For	For
1.2	Elect Director Thomas Beaudoin	Mgmt	For	For	For	For
1.3	Elect Director Marianne Budnik	Mgmt	For	For	For	For
1.4	Elect Director Douglas Davis	Mgmt	For	For	For	For
1.5	Elect Director Sanjay Jha	Mgmt	For	For	For	For
1.6	Elect Director Marcy Klevorn	Mgmt	For	For	For	For
1.7	Elect Director Kristi Ann Matus	Mgmt	For	For	For	For
1.8	Elect Director Alfred Nietzel	Mgmt	For	For	For	For
1.9	Elect Director Stefan Ortmanms	Mgmt	For	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
3	Ratify BDO USA PC as Auditors	Mgmt	For	For	For	For

Daily Journal Corporation

Meeting Date: 02/15/2024

Country: USA

Ticker: DJCO

Record Date: 12/15/2023

Meeting Type: Annual

Meeting ID: 1813983

Primary Security ID: 233912104

Daily Journal Corporation

Shares Voted: 156

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mary Conlin	Mgmt	For	Against	Against	Against
1.2	Elect Director John B. Frank	Mgmt	For	Against	Against	Against
1.3	Elect Director Steven Myhill-Jones	Mgmt	For	Against	Against	Against
2	Ratify Baker Tilly US, LLP as Auditors	Mgmt	For	For	For	For
3	Approve Omnibus Stock Plan	Mgmt	For	For	For	For

Matthews International Corporation

Meeting Date: 02/15/2024

Country: USA

Ticker: MATW

Record Date: 12/29/2023

Meeting Type: Annual

Meeting ID: 1816389

Primary Security ID: 577128101

Shares Voted: 3,592

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Joseph C. Bartolacci	Mgmt	For	For	For	For
1.2	Elect Director Katherine E. Dietze	Mgmt	For	For	For	For
1.3	Elect Director Lillian D. Etzkorn	Mgmt	For	For	For	For
1.4	Elect Director Morgan K. O'Brien	Mgmt	For	For	For	For
2	Amend Certificate of Incorporation to Limit the Liability of Officers	Mgmt	For	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For

Model N, Inc.

Meeting Date: 02/15/2024

Country: USA

Ticker: MODN

Record Date: 12/21/2023

Meeting Type: Annual

Meeting ID: 1814883

Primary Security ID: 607525102

Shares Voted: 2,505

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Baljit Dail	Mgmt	For	For	For	For
1.2	Elect Director Melissa Fisher	Mgmt	For	For	For	For
1.3	Elect Director Alan Henricks	Mgmt	For	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	For

Model N, Inc.

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

Cerevel Therapeutics Holdings, Inc.

Meeting Date: 02/16/2024

Country: USA

Ticker: CERE

Record Date: 01/08/2024

Meeting Type: Special

Meeting ID: 1816898

Primary Security ID: 15678U128

Shares Voted: 4,539

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

Hawaiian Holdings, Inc.

Meeting Date: 02/16/2024

Country: USA

Ticker: HA

Record Date: 01/03/2024

Meeting Type: Special

Meeting ID: 1815170

Primary Security ID: 419879101

Shares Voted: 7,187

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

Hillenbrand, Inc.

Meeting Date: 02/20/2024

Country: USA

Ticker: HI

Record Date: 12/15/2023

Meeting Type: Annual

Meeting ID: 1815285

Primary Security ID: 431571108

Shares Voted: 4,243

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Helen W. Cornell	Mgmt	For	For	For	For
1.2	Elect Director Jennifer W. Rumsey	Mgmt	For	For	For	For
1.3	Elect Director Stuart A. Taylor, II	Mgmt	For	For	For	For

Hillenbrand, Inc.

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

Haynes International, Inc.

Meeting Date: 02/21/2024 **Country:** USA **Ticker:** HAYN
Record Date: 12/29/2023 **Meeting Type:** Annual **Meeting ID:** 1815284
Primary Security ID: 420877201

Shares Voted: 1,764

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Elect Director Robert H. Getz	Mgmt	For	For	For	For
2	Elect Director Dawne S. Hickton	Mgmt	For	For	For	For
3	Elect Director Alicia B. Masse	Mgmt	For	For	For	For
4	Elect Director Brian R. Shelton	Mgmt	For	For	For	For
5	Elect Director Michael L. Shor	Mgmt	For	For	For	For
6	Elect Director Larry O. Spencer	Mgmt	For	For	For	For
7	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
8	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	For

Physicians Realty Trust

Meeting Date: 02/21/2024 **Country:** USA **Ticker:** DOC
Record Date: 01/08/2024 **Meeting Type:** Special **Meeting ID:** 1815598
Primary Security ID: 71943U104

Shares Voted: 33,632

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

Clearfield, Inc.

Meeting Date: 02/22/2024 **Country:** USA **Ticker:** CLFD
Record Date: 12/27/2023 **Meeting Type:** Annual **Meeting ID:** 1815339
Primary Security ID: 18482P103

Shares Voted: 779

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Cheryl Beranek	Mgmt	For	For	For	For
1b	Elect Director Ronald G. Roth	Mgmt	For	For	For	For
1c	Elect Director Patrick F. Goepel	Mgmt	For	For	For	For
1d	Elect Director Roger G. Harding	Mgmt	For	For	For	For
1e	Elect Director Charles N. Hayssen	Mgmt	For	For	For	For
1f	Elect Director Donald R. Hayward	Mgmt	For	For	For	For
1g	Elect Director Walter L. Jones, Jr.	Mgmt	For	For	For	For
1h	Elect Director Carol A. Wirsbinski	Mgmt	For	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
3	Ratify Baker Tilly US, LLP as Auditors	Mgmt	For	For	For	For

i3 Verticals, Inc.

Meeting Date: 02/22/2024

Country: USA

Ticker: IIIV

Record Date: 12/27/2023

Meeting Type: Annual

Meeting ID: 1815286

Primary Security ID: 46571Y107

Shares Voted: 1,535

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Gregory Daily	Mgmt	For	For	For	For
1.2	Elect Director Clay Whitson	Mgmt	For	For	For	For
1.3	Elect Director Elizabeth Seigenthaler Courtney	Mgmt	For	For	For	For
1.4	Elect Director John Harrison	Mgmt	For	For	For	For
1.5	Elect Director Burton Harvey	Mgmt	For	For	For	For
1.6	Elect Director Timothy McKenna	Mgmt	For	For	For	For
1.7	Elect Director David Morgan	Mgmt	For	For	For	For
1.8	Elect Director David Wilds	Mgmt	For	For	For	For
1.9	Elect Director Decosta Jenkins	Mgmt	For	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	One Year

IES Holdings, Inc.

Meeting Date: 02/22/2024

Country: USA

Ticker: IESC

Record Date: 12/27/2023

Meeting Type: Annual

Meeting ID: 1815196

Primary Security ID: 44951W106

Shares Voted: 530

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jennifer A. Baldock	Mgmt	For	Withhold	Withhold	Withhold
1.2	Elect Director Todd M. Cleveland	Mgmt	For	For	For	For
1.3	Elect Director David B. Gendell	Mgmt	For	For	For	For
1.4	Elect Director Jeffrey L. Gendell	Mgmt	For	For	For	For
1.5	Elect Director Joe D. Koshkin	Mgmt	For	For	For	For
1.6	Elect Director Elizabeth D. Leykum	Mgmt	For	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For

MarineMax, Inc.

Meeting Date: 02/22/2024

Country: USA

Ticker: HZO

Record Date: 12/18/2023

Meeting Type: Annual

Meeting ID: 1813615

Primary Security ID: 567908108

Shares Voted: 2,861

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director William H. McGill, Jr.	Mgmt	For	For	For	For
1b	Elect Director Adam M. Johnson	Mgmt	For	For	For	For
1c	Elect Director Charles R. Oglesby	Mgmt	For	For	For	For
1d	Elect Director Rebecca White	Mgmt	For	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	One Year
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	For

OneWater Marine Inc.

Meeting Date: 02/22/2024

Country: USA

Ticker: ONEW

Record Date: 01/03/2024

Meeting Type: Annual

Meeting ID: 1815964

Primary Security ID: 68280L101

OneWater Marine Inc.

Shares Voted: 1,577

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anthony Aisquith	Mgmt	For	For	For	For
1b	Elect Director Carmen R. Bauza	Mgmt	For	For	For	For
1c	Elect Director Christopher W. Bodine	Mgmt	For	For	For	For
1d	Elect Director Bari A. Harlam	Mgmt	For	For	For	For
1e	Elect Director Jeffrey B. Lamkin	Mgmt	For	For	For	For
1f	Elect Director J. Steven Roy	Mgmt	For	For	For	For
1g	Elect Director John F. Schraudenbach	Mgmt	For	For	For	For
1h	Elect Director P. Austin Singleton	Mgmt	For	For	For	For
1i	Elect Director John G. Troiano	Mgmt	For	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
3	Ratify Grant Thornton LLP as Auditors	Mgmt	For	For	For	For

Rover Group, Inc.

Meeting Date: 02/22/2024

Country: USA

Ticker: ROVR

Record Date: 01/02/2024

Meeting Type: Special

Meeting ID: 1817380

Primary Security ID: 77936F103

Shares Voted: 6,035

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	For	For	For	For
2	Adjourn Meeting	Mgmt	For	For	For	For

Textainer Group Holdings Limited

Meeting Date: 02/22/2024

Country: Bermuda

Ticker: TGH

Record Date: 01/05/2024

Meeting Type: Special

Meeting ID: 1812151

Primary Security ID: G8766E109

Shares Voted: 5,736

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	For	For	For	For
2	Adjourn Meeting	Mgmt	For	For	For	For

TFS Financial Corporation

Meeting Date: 02/22/2024

Country: USA

Ticker: TFSL

Record Date: 12/27/2023

Meeting Type: Annual

Meeting ID: 1815338

Primary Security ID: 87240R107

Shares Voted: 7,210

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Barbara J. Anderson	Mgmt	For	For	For	For
1b	Elect Director Anthony J. Asher	Mgmt	For	For	For	For
1c	Elect Director Meredith S. Weil	Mgmt	For	Against	Against	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against	Against
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	For

Alico, Inc.

Meeting Date: 02/23/2024

Country: USA

Ticker: ALCO

Record Date: 12/29/2023

Meeting Type: Annual

Meeting ID: 1815619

Primary Security ID: 016230104

Shares Voted: 1,010

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director George R. Brokaw	Mgmt	For	For	For	For
1b	Elect Director Katherine R. English	Mgmt	For	Against	Against	Against
1c	Elect Director Benjamin D. Fishman	Mgmt	For	For	For	For
1d	Elect Director John E. Kiernan	Mgmt	For	For	For	For
1e	Elect Director W. Andrew Krusen, Jr.	Mgmt	For	For	For	For
1f	Elect Director Toby K. Purse	Mgmt	For	For	For	For
1g	Elect Director Adam H. Putnam	Mgmt	For	For	For	For
1h	Elect Director Henry R. Slack	Mgmt	For	Against	Against	Against
2	Ratify Grant Thornton LLP as Auditors	Mgmt	For	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For

Greif, Inc.

Meeting Date: 02/26/2024

Country: USA

Ticker: GEF

Record Date: 12/29/2023

Meeting Type: Annual

Meeting ID: 1816311

Primary Security ID: 397624107

Greif, Inc.

Shares Voted: 736

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ole G. Rosgaard	Mgmt	For	For	For	For
1.2	Elect Director Vicki L. Avril-Groves	Mgmt	For	For	For	For
1.3	Elect Director Bruce A. Edwards	Mgmt	For	For	For	For
1.4	Elect Director Mark A. Emkes	Mgmt	For	For	For	For
1.5	Elect Director John W. McNamara	Mgmt	For	Withhold	Withhold	Withhold
1.6	Elect Director Frank C. Miller	Mgmt	For	Withhold	Withhold	Withhold
1.7	Elect Director Karen A. Morrison	Mgmt	For	For	For	For
1.8	Elect Director Robert M. Patterson	Mgmt	For	For	For	For
1.9	Elect Director Kimberly T. Scott	Mgmt	For	Withhold	Withhold	Withhold
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	For

Presto Automation Inc.

Meeting Date: 02/26/2024

Country: USA

Ticker: PRST

Record Date: 02/07/2024

Meeting Type: Special

Meeting ID: 1821259

Primary Security ID: 74113T105

Shares Voted: 270

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Increase Authorized Common Stock	Mgmt	For	For	For	For
2	Approve Issuance of Shares for a Private Placement	Mgmt	For	For	For	For
3	Approve Issuance of Shares for a Private Placement	Mgmt	For	For	For	For
4	Approve Issuance of Common Stock Underlying Subordinated Convertible Notes and Warrants	Mgmt	For	For	For	For

BigBear.ai Holdings, Inc.

Meeting Date: 02/27/2024

Country: USA

Ticker: BBAI

Record Date: 01/24/2024

Meeting Type: Special

Meeting ID: 1818441

Primary Security ID: 08975B109

BigBear.ai Holdings, Inc.

Shares Voted: 1,740

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

Helmerich & Payne, Inc.

Meeting Date: 02/27/2024

Country: USA

Ticker: HP

Record Date: 01/02/2024

Meeting Type: Annual

Meeting ID: 1816774

Primary Security ID: 423452101

Shares Voted: 13,746

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Delaney M. Bellinger	Mgmt	For	For	For	For
1b	Elect Director Belgacem Chariag	Mgmt	For	For	For	For
1c	Elect Director Kevin G. Cramton	Mgmt	For	For	For	For
1d	Elect Director Randy A. Foutch	Mgmt	For	For	For	For
1e	Elect Director Hans Helmerich	Mgmt	For	For	For	For
1f	Elect Director Elizabeth R. Killinger	Mgmt	For	For	For	For
1g	Elect Director John W. Lindsay	Mgmt	For	For	For	For
1h	Elect Director Jose R. Mas	Mgmt	For	For	For	For
1i	Elect Director Thomas A. Petrie	Mgmt	For	For	For	For
1j	Elect Director Donald F. Robillard, Jr.	Mgmt	For	For	For	For
1k	Elect Director John D. Zeglis	Mgmt	For	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	For	For	For

Pathward Financial, Inc.

Meeting Date: 02/27/2024

Country: USA

Ticker: CASH

Record Date: 12/29/2023

Meeting Type: Annual

Meeting ID: 1816775

Primary Security ID: 59100U108

Pathward Financial, Inc.

Shares Voted: 2,979

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Becky S. Shulman	Mgmt	For	For	For	For
1.2	Elect Director Lizabeth H. Zlatkus	Mgmt	For	For	For	For
1.3	Elect Director Christopher Perretta	Mgmt	For	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
3	Approve Omnibus Stock Plan	Mgmt	For	For	For	For
4	Ratify Crowe LLP as Auditors	Mgmt	For	For	For	For

Quanex Building Products Corporation

Meeting Date: 02/27/2024

Country: USA

Ticker: NX

Record Date: 01/08/2024

Meeting Type: Annual

Meeting ID: 1817529

Primary Security ID: 747619104

Shares Voted: 4,695

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Susan F. Davis	Mgmt	For	For	For	For
1.2	Elect Director Bradley E. Hughes	Mgmt	For	For	For	For
1.3	Elect Director Jason D. Lippert	Mgmt	For	For	For	For
1.4	Elect Director Donald R. Maier	Mgmt	For	For	For	For
1.5	Elect Director Curtis M. Stevens	Mgmt	For	For	For	For
1.6	Elect Director William E. Waltz, Jr.	Mgmt	For	For	For	For
1.7	Elect Director George L. Wilson	Mgmt	For	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
3	Ratify Grant Thornton LLP as Auditors	Mgmt	For	For	For	For

StoneX Group Inc.

Meeting Date: 02/27/2024

Country: USA

Ticker: SNEX

Record Date: 01/09/2024

Meeting Type: Annual

Meeting ID: 1816944

Primary Security ID: 861896108

Shares Voted: 3,568

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Annabelle G. Bexiga	Mgmt	For	For	For	For

StoneX Group Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Diane L. Cooper	Mgmt	For	For	For	For
1.3	Elect Director John M. Fowler	Mgmt	For	For	For	For
1.4	Elect Director Steven Kass	Mgmt	For	For	For	For
1.5	Elect Director Sean M. O'Connor	Mgmt	For	For	For	For
1.6	Elect Director Eric Parthemore	Mgmt	For	For	For	For
1.7	Elect Director John Radziwill	Mgmt	For	For	For	For
1.8	Elect Director Dhamu R. Thamodaran	Mgmt	For	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For

Cambridge Bancorp

Meeting Date: 02/28/2024

Country: USA

Ticker: CATC

Record Date: 01/08/2024

Meeting Type: Special

Meeting ID: 1816403

Primary Security ID: 132152109

Shares Voted: 1,080

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

Eastern Bankshares, Inc.

Meeting Date: 02/28/2024

Country: USA

Ticker: EBC

Record Date: 01/08/2024

Meeting Type: Special

Meeting ID: 1816404

Primary Security ID: 27627N105

Shares Voted: 21,909

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

Johnson Outdoors Inc.

Meeting Date: 02/28/2024

Country: USA

Ticker: JOUT

Record Date: 12/20/2023

Meeting Type: Annual

Meeting ID: 1814994

Primary Security ID: 479167108

Johnson Outdoors Inc.

Shares Voted: 741

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Paul G. Alexander	Mgmt	For	Withhold	Withhold	Withhold
1.2	Elect Director John M. Fahey, Jr.	Mgmt	For	Withhold	Withhold	Withhold
1.3	Elect Director Jeffrey M. Stutz	Mgmt	For	For	For	For
2	Ratify RSM US LLP as Auditors	Mgmt	For	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For

Mueller Water Products, Inc.

Meeting Date: 02/28/2024

Country: USA

Ticker: MWA

Record Date: 01/12/2024

Meeting Type: Annual

Meeting ID: 1817257

Primary Security ID: 624758108

Shares Voted: 10,086

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Shirley C. Franklin	Mgmt	For	For	For	For
1.2	Elect Director Thomas J. Hansen	Mgmt	For	For	For	For
1.3	Elect Director Brian C. Healy	Mgmt	For	For	For	For
1.4	Elect Director Christine Ortiz	Mgmt	For	For	For	For
1.5	Elect Director Jeffery S. Sharritts	Mgmt	For	For	For	For
1.6	Elect Director Brian L. Slobodow	Mgmt	For	For	For	For
1.7	Elect Director Lydia W. Thomas	Mgmt	For	For	For	For
1.8	Elect Director Stephen C. Van Arsdell	Mgmt	For	For	For	For
1.9	Elect Director Karl Niclas Ytterdahl	Mgmt	For	For	For	For
1.10	Elect Director Marietta Edmunds Zakas	Mgmt	For	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	For

CapStar Financial Holdings, Inc.

Meeting Date: 02/29/2024

Country: USA

Ticker: CSTR

Record Date: 01/22/2024

Meeting Type: Special

Meeting ID: 1817967

Primary Security ID: 14070T102

CapStar Financial Holdings, Inc.

Shares Voted: 2,690

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

Liquidity Services, Inc.

Meeting Date: 02/29/2024

Country: USA

Ticker: LQDT

Record Date: 01/03/2024

Meeting Type: Annual

Meeting ID: 1817254

Primary Security ID: 53635B107

Shares Voted: 2,075

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Katharin S. Dyer	Mgmt	For	For	For	For
1.2	Elect Director Amath Fall	Mgmt	For	For	For	For
1.3	Elect Director Beatriz V. Infante	Mgmt	For	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	Against	Against	Against

REV Group, Inc.

Meeting Date: 02/29/2024

Country: USA

Ticker: REVG

Record Date: 01/10/2024

Meeting Type: Annual

Meeting ID: 1817064

Primary Security ID: 749527107

Shares Voted: 4,461

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jean Marie "John" Canan	Mgmt	For	Against	Against	Against
1.2	Elect Director Charles Dutil	Mgmt	For	Against	Against	Against
1.3	Elect Director Kathleen M. Steele	Mgmt	For	For	For	For
2	Ratify RSM US LLP as Auditors	Mgmt	For	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	One Year

REV Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	Amend Omnibus Stock Plan	Mgmt	For	For	For	For

Tetra Tech, Inc.

Meeting Date: 02/29/2024 **Country:** USA **Ticker:** TTEK
Record Date: 01/02/2024 **Meeting Type:** Annual **Meeting ID:** 1816941
Primary Security ID: 88162G103

Shares Voted: 7,546

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Dan L. Batrack	Mgmt	For	For	For	For
1B	Elect Director Gary R. Birkenbeuel	Mgmt	For	For	For	For
1C	Elect Director Prashant Gandhi	Mgmt	For	For	For	For
1D	Elect Director Joanne M. Maguire	Mgmt	For	For	For	For
1E	Elect Director Christiana Obiaya	Mgmt	For	For	For	For
1F	Elect Director Kimberly E. Ritrievi	Mgmt	For	For	For	For
1G	Elect Director Kirsten M. Volpi	Mgmt	For	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	For

Jack in the Box Inc.

Meeting Date: 03/01/2024 **Country:** USA **Ticker:** JACK
Record Date: 01/05/2024 **Meeting Type:** Annual **Meeting ID:** 1818488
Primary Security ID: 466367109

Shares Voted: 1,310

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Guillermo Diaz, Jr.	Mgmt	For	For	For	For
1b	Elect Director David L. Goebel	Mgmt	For	For	For	For
1c	Elect Director Darin S. Harris	Mgmt	For	For	For	For
1d	Elect Director Sharon P. John	Mgmt	For	For	For	For
1e	Elect Director Madeleine A. Kleiner	Mgmt	For	For	For	For
1f	Elect Director Michael W. Murphy	Mgmt	For	For	For	For
1g	Elect Director James M. Myers	Mgmt	For	For	For	For
1h	Elect Director Enrique Ramirez	Mgmt	For	For	For	For

Jack in the Box Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Vivien M. Yeung	Mgmt	For	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
4	Disclose GHG Emissions Reductions Targets	SH	Against	For	Against	Against

The AZEK Company Inc.

Meeting Date: 03/01/2024 **Country:** USA **Ticker:** AZEK
Record Date: 01/12/2024 **Meeting Type:** Annual **Meeting ID:** 1816946
Primary Security ID: 05478C105

Shares Voted: 18,783

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Sallie B. Bailey	Mgmt	For	For	For	For
1.2	Elect Director Pamela Edwards	Mgmt	For	For	For	For
1.3	Elect Director Howard Heckes	Mgmt	For	For	For	For
1.4	Elect Director Gary Hendrickson	Mgmt	For	For	For	For
1.5	Elect Director Vernon J. Nagel	Mgmt	For	For	For	For
1.6	Elect Director Harmit Singh	Mgmt	For	For	For	For
1.7	Elect Director Jesse Singh	Mgmt	For	For	For	For
1.8	Elect Director Fiona Tan	Mgmt	For	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against	Against

BrightView Holdings, Inc.

Meeting Date: 03/05/2024 **Country:** USA **Ticker:** BV
Record Date: 01/09/2024 **Meeting Type:** Annual **Meeting ID:** 1816942
Primary Security ID: 10948C107

Shares Voted: 5,989

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director James R. Abrahamson	Mgmt	For	For	For	For
1.2	Elect Director Dale A. Asplund	Mgmt	For	For	For	For
1.3	Elect Director Jane Okun Bomba	Mgmt	For	Withhold	Withhold	Withhold

BrightView Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director William Cornog	Mgmt	For	For	For	For
1.5	Elect Director Frank Lopez	Mgmt	For	For	For	For
1.6	Elect Director Paul E. Raether	Mgmt	For	For	For	For
1.7	Elect Director Richard W. Roedel	Mgmt	For	For	For	For
1.8	Elect Director Mara Swan	Mgmt	For	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	Against	Against	Against
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For	For

Compass Minerals International, Inc.

Meeting Date: 03/05/2024 **Country:** USA **Ticker:** CMP
Record Date: 01/29/2024 **Meeting Type:** Annual **Meeting ID:** 1818387
Primary Security ID: 20451N101

Shares Voted: 2,209

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Edward C. Dowling, Jr.	Mgmt	For	For	For	For
1b	Elect Director Richard P. Dealy	Mgmt	For	For	For	For
1c	Elect Director Vance O. Holtzman	Mgmt	For	For	For	For
1d	Elect Director Gareth T. Joyce	Mgmt	For	For	For	For
1e	Elect Director Melissa M. Miller	Mgmt	For	For	For	For
1f	Elect Director Joseph E. Reece	Mgmt	For	For	For	For
1g	Elect Director Shane T. Wagon	Mgmt	For	For	For	For
1h	Elect Director Lori A. Walker	Mgmt	For	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For	For	For
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	For

Fisker Inc.

Meeting Date: 03/05/2024 **Country:** USA **Ticker:** FSR
Record Date: 02/08/2024 **Meeting Type:** Special **Meeting ID:** 1821011
Primary Security ID: 33813J106

Fisker Inc.

Shares Voted: 14,351

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Approve Issuance of Class A Common Stock Upon Conversion of the Incremental Notes	Mgmt	For	For	For	For
2	Increase Authorized Common Stock	Mgmt	For	For	For	For

Blue Ridge Bankshares, Inc.

Meeting Date: 03/06/2024

Country: USA

Ticker: BRBS

Record Date: 01/16/2024

Meeting Type: Special

Meeting ID: 1817821

Primary Security ID: 095825105

Shares Voted: 2,520

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Approve Issuance of Shares for a Private Placement	Mgmt	For	For	For	For
2	Increase Authorized Common Stock	Mgmt	For	For	For	For
3	Adjourn Meeting	Mgmt	For	For	For	For

Enanta Pharmaceuticals, Inc.

Meeting Date: 03/06/2024

Country: USA

Ticker: ENTA

Record Date: 01/16/2024

Meeting Type: Annual

Meeting ID: 1818237

Primary Security ID: 29251M106

Shares Voted: 2,756

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Yujiro S. Hata	Mgmt	For	For	For	For
1.2	Elect Director Kristine Peterson	Mgmt	For	For	For	For
1.3	Elect Director Terry C. Vance	Mgmt	For	For	For	For
2	Amend Omnibus Stock Plan	Mgmt	For	Against	Against	Against
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	For

Natural Grocers by Vitamin Cottage, Inc.

Meeting Date: 03/06/2024

Country: USA

Ticker: NGVC

Record Date: 01/16/2024

Meeting Type: Annual

Meeting ID: 1818005

Primary Security ID: 63888U108

Shares Voted: 1,240

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Heather Isely	Mgmt	For	Withhold	Withhold	Withhold
1.2	Elect Director Kemper Isely	Mgmt	For	Withhold	Withhold	Withhold
1.3	Elect Director Edward Cerkovnik	Mgmt	For	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	Three Years	One Year	One Year	One Year
5	Amend Omnibus Stock Plan	Mgmt	For	For	For	For

Cabot Corporation

Meeting Date: 03/07/2024

Country: USA

Ticker: CBT

Record Date: 01/16/2024

Meeting Type: Annual

Meeting ID: 1818057

Primary Security ID: 127055101

Shares Voted: 3,575

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Cynthia A. Arnold	Mgmt	For	For	For	For
1.2	Elect Director Douglas G. Del Grosso	Mgmt	For	For	For	For
1.3	Elect Director Christine Y. Yan	Mgmt	For	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
3	Approve Non-Employee Director Stock Plan	Mgmt	For	For	For	For
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	For

ESSA Bancorp, Inc.

Meeting Date: 03/07/2024

Country: USA

Ticker: ESSA

Record Date: 01/12/2024

Meeting Type: Annual

Meeting ID: 1818003

Primary Security ID: 29667D104

ESSA Bancorp, Inc.

Shares Voted: 1,310

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert C. Selig, Jr.	Mgmt	For	For	For	For
1.2	Elect Director Philip H. Hosbach, IV	Mgmt	For	For	For	For
2	Approve Omnibus Stock Plan	Mgmt	For	For	For	For
3	Ratify S.R. Snodgrass, P.C. as Auditors	Mgmt	For	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For

Gencor Industries, Inc.

Meeting Date: 03/07/2024

Country: USA

Ticker: GENC

Record Date: 01/29/2024

Meeting Type: Annual

Meeting ID: 1818397

Primary Security ID: 368678108

Shares Voted: 1,470

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Elect Director John G. Coburn	Mgmt	For	Withhold	Withhold	Withhold
2	Ratify MSL, P.A. as Auditors	Mgmt	For	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	Three Years	One Year	One Year	One Year

MACOM Technology Solutions Holdings, Inc.

Meeting Date: 03/07/2024

Country: USA

Ticker: MTSI

Record Date: 01/08/2024

Meeting Type: Annual

Meeting ID: 1816803

Primary Security ID: 55405Y100

Shares Voted: 3,504

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Declassify the Board of Directors	Mgmt	For	For	For	For
2.1	Elect Director John Ritchie	Mgmt	For	For	For	For
2.2	Elect Director Jihye Whang Rosenband	Mgmt	For	For	For	For
2.3	Elect Director Murugesan "Raj" Shanmugaraj	Mgmt	For	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	For

Outlook Therapeutics, Inc.

Meeting Date: 03/07/2024

Country: USA

Ticker: OTLK

Record Date: 01/22/2024

Meeting Type: Annual

Meeting ID: 1820638

Primary Security ID: 69012T206

Shares Voted: 11,217

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Gerd Auffarth	Mgmt	For	Withhold	Withhold	Withhold
1.2	Elect Director Julia A. Haller	Mgmt	For	Withhold	Withhold	Withhold
1.3	Elect Director Andong Huang	Mgmt	For	For	For	For
1.4	Elect Director Lawrence A. Kenyon	Mgmt	For	For	For	For
2	Approve Issuance of Shares for a Private Placement	Mgmt	For	For	For	For
3	Approve Issuance of Common Shares Upon Conversion of Certain Convertible Notes	Mgmt	For	For	For	For
4	Increase Authorized Common Stock	Mgmt	For	For	For	For
5	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For	For	For
6	Approve Reverse Stock Split	Mgmt	For	For	For	For
7	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	For
8	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For

Universal Technical Institute, Inc.

Meeting Date: 03/07/2024

Country: USA

Ticker: UTI

Record Date: 01/09/2024

Meeting Type: Annual

Meeting ID: 1817628

Primary Security ID: 913915104

Shares Voted: 4,210

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director George W. Brochick	Mgmt	For	For	For	For
1b	Elect Director William J. Lennox, Jr.	Mgmt	For	For	For	For
1c	Elect Director Linda J. Srere	Mgmt	For	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For	For

Beyond Air, Inc.

Meeting Date: 03/08/2024

Country: USA

Ticker: XAIR

Record Date: 01/10/2024

Meeting Type: Annual

Meeting ID: 1818229

Primary Security ID: 08862L103

Shares Voted: 2,180

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Steven A. Lisi	Mgmt	For	For	For	For
1.2	Elect Director Amir Avniel	Mgmt	For	For	For	For
1.3	Elect Director Ron Bentsur	Mgmt	For	Withhold	Withhold	Withhold
1.4	Elect Director Robert F. Carey	Mgmt	For	For	For	For
1.5	Elect Director William Forbes	Mgmt	For	For	For	For
1.6	Elect Director Yoori Lee	Mgmt	For	Withhold	Withhold	Withhold
1.7	Elect Director Erick J. Lucera	Mgmt	For	Withhold	Withhold	Withhold
2	Ratify Marcum LLP as Auditors	Mgmt	For	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	Against	Against	Against

National Fuel Gas Company

Meeting Date: 03/08/2024

Country: USA

Ticker: NFG

Record Date: 01/08/2024

Meeting Type: Annual

Meeting ID: 1817247

Primary Security ID: 636180101

Shares Voted: 12,645

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David H. Anderson	Mgmt	For	For	For	For
1.2	Elect Director David P. Bauer	Mgmt	For	For	For	For
1.3	Elect Director Barbara M. Baumann	Mgmt	For	For	For	For
1.4	Elect Director David C. Carroll	Mgmt	For	For	For	For
1.5	Elect Director Steven C. Finch	Mgmt	For	For	For	For
1.6	Elect Director Joseph N. Jagers	Mgmt	For	For	For	For
1.7	Elect Director Rebecca Ranich	Mgmt	For	For	For	For
1.8	Elect Director Jeffrey W. Shaw	Mgmt	For	For	For	For
1.9	Elect Director Thomas E. Skains	Mgmt	For	For	For	For
1.10	Elect Director David F. Smith	Mgmt	For	For	For	For
1.11	Elect Director Ronald J. Tanski	Mgmt	For	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For	For	For

National Fuel Gas Company

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

CleanSpark, Inc.

Meeting Date: 03/11/2024 **Country:** USA **Ticker:** CLSK
Record Date: 01/19/2024 **Meeting Type:** Annual **Meeting ID:** 1818236
Primary Security ID: 18452B209

Shares Voted: 19,833

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.01	Elect Director Zachary K. Bradford	Mgmt	For	For	For	For
1.02	Elect Director S. Matthew Schultz	Mgmt	For	For	For	For
1.03	Elect Director Larry McNeill	Mgmt	For	Withhold	Withhold	Withhold
1.04	Elect Director Thomas L. Wood	Mgmt	For	Withhold	Withhold	Withhold
1.05	Elect Director Roger P. Beynon	Mgmt	For	For	For	For
1.06	Elect Director Amanda Cavaleri	Mgmt	For	For	For	For
2	Ratify MaloneBailey, LLP as Auditors	Mgmt	For	For	For	For

Sanmina Corporation

Meeting Date: 03/11/2024 **Country:** USA **Ticker:** SANM
Record Date: 01/19/2024 **Meeting Type:** Annual **Meeting ID:** 1818239
Primary Security ID: 801056102

Shares Voted: 7,755

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jure Sola	Mgmt	For	For	For	For
1b	Elect Director Susan K. Barnes	Mgmt	For	For	For	For
1c	Elect Director Eugene A. Delaney	Mgmt	For	For	For	For
1d	Elect Director David V. Hedley, III	Mgmt	For	For	For	For
1e	Elect Director Susan A. Johnson	Mgmt	For	For	For	For
1f	Elect Director Joseph G. Licata, Jr.	Mgmt	For	For	For	For
1g	Elect Director Krish Prabhu	Mgmt	For	For	For	For
1h	Elect Director Mario M. Rosati	Mgmt	For	For	For	For
1i	Elect Director Mythili Sankaran	Mgmt	For	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	For

Sanmina Corporation

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

Sonos, Inc.

Meeting Date: 03/11/2024 **Country:** USA **Ticker:** SONO
Record Date: 01/17/2024 **Meeting Type:** Annual **Meeting ID:** 1818420
Primary Security ID: 83570H108

Shares Voted: 8,256

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jonathan Mildenhall	Mgmt	For	For	For	For
1.2	Elect Director Patrick Spence	Mgmt	For	Withhold	Withhold	Withhold
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For

Adient plc

Meeting Date: 03/12/2024 **Country:** Ireland **Ticker:** ADNT
Record Date: 01/16/2024 **Meeting Type:** Annual **Meeting ID:** 1817573
Primary Security ID: G0084W101

Shares Voted: 13,286

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Julie L. Bushman	Mgmt	For	For	For	For
1b	Elect Director Peter H. Carlin	Mgmt	For	For	For	For
1c	Elect Director Ricky T. "Rick" Dillon	Mgmt	For	For	For	For
1d	Elect Director Jerome J. Dorlack	Mgmt	For	For	For	For
1e	Elect Director Jodi E. Eddy	Mgmt	For	For	For	For
1f	Elect Director Richard Goodman	Mgmt	For	For	For	For
1g	Elect Director Jose M. Gutierrez	Mgmt	For	For	For	For
1h	Elect Director Frederick A. "Fritz" Henderson	Mgmt	For	For	For	For
1i	Elect Director Barb J. Samardzich	Mgmt	For	For	For	For

Adient plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Ratify PricewaterhouseCoopers LLP as Auditors and Authorise Their Remuneration	Mgmt	For	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
4	Authorise Issue of Equity	Mgmt	For	For	For	For
5	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	For

Citius Pharmaceuticals, Inc.

Meeting Date: 03/12/2024 **Country:** USA **Ticker:** CTXR
Record Date: 01/19/2024 **Meeting Type:** Annual **Meeting ID:** 1818058
Primary Security ID: 17322U207

Shares Voted: 17,470

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Myron Holubiak	Mgmt	For	For	For	For
1.2	Elect Director Leonard L. Mazur	Mgmt	For	For	For	For
1.3	Elect Director Suren Dutia	Mgmt	For	For	For	For
1.4	Elect Director Carol Webb	Mgmt	For	For	For	For
1.5	Elect Director Eugene Holuka	Mgmt	For	For	For	For
1.6	Elect Director Dennis M. McGrath	Mgmt	For	For	For	For
1.7	Elect Director Robert J. Smith	Mgmt	For	For	For	For
2	Ratify Wolf & Company, P.C. as Auditors	Mgmt	For	For	For	For

Karuna Therapeutics, Inc.

Meeting Date: 03/12/2024 **Country:** USA **Ticker:** KRTX
Record Date: 01/26/2024 **Meeting Type:** Special **Meeting ID:** 1819874
Primary Security ID: 48576A100

Shares Voted: 5,068

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

MAXIMUS, Inc.

Meeting Date: 03/12/2024

Country: USA

Ticker: MMS

Record Date: 01/12/2024

Meeting Type: Annual

Meeting ID: 1817875

Primary Security ID: 577933104

Shares Voted: 3,933

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anne K. Altman	Mgmt	For	For	For	For
1b	Elect Director Bruce L. Caswell	Mgmt	For	For	For	For
1c	Elect Director John J. Haley	Mgmt	For	For	For	For
1d	Elect Director Jan D. Madsen	Mgmt	For	For	For	For
1e	Elect Director Richard A. Montoni	Mgmt	For	For	For	For
1f	Elect Director Gayathri Rajan	Mgmt	For	For	For	For
1g	Elect Director Raymond B. Ruddy	Mgmt	For	For	For	For
1h	Elect Director Michael J. Warren	Mgmt	For	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
4	Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining Rights	SH	Against	For	Against	Against

Six Flags Entertainment Corporation

Meeting Date: 03/12/2024

Country: USA

Ticker: SIX

Record Date: 01/24/2024

Meeting Type: Special

Meeting ID: 1819127

Primary Security ID: 83001A102

Shares Voted: 5,849

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

Toll Brothers, Inc.

Meeting Date: 03/12/2024

Country: USA

Ticker: TOL

Record Date: 01/18/2024

Meeting Type: Annual

Meeting ID: 1819110

Primary Security ID: 889478103

Toll Brothers, Inc.

Shares Voted: 15,259

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

Alteryx, Inc.

Meeting Date: 03/13/2024

Country: USA

Ticker: AYX

Record Date: 01/31/2024

Meeting Type: Special

Meeting ID: 1821040

Primary Security ID: 02156B103

Shares Voted: 8,750

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

Blue Bird Corporation

Meeting Date: 03/13/2024

Country: USA

Ticker: BLBD

Record Date: 01/16/2024

Meeting Type: Annual

Meeting ID: 1818507

Primary Security ID: 095306106

Shares Voted: 3,483

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Gurminder S. Bedi	Mgmt	For	For	For	For

Blue Bird Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Kevin S. Penn	Mgmt	For	For	For	For
2	Ratify BDO USA, LLP as Auditors	Mgmt	For	For	For	For

Kulicke & Soffa Industries, Inc.

Meeting Date: 03/13/2024

Country: USA

Ticker: KLIC

Record Date: 12/14/2023

Meeting Type: Annual

Meeting ID: 1817376

Primary Security ID: 501242101

Shares Voted: 4,695

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mui Sung Yeo	Mgmt	For	Withhold	Withhold	Withhold
1.2	Elect Director David Jeffrey Richardson	Mgmt	For	Withhold	Withhold	Withhold
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
4	Amend Certificate of Incorporation to Permit the Exculpation of Officers	Mgmt	For	For	For	For

Arrowhead Pharmaceuticals, Inc.

Meeting Date: 03/14/2024

Country: USA

Ticker: ARWR

Record Date: 01/19/2024

Meeting Type: Annual

Meeting ID: 1818242

Primary Security ID: 04280A100

Shares Voted: 6,527

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Douglass Given	Mgmt	For	For	For	For
1B	Elect Director Michael S. Perry	Mgmt	For	For	For	For
1C	Elect Director Christopher Anzalone	Mgmt	For	For	For	For
1D	Elect Director Mauro Ferrari	Mgmt	For	For	For	For
1E	Elect Director Adeoye Olukotun	Mgmt	For	For	For	For
1F	Elect Director William Waddill	Mgmt	For	For	For	For
1G	Elect Director Victoria Vakiener	Mgmt	For	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	For

Graphite Bio, Inc.

Meeting Date: 03/14/2024

Country: USA

Ticker: GRPH

Record Date: 01/29/2024

Meeting Type: Special

Meeting ID: 1821691

Primary Security ID: 38870X104

Shares Voted: 3,920

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Issue Shares in Connection with Merger	Mgmt	For	For	For	For
2	Amend Charter to Effect a Reverse Stock Split and Change Company Name to LENZ Therapeutics, Inc.	Mgmt	For	For	For	For
3	Approve Omnibus Stock Plan	Mgmt	For	Against	Against	Against
4	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	Against	Against	Against
5	Adjourn Meeting	Mgmt	For	For	For	For

HEICO Corporation

Meeting Date: 03/15/2024

Country: USA

Ticker: HEI

Record Date: 01/19/2024

Meeting Type: Annual

Meeting ID: 1819496

Primary Security ID: 422806109

Shares Voted: 17,969

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Thomas M. Culligan	Mgmt	For	For	For	For
1.2	Elect Director Carol F. Fine	Mgmt	For	For	For	For
1.3	Elect Director Adolfo Henriques	Mgmt	For	For	For	For
1.4	Elect Director Mark H. Hildebrandt	Mgmt	For	Against	Against	Against
1.5	Elect Director Eric A. Mendelson	Mgmt	For	For	For	For
1.6	Elect Director Laurans A. Mendelson	Mgmt	For	For	For	For
1.7	Elect Director Victor H. Mendelson	Mgmt	For	For	For	For
1.8	Elect Director Julie Neitzel	Mgmt	For	For	For	For
1.9	Elect Director Alan Schriesheim	Mgmt	For	Against	Against	Against
1.10	Elect Director Frank J. Schwitter	Mgmt	For	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against	Against
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	For

Leslie's, Inc.

Meeting Date: 03/15/2024

Country: USA

Ticker: LESL

Record Date: 01/17/2024

Meeting Type: Annual

Meeting ID: 1817845

Primary Security ID: 527064109

Shares Voted: 24,133

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Susan O'Farrell	Mgmt	For	For	For	For
1.2	Elect Director Claire Spofford	Mgmt	For	Withhold	Withhold	Withhold
1.3	Elect Director Seth Estep	Mgmt	For	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For	For

PGT Innovations, Inc.

Meeting Date: 03/18/2024

Country: USA

Ticker: PGTI

Record Date: 02/07/2024

Meeting Type: Special

Meeting ID: 1821953

Primary Security ID: 69336V101

Shares Voted: 3,693

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	For	For	For	For
2	Advisory Vote on Golden Parachutes	Mgmt	For	Against	Against	Against
3	Amend Certificate of Incorporation	Mgmt	For	For	For	For
4	Adjourn Meeting	Mgmt	For	For	For	For

AECOM

Meeting Date: 03/19/2024

Country: USA

Ticker: ACM

Record Date: 01/19/2024

Meeting Type: Annual

Meeting ID: 1818503

Primary Security ID: 00766T100

Shares Voted: 18,649

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Bradley W. Buss	Mgmt	For	For	For	For
1.2	Elect Director Lydia H. Kennard	Mgmt	For	For	For	For
1.3	Elect Director Derek J. Kerr	Mgmt	For	For	For	For
1.4	Elect Director Kristy Pipes	Mgmt	For	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Troy Rudd	Mgmt	For	For	For	For
1.6	Elect Director Douglas W. Stotlar	Mgmt	For	For	For	For
1.7	Elect Director Daniel R. Tishman	Mgmt	For	For	For	For
1.8	Elect Director Sander van't Noordende	Mgmt	For	For	For	For
1.9	Elect Director Janet C. Wolfenbarger	Mgmt	For	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For

The Toro Company

Meeting Date: 03/19/2024 **Country:** USA **Ticker:** TTC
Record Date: 01/22/2024 **Meeting Type:** Annual **Meeting ID:** 1820056
Primary Security ID: 891092108

Shares Voted: 14,824

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Gary L. Ellis	Mgmt	For	For	For	For
1.2	Elect Director Jill M. Pemberton	Mgmt	For	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For

Construction Partners, Inc.

Meeting Date: 03/20/2024 **Country:** USA **Ticker:** ROAD
Record Date: 01/22/2024 **Meeting Type:** Annual **Meeting ID:** 1818231
Primary Security ID: 21044C107

Shares Voted: 2,593

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michael H. McKay	Mgmt	For	Withhold	Withhold	Withhold
1b	Elect Director Stefan L. Shaffer	Mgmt	For	Withhold	Withhold	Withhold
1c	Elect Director Noreen E. Skelly	Mgmt	For	Withhold	Withhold	Withhold
2	Ratify RSM US LLP as Auditors	Mgmt	For	For	For	For
3	Approve Restricted Stock Plan	Mgmt	For	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For	For

Fluence Energy, Inc.

Meeting Date: 03/20/2024

Country: USA

Ticker: FLNC

Record Date: 01/23/2024

Meeting Type: Annual

Meeting ID: 1818232

Primary Security ID: 34379V103

Shares Voted: 3,836

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Cynthia Arnold	Mgmt	For	Withhold	Withhold	Withhold
1.2	Elect Director Herman Bulls	Mgmt	For	Withhold	Withhold	Withhold
1.3	Elect Director Emma Falck	Mgmt	For	Withhold	Withhold	Withhold
1.4	Elect Director Ricardo Falu	Mgmt	For	Withhold	Withhold	Withhold
1.5	Elect Director Elizabeth Fessenden	Mgmt	For	Withhold	Withhold	Withhold
1.6	Elect Director Harald von Heynitz	Mgmt	For	Withhold	Withhold	Withhold
1.7	Elect Director Barbara Humpton	Mgmt	For	Withhold	Withhold	Withhold
1.8	Elect Director Axel Meier	Mgmt	For	Withhold	Withhold	Withhold
1.9	Elect Director Tish Mendoza	Mgmt	For	Withhold	Withhold	Withhold
1.10	Elect Director Julian Nebreda	Mgmt	For	Withhold	Withhold	Withhold
1.11	Elect Director John Christopher Shelton	Mgmt	For	Withhold	Withhold	Withhold
1.12	Elect Director Simon James Smith	Mgmt	For	Withhold	Withhold	Withhold
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	One Year

Griffon Corporation

Meeting Date: 03/20/2024

Country: USA

Ticker: GFF

Record Date: 01/22/2024

Meeting Type: Annual

Meeting ID: 1818531

Primary Security ID: 398433102

Shares Voted: 3,959

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Henry A. Alpert	Mgmt	For	For	For	For
1.2	Elect Director Jerome L. Coben	Mgmt	For	For	For	For
1.3	Elect Director Travis W. Cocke *Withdrawn*	Mgmt				
1.4	Elect Director H. C. Charles Diao	Mgmt	For	For	For	For
1.5	Elect Director Louis J. Grabowsky	Mgmt	For	For	For	For
1.6	Elect Director Lacy M. Johnson	Mgmt	For	For	For	For

Griffon Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Ronald J. Kramer	Mgmt	For	For	For	For
1.8	Elect Director Victor Eugene Renuart	Mgmt	For	For	For	For
1.9	Elect Director James W. Sight	Mgmt	For	For	For	For
1.10	Elect Director Samanta Hegedus Stewart	Mgmt	For	For	For	For
1.11	Elect Director Kevin F. Sullivan	Mgmt	For	For	For	For
1.12	Elect Director Michelle L. Taylor	Mgmt	For	For	For	For
1.13	Elect Director Cheryl L. Turnbull	Mgmt	For	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For	For	For
4	Ratify Grant Thornton LLP as Auditors	Mgmt	For	For	For	For

TD SYNEX Corporation

Meeting Date: 03/20/2024

Country: USA

Ticker: SNX

Record Date: 01/22/2024

Meeting Type: Annual

Meeting ID: 1819839

Primary Security ID: 87162W100

Shares Voted: 7,511

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ann Vezina	Mgmt	For	For	For	For
1.2	Elect Director Robert Kalsow-Ramos	Mgmt	For	For	For	For
1.3	Elect Director Richard Hume	Mgmt	For	For	For	For
1.4	Elect Director Kathleen Crusco	Mgmt	For	For	For	For
1.5	Elect Director Ting Herh	Mgmt	For	For	For	For
1.6	Elect Director Hau Lee	Mgmt	For	For	For	For
1.7	Elect Director Nayaki Nayyar	Mgmt	For	For	For	For
1.8	Elect Director Matthew Nord	Mgmt	For	For	For	For
1.9	Elect Director Dennis Polk	Mgmt	For	For	For	For
1.10	Elect Director Claude Pumilia	Mgmt	For	For	For	For
1.11	Elect Director Merline Saintil	Mgmt	For	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
3	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For	For	For
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	For
5	Adopt Simple Majority Vote	SH	Against	For	For	For

Ciena Corporation

Meeting Date: 03/21/2024

Country: USA

Ticker: CIEN

Record Date: 01/22/2024

Meeting Type: Annual

Meeting ID: 1820681

Primary Security ID: 171779309

Shares Voted: 21,112

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Hassan M. Ahmed	Mgmt	For	For	For	For
1b	Elect Director Bruce L. Clafin	Mgmt	For	For	For	For
1c	Elect Director Patrick T. Gallagher	Mgmt	For	For	For	For
1d	Elect Director T. Michael Nevens	Mgmt	For	For	For	For
1e	Elect Director Mary G. Puma	Mgmt	For	For	For	For
2	Amend Omnibus Stock Plan	Mgmt	For	For	For	For
3	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	For	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	For
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For

Concentrix Corporation

Meeting Date: 03/21/2024

Country: USA

Ticker: CNXC

Record Date: 01/26/2024

Meeting Type: Annual

Meeting ID: 1820786

Primary Security ID: 20602D101

Shares Voted: 6,261

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Chris Caldwell	Mgmt	For	For	For	For
1b	Elect Director Teh-Chien Chou	Mgmt	For	For	For	For
1c	Elect Director LaVerne H. Council	Mgmt	For	For	For	For
1d	Elect Director Jennifer Deason	Mgmt	For	For	For	For
1e	Elect Director Olivier Duha	Mgmt	For	For	For	For
1f	Elect Director Nicolas Gheysens	Mgmt	For	For	For	For
1g	Elect Director Kathryn Hayley	Mgmt	For	For	For	For
1h	Elect Director Kathryn Marinello	Mgmt	For	For	For	For
1i	Elect Director Dennis Polk	Mgmt	For	For	For	For
1j	Elect Director Ann Vezina	Mgmt	For	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For

Hovnanian Enterprises, Inc.

Meeting Date: 03/21/2024

Country: USA

Ticker: HOV

Record Date: 01/22/2024

Meeting Type: Annual

Meeting ID: 1819542

Primary Security ID: 442487401

Shares Voted: 689

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ara K. Hovnanian	Mgmt	For	Against	Against	Against
1b	Elect Director Robert B. Coutts	Mgmt	For	For	For	For
1c	Elect Director Miriam Hernandez-Kakol	Mgmt	For	For	For	For
1d	Elect Director Edward A. Kangas	Mgmt	For	Against	Against	Against
1e	Elect Director Joseph A. Marengi	Mgmt	For	Against	Against	Against
1f	Elect Director Vincent Pagano, Jr.	Mgmt	For	Against	Against	Against
1g	Elect Director Robin Stone Sellers	Mgmt	For	Against	Against	Against
1h	Elect Director J. Larry Sorsby	Mgmt	For	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	Against	Against	Against
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
5	Amend NOL Rights Plan (NOL Pill)	Mgmt	For	For	For	For

Rent the Runway, Inc.

Meeting Date: 03/21/2024

Country: USA

Ticker: RENT

Record Date: 01/29/2024

Meeting Type: Special

Meeting ID: 1821012

Primary Security ID: 76010Y103

Shares Voted: 7,765

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Approve Reverse Stock Split	Mgmt	For	For	For	For
2	Adjourn Meeting	Mgmt	For	For	For	For

Axonics, Inc.

Meeting Date: 03/22/2024

Country: USA

Ticker: AXNX

Record Date: 02/08/2024

Meeting Type: Special

Meeting ID: 1824268

Primary Security ID: 05465P101

Axonics, Inc.

Shares Voted: 3,229

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

Peoples Financial Services Corp.

Meeting Date: 03/22/2024

Country: USA

Ticker: PFIS

Record Date: 01/19/2024

Meeting Type: Special

Meeting ID: 1817874

Primary Security ID: 711040105

Shares Voted: 1,003

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Issue Shares in Connection with Merger	Mgmt	For	For	For	For
2	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For	For	For
3	Advisory Vote on Golden Parachutes	Mgmt	For	For	For	For
4	Adjourn Meeting	Mgmt	For	For	For	For

United Parks & Resorts Inc.

Meeting Date: 03/25/2024

Country: USA

Ticker: PRKS

Record Date: 03/15/2024

Meeting Type: Special

Meeting ID: 1835709

Primary Security ID: 81282V100

Shares Voted: 2,486

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Amend Stockholders Agreement	Mgmt	For	For	For	For
2	Authorize Share Repurchase Program	Mgmt	For	For	For	For

Daseke, Inc.

Meeting Date: 03/26/2024

Country: USA

Ticker: DSKE

Record Date: 02/01/2024

Meeting Type: Special

Meeting ID: 1822219

Primary Security ID: 23753F107

Daseke, Inc.

Shares Voted: 3,106

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

Limoneira Company

Meeting Date: 03/26/2024

Country: USA

Ticker: LMNR

Record Date: 01/31/2024

Meeting Type: Annual

Meeting ID: 1821258

Primary Security ID: 532746104

Shares Voted: 2,550

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Harold S. Edwards	Mgmt	For	For	For	For
1.2	Elect Director Edgar A. Terry	Mgmt	For	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	For
5	Amend Certificate of Incorporation to Allow for the Exculpation of Officers	Mgmt	For	For	For	For
6	Amend Omnibus Stock Plan	Mgmt	For	For	For	For

ABM Industries Incorporated

Meeting Date: 03/27/2024

Country: USA

Ticker: ABM

Record Date: 01/29/2024

Meeting Type: Annual

Meeting ID: 1822226

Primary Security ID: 000957100

Shares Voted: 9,363

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Quincy L. Allen	Mgmt	For	For	For	For
1b	Elect Director LeighAnne G. Baker	Mgmt	For	For	For	For
1c	Elect Director Donald F. Collieran	Mgmt	For	For	For	For
1d	Elect Director James D. DeVries	Mgmt	For	For	For	For
1e	Elect Director Art A. Garcia	Mgmt	For	For	For	For

ABM Industries Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Thomas M. Gartland	Mgmt	For	For	For	For
1g	Elect Director Jill M. Golder	Mgmt	For	For	For	For
1h	Elect Director Sudhakar Kesavan	Mgmt	For	For	For	For
1i	Elect Director Scott Salmirs	Mgmt	For	For	For	For
1j	Elect Director Winifred (Wendy) M. Webb	Mgmt	For	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	For

Callon Petroleum Company

Meeting Date: 03/27/2024 **Country:** USA **Ticker:** CPE
Record Date: 02/15/2024 **Meeting Type:** Special **Meeting ID:** 1822395
Primary Security ID: 13123X508

Shares Voted: 8,645

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

Cartesian Therapeutics, Inc.

Meeting Date: 03/27/2024 **Country:** USA **Ticker:** RNAC
Record Date: 02/13/2024 **Meeting Type:** Special **Meeting ID:** 1821934
Primary Security ID: 816212104

Shares Voted: 14,310

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Approve Issuance of Common Stock Upon Conversion of Series A Non-Voting Convertible Preferred Stock	Mgmt	For	For	For	For
2	Approve Reverse Stock Split	Mgmt	For	For	For	For
3	Adjourn Meeting	Mgmt	For	For	For	For

Photronics, Inc.

Meeting Date: 03/27/2024

Country: USA

Ticker: PLAB

Record Date: 02/14/2024

Meeting Type: Annual

Meeting ID: 1827013

Primary Security ID: 719405102

Shares Voted: 8,621

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Walter M. Fiederowicz	Mgmt	For	For	For	For
1.2	Elect Director Frank Lee	Mgmt	For	For	For	For
1.3	Elect Director Adam Lewis	Mgmt	For	For	For	For
1.4	Elect Director Daniel Liao	Mgmt	For	For	For	For
1.5	Elect Director Constantine S. Macricostas	Mgmt	For	For	For	For
1.6	Elect Director George Macricostas	Mgmt	For	For	For	For
1.7	Elect Director Mary Paladino	Mgmt	For	For	For	For
1.8	Elect Director Mitchell G. Tyson	Mgmt	For	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For

Quipt Home Medical Corp.

Meeting Date: 03/27/2024

Country: Canada

Ticker: QIPT

Record Date: 02/12/2024

Meeting Type: Annual/Special

Meeting ID: 1821931

Primary Security ID: 74880P104

Shares Voted: 2,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Gregory Crawford	Mgmt	For	Withhold	Withhold	Withhold
1.2	Elect Director Mark Greenberg	Mgmt	For	For	For	For
1.3	Elect Director Kevin Carter	Mgmt	For	For	For	For
1.4	Elect Director Brian Wessel	Mgmt	For	For	For	For
2	Approve BDO USA, P.C. as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	For
3	Approve Equity Incentive Plan	Mgmt	For	Against	Against	Against

The RMR Group Inc.

Meeting Date: 03/27/2024

Country: USA

Ticker: RMR

Record Date: 01/11/2024

Meeting Type: Annual

Meeting ID: 1816772

Primary Security ID: 74967R106

The RMR Group Inc.

Shares Voted: 1,393

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jennifer B. Clark	Mgmt	For	For	For	For
1.2	Elect Director Ann Logan	Mgmt	For	Withhold	Withhold	Withhold
1.3	Elect Director Rosen Plevneliev	Mgmt	For	Withhold	Withhold	Withhold
1.4	Elect Director Adam D. Portnoy	Mgmt	For	Withhold	Withhold	Withhold
1.5	Elect Director Jonathan Veitch	Mgmt	For	Withhold	Withhold	Withhold
1.6	Elect Director Walter C. Watkins, Jr.	Mgmt	For	Withhold	Withhold	Withhold
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	For

Jefferies Financial Group Inc.

Meeting Date: 03/28/2024

Country: USA

Ticker: JEF

Record Date: 01/29/2024

Meeting Type: Annual

Meeting ID: 1822533

Primary Security ID: 47233W109

Shares Voted: 25,796

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Linda L. Adamany	Mgmt	For	For	For	For
1b	Elect Director Robert D. Beyer	Mgmt	For	Against	Against	Against
1c	Elect Director Matrice Ellis Kirk	Mgmt	For	For	For	For
1d	Elect Director Brian P. Friedman	Mgmt	For	For	For	For
1e	Elect Director MaryAnne Gilmartin	Mgmt	For	Against	Against	Against
1f	Elect Director Richard B. Handler	Mgmt	For	For	For	For
1g	Elect Director Thomas W. Jones	Mgmt	For	For	For	For
1h	Elect Director Jacob M. Katz	Mgmt	For	For	For	For
1i	Elect Director Michael T. O'Kane	Mgmt	For	Against	Against	Against
1j	Elect Director Joseph S. Steinberg	Mgmt	For	For	For	For
1k	Elect Director Melissa V. Weiler	Mgmt	For	Against	Against	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against	Against
3	Amend Omnibus Stock Plan	Mgmt	For	For	For	For
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	For

Meeting Date: 03/28/2024

Country: USA

Ticker: OPK

Record Date: 02/13/2024

Meeting Type: Annual

Meeting ID: 1828017

Primary Security ID: 68375N103

Shares Voted: 56,909

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Phillip Frost	Mgmt	For	Against	Against	Against
1.2	Elect Director Jane H. Hsiao	Mgmt	For	Against	Against	Against
1.3	Elect Director Elias A. Zerhouni	Mgmt	For	Against	Against	Against
1.4	Elect Director Steven D. Rubin	Mgmt	For	Against	Against	Against
1.5	Elect Director Gary J. Nabel	Mgmt	For	Against	Against	Against
1.6	Elect Director Richard M. Krasno	Mgmt	For	For	For	For
1.7	Elect Director Prem A. Lachman	Mgmt	For	For	For	For
1.8	Elect Director Roger J. Medel	Mgmt	For	For	For	For
1.9	Elect Director John A. Paganelli	Mgmt	For	Against	Against	Against
1.10	Elect Director Richard C. Pfenniger, Jr.	Mgmt	For	For	For	For
1.11	Elect Director Alice Lin-Tsing Yu	Mgmt	For	For	For	For
2	Increase Authorized Common Stock	Mgmt	For	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	For



Date range covered : 01/01/2024 to 03/31/2024

D.R. Horton, Inc.**Meeting Date:** 01/17/2024**Country:** USA**Ticker:** DHI**Record Date:** 11/30/2023**Meeting Type:** Annual**Meeting ID:** 1811632**Primary Security ID:** 23331A109**Shares Voted:** 14,689

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Donald R. Horton	Mgmt	For	For	For	For
1b	Elect Director Barbara K. Allen	Mgmt	For	For	For	For
1c	Elect Director Brad S. Anderson	Mgmt	For	For	For	For
1d	Elect Director David V. Auld	Mgmt	For	For	For	For
1e	Elect Director Michael R. Buchanan	Mgmt	For	For	For	For
1f	Elect Director Benjamin S. Carson, Sr.	Mgmt	For	For	For	For
1g	Elect Director Maribess L. Miller	Mgmt	For	For	For	For
1h	Elect Director Paul J. Romanowski	Mgmt	For	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	One Year
4	Approve Omnibus Stock Plan	Mgmt	For	For	For	For
5	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	For

Costco Wholesale Corporation**Meeting Date:** 01/18/2024**Country:** USA**Ticker:** COST**Record Date:** 11/10/2023**Meeting Type:** Annual**Meeting ID:** 1809510**Primary Security ID:** 22160K105**Shares Voted:** 21,437

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Susan L. Decker	Mgmt	For	For	For	For
1b	Elect Director Kenneth D. Denman	Mgmt	For	For	For	For
1c	Elect Director Helena B. Foulkes	Mgmt	For	For	For	For
1d	Elect Director Richard A. Galanti	Mgmt	For	For	For	For
1e	Elect Director Hamilton E. James	Mgmt	For	For	For	For
1f	Elect Director W. Craig Jelinek	Mgmt	For	For	For	For
1g	Elect Director Sally Jewell	Mgmt	For	For	For	For

Costco Wholesale Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Jeffrey S. Raikes	Mgmt	For	For	For	For
1i	Elect Director John W. Stanton	Mgmt	For	For	For	For
1j	Elect Director Ron M. Vachris	Mgmt	For	For	For	For
1k	Elect Director Mary Agnes (Maggie) Wilderotter	Mgmt	For	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
4	Issue Audited Report on Fiduciary Relevance of Decarbonization Goal	SH	Against	Against	Against	Against

Intuit Inc.

Meeting Date: 01/18/2024

Country: USA

Ticker: INTU

Record Date: 11/20/2023

Meeting Type: Annual

Meeting ID: 1806332

Primary Security ID: 461202103

Shares Voted: 13,548

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Eve Burton	Mgmt	For	For	For	For
1b	Elect Director Scott D. Cook	Mgmt	For	For	For	For
1c	Elect Director Richard L. Dalzell	Mgmt	For	For	For	For
1d	Elect Director Sasan K. Goodarzi	Mgmt	For	For	For	For
1e	Elect Director Deborah Liu	Mgmt	For	For	For	For
1f	Elect Director Tekedra Mawakana	Mgmt	For	For	For	For
1g	Elect Director Suzanne Nora Johnson	Mgmt	For	For	For	For
1h	Elect Director Ryan Roslansky	Mgmt	For	For	For	For
1i	Elect Director Thomas Szkutak	Mgmt	For	For	For	For
1j	Elect Director Raul Vazquez	Mgmt	For	For	For	For
1k	Elect Director Eric S. Yuan	Mgmt	For	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	For
5	Amend Omnibus Stock Plan	Mgmt	For	For	For	For
6	Report on Climate Risk in Retirement Plan Options	SH	Against	Against	Against	Against

Micron Technology, Inc.

Meeting Date: 01/18/2024

Country: USA

Ticker: MU

Record Date: 11/20/2023

Meeting Type: Annual

Meeting ID: 1807901

Primary Security ID: 595112103

Shares Voted: 52,845

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard M. Beyer	Mgmt	For	For	For	For
1b	Elect Director Lynn A. Dugle	Mgmt	For	For	For	For
1c	Elect Director Steven J. Gomo	Mgmt	For	For	For	For
1d	Elect Director Linnie M. Haynesworth	Mgmt	For	For	For	For
1e	Elect Director Mary Pat McCarthy	Mgmt	For	For	For	For
1f	Elect Director Sanjay Mehrotra	Mgmt	For	For	For	For
1g	Elect Director Robert E. Switz	Mgmt	For	For	For	For
1h	Elect Director MaryAnn Wright	Mgmt	For	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	For
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against	Against

Becton, Dickinson and Company

Meeting Date: 01/23/2024

Country: USA

Ticker: BDX

Record Date: 12/04/2023

Meeting Type: Annual

Meeting ID: 1811363

Primary Security ID: 075887109

Shares Voted: 13,996

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director William M. Brown	Mgmt	For	For	For	For
1.2	Elect Director Catherine M. Burzik	Mgmt	For	For	For	For
1.3	Elect Director Carrie L. Byington	Mgmt	For	For	For	For
1.4	Elect Director R. Andrew Eckert	Mgmt	For	For	For	For
1.5	Elect Director Claire M. Fraser	Mgmt	For	For	For	For
1.6	Elect Director Jeffrey W. Henderson	Mgmt	For	For	For	For
1.7	Elect Director Christopher Jones	Mgmt	For	For	For	For
1.8	Elect Director Thomas E. Polen	Mgmt	For	For	For	For
1.9	Elect Director Timothy M. Ring	Mgmt	For	For	For	For

Becton, Dickinson and Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.10	Elect Director Bertram L. Scott	Mgmt	For	For	For	For
1.11	Elect Director Joanne Waldstreicher	Mgmt	For	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For

Visa Inc.

Meeting Date: 01/23/2024 **Country:** USA **Ticker:** V
Record Date: 11/24/2023 **Meeting Type:** Annual **Meeting ID:** 1809416
Primary Security ID: 92826C839

Shares Voted: 778

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lloyd A. Carney	Mgmt	For	For	For	For
1b	Elect Director Kermit R. Crawford	Mgmt	For	For	For	For
1c	Elect Director Francisco Javier Fernandez-Carbajal	Mgmt	For	For	For	For
1d	Elect Director Ramon Laguarta	Mgmt	For	For	For	For
1e	Elect Director Teri L. List	Mgmt	For	For	For	For
1f	Elect Director John F. Lundgren	Mgmt	For	For	For	For
1g	Elect Director Ryan McInerney	Mgmt	For	For	For	For
1h	Elect Director Denise M. Morrison	Mgmt	For	For	For	For
1i	Elect Director Pamela Murphy	Mgmt	For	For	For	For
1j	Elect Director Linda J. Rendle	Mgmt	For	For	For	For
1k	Elect Director Maynard G. Webb, Jr.	Mgmt	For	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	For
4	Approve Class B Exchange Offer Program Certificate Amendments	Mgmt	For	For	For	For
5	Adjourn Meeting	Mgmt	For	For	For	For
6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against	Against

Jacobs Solutions, Inc.

Meeting Date: 01/24/2024 **Country:** USA **Ticker:** J
Record Date: 11/27/2023 **Meeting Type:** Annual **Meeting ID:** 1811486
Primary Security ID: 46982L108

Shares Voted: 6,116

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Steven J. Demetriou	Mgmt	For	For	For	For
1b	Elect Director Christopher M.T. Thompson	Mgmt	For	For	For	For
1c	Elect Director Priya Abani	Mgmt	For	For	For	For
1d	Elect Director Vincent K. Brooks	Mgmt	For	For	For	For
1e	Elect Director Ralph E. (Ed) Eberhart	Mgmt	For	For	For	For
1f	Elect Director Manny Fernandez	Mgmt	For	For	For	For
1g	Elect Director Georgette D. Kiser	Mgmt	For	For	For	For
1h	Elect Director Barbara L. Loughran	Mgmt	For	For	For	For
1i	Elect Director Robert A. McNamara	Mgmt	For	For	For	For
1j	Elect Director Louis V. Pinkham	Mgmt	For	For	For	For
1k	Elect Director Robert V. Pragada	Mgmt	For	For	For	For
1l	Elect Director Peter J. Robertson	Mgmt	For	For	For	For
1m	Elect Director Julie A. Sloat	Mgmt	For	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
3	Amend Charter to Provide for the Exculpation of Officers	Mgmt	For	For	For	For
4	Amend Certificate of Incorporation to Eliminate the Pass-Through Voting Provision	Mgmt	For	For	For	For
5	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	For
6	Adopt Simple Majority Vote	SH	Against	For	For	For

Air Products and Chemicals, Inc.

Meeting Date: 01/25/2024

Country: USA

Ticker: APD

Record Date: 11/30/2023

Meeting Type: Annual

Meeting ID: 1809639

Primary Security ID: 009158106

Shares Voted: 10,710

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Tonit M. Calaway	Mgmt	For	For	For	For
1b	Elect Director Charles Cogut	Mgmt	For	For	For	For
1c	Elect Director Lisa A. Davis	Mgmt	For	For	For	For
1d	Elect Director Seifollah (Seifi) Ghasemi	Mgmt	For	For	For	For
1e	Elect Director Jessica Trocchi Graziano	Mgmt	For	For	For	For

Air Products and Chemicals, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director David H.Y. Ho	Mgmt	For	For	For	For
1g	Elect Director Edward L. Monser	Mgmt	For	For	For	For
1h	Elect Director Matthew H. Paull	Mgmt	For	For	For	For
1i	Elect Director Wayne T. Smith	Mgmt	For	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against	Against
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	For

Catalent, Inc.

Meeting Date: 01/25/2024 **Country:** USA **Ticker:** CTLT
Record Date: 12/04/2023 **Meeting Type:** Annual **Meeting ID:** 1811497
Primary Security ID: 148806102

Shares Voted: 8,680

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michael J. Barber	Mgmt	For	For	For	For
1b	Elect Director Steven K. Barg	Mgmt	For	For	For	For
1c	Elect Director J. Martin Carroll	Mgmt	For	For	For	For
1d	Elect Director Rolf Classon	Mgmt	For	For	For	For
1e	Elect Director Frank A. D'Amelio	Mgmt	For	For	For	For
1f	Elect Director John J. Greisch	Mgmt	For	For	For	For
1g	Elect Director Gregory T. Lucier	Mgmt	For	For	For	For
1h	Elect Director Alessandro Maselli	Mgmt	For	For	For	For
1i	Elect Director Donald E. Morel, Jr.	Mgmt	For	For	For	For
1j	Elect Director Stephanie Okey	Mgmt	For	For	For	For
1k	Elect Director Michelle R. Ryan	Mgmt	For	For	For	For
1l	Elect Director Jack Stahl	Mgmt	For	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For	For

Walgreens Boots Alliance, Inc.

Meeting Date: 01/25/2024 **Country:** USA **Ticker:** WBA
Record Date: 11/27/2023 **Meeting Type:** Annual **Meeting ID:** 1809646
Primary Security ID: 931427108

Walgreens Boots Alliance, Inc.

Shares Voted: 34,524

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Janice M. Babiak	Mgmt	For	For	For	For
1b	Elect Director Inderpal S. Bhandari	Mgmt	For	For	For	For
1c	Elect Director Ginger L. Graham	Mgmt	For	For	For	For
1d	Elect Director Bryan C. Hanson	Mgmt	For	For	For	For
1e	Elect Director Robert L. Huffines	Mgmt	For	For	For	For
1f	Elect Director Valerie B. Jarrett	Mgmt	For	For	For	For
1g	Elect Director John A. Lederer	Mgmt	For	For	For	For
1h	Elect Director Stefano Pessina	Mgmt	For	For	For	For
1i	Elect Director Thomas E. Polen	Mgmt	For	For	For	For
1j	Elect Director Nancy M. Schlichting	Mgmt	For	For	For	For
1k	Elect Director Timothy C. Wentworth	Mgmt	For	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	One Year
5	Report on Cigarette Waste	SH	Against	Against	Against	Against
6	Require Independent Board Chair	SH	Against	For	For	For
7	Establish a Company Compensation Policy of Paying a Living Wage	SH	Against	Against	Against	Against
8	Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	SH	Against	Against	Against	Against
9	Report on Potential Risks and Costs of Restrictive Reproductive Healthcare Legislation	SH	Against	Against	Against	Against

WestRock Company

Meeting Date: 01/26/2024

Country: USA

Ticker: WRK

Record Date: 12/04/2023

Meeting Type: Annual

Meeting ID: 1810829

Primary Security ID: 96145D105

Shares Voted: 12,347

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Colleen F. Arnold	Mgmt	For	For	For	For
1b	Elect Director Timothy J. Bernlohr	Mgmt	For	For	For	For
1c	Elect Director J. Powell Brown	Mgmt	For	For	For	For

WestRock Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Terrell K. Crews	Mgmt	For	For	For	For
1e	Elect Director Russell M. Currey	Mgmt	For	For	For	For
1f	Elect Director Suzan F. Harrison	Mgmt	For	For	For	For
1g	Elect Director Gracia C. Martore	Mgmt	For	For	For	For
1h	Elect Director James E. Nevels	Mgmt	For	For	For	For
1i	Elect Director E. Jean Savage	Mgmt	For	For	For	For
1j	Elect Director David B. Sewell	Mgmt	For	For	For	For
1k	Elect Director Dmitri L. Stockton	Mgmt	For	For	For	For
1l	Elect Director Alan D. Wilson	Mgmt	For	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	For

Hormel Foods Corporation

Meeting Date: 01/30/2024

Country: USA

Ticker: HRL

Record Date: 12/01/2023

Meeting Type: Annual

Meeting ID: 1812270

Primary Security ID: 440452100

Shares Voted: 13,961

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Prama Bhatt	Mgmt	For	For	For	For
1b	Elect Director Gary C. Bhojwani	Mgmt	For	For	For	For
1c	Elect Director Stephen M. Lacy	Mgmt	For	For	For	For
1d	Elect Director Elsa A. Murano	Mgmt	For	For	For	For
1e	Elect Director William A. Newlands	Mgmt	For	For	For	For
1f	Elect Director Christopher J. Policinski	Mgmt	For	For	For	For
1g	Elect Director Jose Luis Prado	Mgmt	For	For	For	For
1h	Elect Director Sally J. Smith	Mgmt	For	For	For	For
1i	Elect Director James P. Snee	Mgmt	For	For	For	For
1j	Elect Director Steven A. White	Mgmt	For	For	For	For
1k	Elect Director Raymond G. Young	Mgmt	For	For	For	For
1l	Elect Director Michael P. Zechmeister	Mgmt	For	For	For	For
2	Amend Certificate of Incorporation to Permit the Exculpation of Officers	Mgmt	For	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For

Accenture plc

Meeting Date: 01/31/2024

Country: Ireland

Ticker: ACN

Record Date: 12/04/2023

Meeting Type: Annual

Meeting ID: 1811227

Primary Security ID: G1151C101

Shares Voted: 30,514

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jaime Ardila	Mgmt	For	For	For	For
1b	Elect Director Martin Bruder Muller	Mgmt	For	For	For	For
1c	Elect Director Alan Jope	Mgmt	For	For	For	For
1d	Elect Director Nancy McKinstry	Mgmt	For	For	For	For
1e	Elect Director Beth E. Mooney	Mgmt	For	For	For	For
1f	Elect Director Gilles C. Pelisson	Mgmt	For	For	For	For
1g	Elect Director Paula A. Price	Mgmt	For	For	For	For
1h	Elect Director Venkata (Murthy) Renduchintala	Mgmt	For	For	For	For
1i	Elect Director Arun Sarin	Mgmt	For	For	For	For
1j	Elect Director Julie Sweet	Mgmt	For	For	For	For
1k	Elect Director Tracey T. Travis	Mgmt	For	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For	For	For
4	Amend Nonqualified Employee Stock Purchase Plan	Mgmt	For	For	For	For
5	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	For
6	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	For	For	For
7	Authorize Board to Opt-Out of Statutory Pre-Emption Rights	Mgmt	For	For	For	For
8	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For	For	For

Emerson Electric Co.

Meeting Date: 02/06/2024

Country: USA

Ticker: EMR

Record Date: 11/28/2023

Meeting Type: Annual

Meeting ID: 1809870

Primary Security ID: 291011104

Shares Voted: 27,551

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mark A. Blinn	Mgmt	For	For	For	For

Emerson Electric Co.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Leticia Goncalves Lourenco	Mgmt	For	For	For	For
1c	Elect Director James M. McKelvey	Mgmt	For	For	For	For
1d	Elect Director James S. Turley	Mgmt	For	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
3	Declassify the Board of Directors	Mgmt	For	For	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	For	For	For
5	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	For
6	Adopt Simple Majority Vote	SH	Against	For	For	For

Franklin Resources, Inc.

Meeting Date: 02/06/2024 **Country:** USA **Ticker:** BEN
Record Date: 12/11/2023 **Meeting Type:** Annual **Meeting ID:** 1813599
Primary Security ID: 354613101

Shares Voted: 13,763

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mariann Byerwalter	Mgmt	For	For	For	For
1b	Elect Director Alexander S. Friedman	Mgmt	For	For	For	For
1c	Elect Director Gregory E. Johnson	Mgmt	For	For	For	For
1d	Elect Director Jennifer M. Johnson	Mgmt	For	For	For	For
1e	Elect Director Rupert H. Johnson, Jr.	Mgmt	For	For	For	For
1f	Elect Director John Y. Kim	Mgmt	For	Against	Against	Against
1g	Elect Director Karen M. King	Mgmt	For	Against	Against	Against
1h	Elect Director Anthony J. Noto	Mgmt	For	For	For	For
1i	Elect Director John W. Thiel	Mgmt	For	Against	Against	Against
1j	Elect Director Seth H. Waugh	Mgmt	For	Against	Against	Against
1k	Elect Director Geoffrey Y. Yang	Mgmt	For	Against	Against	Against
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	Against	Against	Against

Rockwell Automation, Inc.

Meeting Date: 02/06/2024 **Country:** USA **Ticker:** ROK
Record Date: 12/11/2023 **Meeting Type:** Annual **Meeting ID:** 1812391
Primary Security ID: 773903109

Rockwell Automation, Inc.

Shares Voted: 5,539

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
A.1	Elect Director Alice L. Jolla	Mgmt	For	For	For	For
A.2	Elect Director Lisa A. Payne	Mgmt	For	For	For	For
B	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
C	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	For

Atmos Energy Corporation

Meeting Date: 02/07/2024

Country: USA

Ticker: ATO

Record Date: 12/12/2023

Meeting Type: Annual

Meeting ID: 1814003

Primary Security ID: 049560105

Shares Voted: 7,163

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director J. Kevin Akers	Mgmt	For	For	For	For
1b	Elect Director John C. Ale	Mgmt	For	For	For	For
1c	Elect Director Kim R. Cocklin	Mgmt	For	For	For	For
1d	Elect Director Kelly H. Compton	Mgmt	For	For	For	For
1e	Elect Director Sean Donohue	Mgmt	For	For	For	For
1f	Elect Director Rafael G. Garza	Mgmt	For	For	For	For
1g	Elect Director Richard K. Gordon	Mgmt	For	For	For	For
1h	Elect Director Nancy K. Quinn	Mgmt	For	For	For	For
1i	Elect Director Richard A. Sampson	Mgmt	For	For	For	For
1j	Elect Director Diana J. Walters	Mgmt	For	For	For	For
1k	Elect Director Frank Yoho	Mgmt	For	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For

Pioneer Natural Resources Company

Meeting Date: 02/07/2024

Country: USA

Ticker: PXD

Record Date: 01/05/2024

Meeting Type: Special

Meeting ID: 1814993

Primary Security ID: 723787107

Pioneer Natural Resources Company

Shares Voted: 11,270

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

Tyson Foods, Inc.

Meeting Date: 02/08/2024

Country: USA

Ticker: TSN

Record Date: 12/11/2023

Meeting Type: Annual

Meeting ID: 1812555

Primary Security ID: 902494103

Shares Voted: 13,763

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John H. Tyson	Mgmt	For	Against	Against	Against
1b	Elect Director Les R. Baledge	Mgmt	For	Against	Against	Against
1c	Elect Director Mike Beebe	Mgmt	For	Against	Against	Against
1d	Elect Director Maria Claudia Borrás	Mgmt	For	For	For	For
1e	Elect Director David J. Bronczek	Mgmt	For	Against	Against	Against
1f	Elect Director Mikel A. Durham	Mgmt	For	For	For	For
1g	Elect Director Donnie King	Mgmt	For	For	For	For
1h	Elect Director Jonathan D. Mariner	Mgmt	For	For	For	For
1i	Elect Director Kevin M. McNamara	Mgmt	For	For	For	For
1j	Elect Director Cheryl S. Miller	Mgmt	For	For	For	For
1k	Elect Director Kate B. Quinn	Mgmt	For	For	For	For
1l	Elect Director Jeffrey K. Schomburger	Mgmt	For	For	For	For
1m	Elect Director Barbara A. Tyson	Mgmt	For	Against	Against	Against
1n	Elect Director Noel White	Mgmt	For	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	For
3	Report on Climate Lobbying	SH	Against	For	Against	Against
4	Commission Third-Party Audit Assessing Use of Child Labor in Company's Value Chain	SH	Against	For	Against	Against
5	Accelerate Efforts to Eliminate Deforestation from Company's Supply Chains	SH	Against	Against	Against	Against
6	Report on Opportunities to Support Circular Economy for Packaging	SH	Against	Against	Against	Against

Fair Isaac Corporation

Meeting Date: 02/14/2024

Country: USA

Ticker: FICO

Record Date: 12/18/2023

Meeting Type: Annual

Meeting ID: 1815438

Primary Security ID: 303250104

Shares Voted: 1,205

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Braden R. Kelly	Mgmt	For	For	For	For
1b	Elect Director Fabiola R. Arredondo	Mgmt	For	For	For	For
1c	Elect Director James D. Kirsner	Mgmt	For	For	For	For
1d	Elect Director William J. Lansing	Mgmt	For	For	For	For
1e	Elect Director Eva Manolis	Mgmt	For	For	For	For
1f	Elect Director Marc F. McMorris	Mgmt	For	For	For	For
1g	Elect Director Joanna Rees	Mgmt	For	For	For	For
1h	Elect Director David A. Rey	Mgmt	For	For	For	For
1i	Elect Director H. Tayloe Stansbury	Mgmt	For	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against	Against
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	For

PTC Inc.

Meeting Date: 02/14/2024

Country: USA

Ticker: PTC

Record Date: 12/08/2023

Meeting Type: Annual

Meeting ID: 1814563

Primary Security ID: 69370C100

Shares Voted: 5,733

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Neil Barua	Mgmt	For	For	For	For
1.2	Elect Director Mark Benjamin	Mgmt	For	For	For	For
1.3	Elect Director Janice Chaffin	Mgmt	For	For	For	For
1.4	Elect Director Amar Hanspal	Mgmt	For	For	For	For
1.5	Elect Director Michal Katz	Mgmt	For	For	For	For
1.6	Elect Director Paul Lacy	Mgmt	For	For	For	For
1.7	Elect Director Corinna Lathan	Mgmt	For	For	For	For
1.8	Elect Director Janesh Moorjani	Mgmt	For	For	For	For
1.9	Elect Director Robert Schechter	Mgmt	For	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For

PTC Inc.

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

Healthpeak Properties, Inc.

Meeting Date: 02/21/2024 **Country:** USA **Ticker:** PEAK
Record Date: 01/08/2024 **Meeting Type:** Special **Meeting ID:** 1815597
Primary Security ID: 42250P103

Shares Voted: 26,367

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Issue Shares in Connection with Merger	Mgmt	For	For	For	For
2	Increase Authorized Common Stock	Mgmt	For	For	For	For
3	Adjourn Meeting	Mgmt	For	For	For	For

Raymond James Financial, Inc.

Meeting Date: 02/22/2024 **Country:** USA **Ticker:** RJF
Record Date: 12/20/2023 **Meeting Type:** Annual **Meeting ID:** 1815043
Primary Security ID: 754730109

Shares Voted: 9,068

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marlene Debel	Mgmt	For	For	For	For
1b	Elect Director Robert M. Dutkowsky	Mgmt	For	For	For	For
1c	Elect Director Jeffrey N. Edwards	Mgmt	For	For	For	For
1d	Elect Director Benjamin C. Esty	Mgmt	For	For	For	For
1e	Elect Director Art A. Garcia	Mgmt	For	For	For	For
1f	Elect Director Anne Gates	Mgmt	For	For	For	For
1g	Elect Director Gordon L. Johnson	Mgmt	For	For	For	For
1h	Elect Director Raymond W. McDaniel, Jr.	Mgmt	For	For	For	For
1i	Elect Director Roderick C. McGeary	Mgmt	For	For	For	For
1j	Elect Director Paul C. Reilly	Mgmt	For	For	For	For
1k	Elect Director Raj Seshadri	Mgmt	For	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	For

Apple Inc.

Meeting Date: 02/28/2024

Country: USA

Ticker: AAPL

Record Date: 01/02/2024

Meeting Type: Annual

Meeting ID: 1815577

Primary Security ID: 037833100

Shares Voted: 706,629

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Wanda Austin	Mgmt	For	For	For	For
1b	Elect Director Tim Cook	Mgmt	For	For	For	For
1c	Elect Director Alex Gorsky	Mgmt	For	For	For	For
1d	Elect Director Andrea Jung	Mgmt	For	For	For	For
1e	Elect Director Art Levinson	Mgmt	For	For	For	For
1f	Elect Director Monica Lozano	Mgmt	For	For	For	For
1g	Elect Director Ron Sugar	Mgmt	For	For	For	For
1h	Elect Director Sue Wagner	Mgmt	For	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
4	Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	SH	Against	Against	Against	Against
5	Report on Standards and Procedures to Curate App Content	SH	Against	Against	Against	Against
6	Report on Median Gender/Racial Pay Gap	SH	Against	For	Against	Against
7	Report on Use of Artificial Intelligence	SH	Against	For	Against	Against
8	Report on Congruency of Company's Privacy and Human Rights Policies with its Actions	SH	Against	Against	Against	Against

Deere & Company

Meeting Date: 02/28/2024

Country: USA

Ticker: DE

Record Date: 01/02/2024

Meeting Type: Annual

Meeting ID: 1815395

Primary Security ID: 244199105

Shares Voted: 12,946

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Leanne G. Caret	Mgmt	For	For	For	For
1b	Elect Director Tamra A. Erwin	Mgmt	For	For	For	For
1c	Elect Director Alan C. Heuberger	Mgmt	For	For	For	For
1d	Elect Director L. Neil Hunn	Mgmt	For	For	For	For
1e	Elect Director Michael O. Johanns	Mgmt	For	For	For	For

Deere & Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Clayton M. Jones	Mgmt	For	For	For	For
1g	Elect Director John C. May	Mgmt	For	For	For	For
1h	Elect Director Gregory R. Page	Mgmt	For	For	For	For
1i	Elect Director Sherry M. Smith	Mgmt	For	For	For	For
1j	Elect Director Dmitri L. Stockton	Mgmt	For	For	For	For
1k	Elect Director Sheila G. Talton	Mgmt	For	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	For
4	Report on GHG Reduction Policies and Their Impact on Revenue Generation	SH	Against	Against	Against	Against
5	Civil Rights and Non-Discrimination Audit Proposal	SH	Against	Against	Against	Against
6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	For	For	For

Nordson Corporation

Meeting Date: 03/05/2024 **Country:** USA **Ticker:** NDSN
Record Date: 01/05/2024 **Meeting Type:** Annual **Meeting ID:** 1817144
Primary Security ID: 655663102

Shares Voted: 2,595

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Frank M. Jaehnert	Mgmt	For	For	For	For
1.2	Elect Director Ginger M. Jones	Mgmt	For	For	For	For
1.3	Elect Director Christopher L. Mapes	Mgmt	For	For	For	For
1.4	Elect Director Milton M. Morris	Mgmt	For	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For

QUALCOMM Incorporated

Meeting Date: 03/05/2024 **Country:** USA **Ticker:** QCOM
Record Date: 01/08/2024 **Meeting Type:** Annual **Meeting ID:** 1816943
Primary Security ID: 747525103

Shares Voted: 53,796

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sylvia Acevedo	Mgmt	For	For	For	For
1b	Elect Director Cristiano R. Amon	Mgmt	For	For	For	For
1c	Elect Director Mark Fields	Mgmt	For	For	For	For
1d	Elect Director Jeffrey W. Henderson	Mgmt	For	For	For	For
1e	Elect Director Gregory N. Johnson	Mgmt	For	For	For	For
1f	Elect Director Ann M. Livermore	Mgmt	For	For	For	For
1g	Elect Director Mark D. McLaughlin	Mgmt	For	For	For	For
1h	Elect Director Jamie S. Miller	Mgmt	For	For	For	For
1i	Elect Director Irene B. Rosenfeld	Mgmt	For	For	For	For
1j	Elect Director Kornelis (Neil) Smit	Mgmt	For	For	For	For
1k	Elect Director Jean-Pascal Tricoire	Mgmt	For	For	For	For
1l	Elect Director Anthony J. Vinciquerra	Mgmt	For	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For	For
5	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For	For	For
6	Amend Bylaws to Add Federal Forum Selection Provision	Mgmt	For	For	For	For

Applied Materials, Inc.

Meeting Date: 03/07/2024

Country: USA

Ticker: AMAT

Record Date: 01/10/2024

Meeting Type: Annual

Meeting ID: 1817847

Primary Security ID: 038222105

Shares Voted: 40,434

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rani Borkar	Mgmt	For	For	For	For
1b	Elect Director Judy Bruner	Mgmt	For	For	For	For
1c	Elect Director Xun (Eric) Chen	Mgmt	For	For	For	For
1d	Elect Director Aart J. de Geus	Mgmt	For	For	For	For
1e	Elect Director Gary E. Dickerson	Mgmt	For	For	For	For
1f	Elect Director Thomas J. Iannotti	Mgmt	For	For	For	For

Applied Materials, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Alexander A. Karsner	Mgmt	For	For	For	For
1h	Elect Director Kevin P. March	Mgmt	For	For	For	For
1i	Elect Director Yvonne McGill	Mgmt	For	For	For	For
1j	Elect Director Scott A. McGregor	Mgmt	For	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	For
4	Report on Lobbying Payments and Policy	SH	Against	Against	Against	Against
5	Report on Median and Adjusted Gender/Racial Pay Gaps	SH	Against	Against	Against	Against

Hologic, Inc.

Meeting Date: 03/07/2024 **Country:** USA **Ticker:** HOLX
Record Date: 01/11/2024 **Meeting Type:** Annual **Meeting ID:** 1816945
Primary Security ID: 436440101

Shares Voted: 11,861

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Stephen P. MacMillan	Mgmt	For	For	For	For
1b	Elect Director Sally W. Crawford	Mgmt	For	For	For	For
1c	Elect Director Charles J. Dockendorff	Mgmt	For	For	For	For
1d	Elect Director Scott T. Garrett	Mgmt	For	For	For	For
1e	Elect Director Ludwig N. Hantson	Mgmt	For	For	For	For
1f	Elect Director Nanaz Mohtashami	Mgmt	For	For	For	For
1g	Elect Director Christiana Stamoulis	Mgmt	For	For	For	For
1h	Elect Director Stacey D. Stewart	Mgmt	For	For	For	For
1i	Elect Director Amy M. Wendell	Mgmt	For	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	For

TransDigm Group Incorporated

Meeting Date: 03/07/2024 **Country:** USA **Ticker:** TDG
Record Date: 01/12/2024 **Meeting Type:** Annual **Meeting ID:** 1818143
Primary Security ID: 893641100

Shares Voted: 2,674

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David A. Barr	Mgmt	For	For	For	For
1.2	Elect Director Jane M. Cronin	Mgmt	For	For	For	For
1.3	Elect Director Michael Graff	Mgmt	For	For	For	For
1.4	Elect Director Sean P. Hennessy	Mgmt	For	For	For	For
1.5	Elect Director W. Nicholas Howley	Mgmt	For	For	For	For
1.6	Elect Director Gary E. McCullough	Mgmt	For	For	For	For
1.7	Elect Director Michele L. Santana	Mgmt	For	For	For	For
1.8	Elect Director Robert J. Small	Mgmt	For	For	For	For
1.9	Elect Director Kevin M. Stein	Mgmt	For	For	For	For
1.10	Elect Director Jorge L. Valladares, III	Mgmt	For	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against	Against

Cencora, Inc.

Meeting Date: 03/12/2024

Country: USA

Ticker: COR

Record Date: 01/16/2024

Meeting Type: Annual

Meeting ID: 1818499

Primary Security ID: 03073E105

Shares Voted: 8,043

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ornella Barra	Mgmt	For	For	For	For
1b	Elect Director Werner Baumann	Mgmt	For	For	For	For
1c	Elect Director Steven H. Collis	Mgmt	For	For	For	For
1d	Elect Director D. Mark Durcan	Mgmt	For	For	For	For
1e	Elect Director Richard W. Gochnauer	Mgmt	For	For	For	For
1f	Elect Director Lon R. Greenberg	Mgmt	For	For	For	For
1g	Elect Director Kathleen W. Hyle	Mgmt	For	For	For	For
1h	Elect Director Lorence H. Kim	Mgmt	For	For	For	For
1i	Elect Director Redonda G. Miller	Mgmt	For	For	For	For
1j	Elect Director Dennis M. Nally	Mgmt	For	For	For	For
1k	Elect Director Lauren M. Tyler	Mgmt	For	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For

Cencora, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	For
4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	For	For	For
5	Amend Certificate of Incorporation	Mgmt	For	For	For	For
6	Enhance Majority Vote for the Election of Directors	SH	Against	Against	Against	Against

Analog Devices, Inc.

Meeting Date: 03/13/2024 **Country:** USA **Ticker:** ADI
Record Date: 01/09/2024 **Meeting Type:** Annual **Meeting ID:** 1817071
Primary Security ID: 032654105

Shares Voted: 24,086

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Vincent Roche	Mgmt	For	For	For	For
1b	Elect Director Stephen M. Jennings	Mgmt	For	For	For	For
1c	Elect Director Andre Andonian	Mgmt	For	For	For	For
1d	Elect Director James A. Champy	Mgmt	For	For	For	For
1e	Elect Director Edward H. Frank	Mgmt	For	For	For	For
1f	Elect Director Laurie H. Glimcher	Mgmt	For	For	For	For
1g	Elect Director Karen M. Golz	Mgmt	For	For	For	For
1h	Elect Director Peter B. Henry	Mgmt	For	For	For	For
1i	Elect Director Mercedes Johnson	Mgmt	For	For	For	For
1j	Elect Director Ray Stata	Mgmt	For	For	For	For
1k	Elect Director Susie Wee	Mgmt	For	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against	Against
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	For
4	Adopt Simple Majority Vote	SH	Against	For	For	For

Johnson Controls International plc

Meeting Date: 03/13/2024 **Country:** Ireland **Ticker:** JCI
Record Date: 01/08/2024 **Meeting Type:** Annual **Meeting ID:** 1817253
Primary Security ID: G51502105

Johnson Controls International plc

Shares Voted: 32,820

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Timothy Archer	Mgmt	For	For	For	For
1b	Elect Director Jean Blackwell	Mgmt	For	For	For	For
1c	Elect Director Pierre Cohade	Mgmt	For	For	For	For
1d	Elect Director W. Roy Dunbar	Mgmt	For	For	For	For
1e	Elect Director Gretchen R. Haggerty	Mgmt	For	For	For	For
1f	Elect Director Ayesha Khanna	Mgmt	For	For	For	For
1g	Elect Director Seetarama (Swamy) Kotagiri	Mgmt	For	For	For	For
1h	Elect Director Simone Menne	Mgmt	For	For	For	For
1i	Elect Director George R. Oliver	Mgmt	For	For	For	For
1j	Elect Director Jurgen Tinggren	Mgmt	For	For	For	For
1k	Elect Director Mark Vergnano	Mgmt	For	For	For	For
1l	Elect Director John D. Young	Mgmt	For	For	For	For
2a	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	For
2b	Authorize Board to Fix Remuneration of Auditors	Mgmt	For	For	For	For
3	Authorize Market Purchases of Company Shares	Mgmt	For	For	For	For
4	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For	For	For
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
6	Approve the Directors' Authority to Allot Shares	Mgmt	For	For	For	For
7	Approve the Disapplication of Statutory Pre-Emption Rights	Mgmt	For	For	For	For

Starbucks Corporation

Meeting Date: 03/13/2024

Country: USA

Ticker: SBUX

Record Date: 01/05/2024

Meeting Type: Annual

Meeting ID: 1829895

Primary Security ID: 855244109

Shares Voted: 55,227

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ritch Allison	Mgmt	For	For	For	For
1b	Elect Director Andy Campion	Mgmt	For	For	For	For
1c	Elect Director Beth Ford	Mgmt	For	For	For	For

Starbucks Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Melody Hobson	Mgmt	For	For	For	For
1e	Elect Director Jorgen Vig Knudstorp	Mgmt	For	For	For	For
1f	Elect Director Neal Mohan	Mgmt	For	For	For	For
1g	Elect Director Satya Nadella	Mgmt	For	For	For	For
1h	Elect Director Laxman Narasimhan	Mgmt	For	For	For	For
1i	Elect Director Daniel Servitje	Mgmt	For	For	For	For
1j	Elect Director Mike Sievert	Mgmt	For	For	For	For
1k	Elect Director Wei Zhang	Mgmt	For	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	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	For
4	Report on Plant-Based Milk Pricing	SH	Against	Against	Against	Against
5	Conduct Audit and Report on Systemic Discrimination	SH	Against	Against	Against	Against
6	Report on Congruency of Company's Privacy and Human Rights Policies with its Actions	SH	Against	Against	Against	Against

TE Connectivity Ltd.

Meeting Date: 03/13/2024

Country: Switzerland

Ticker: TEL

Record Date: 02/22/2024

Meeting Type: Annual

Meeting ID: 1816686

Primary Security ID: H84989104

Shares Voted: 15,021

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jean-Pierre Clamadieu	Mgmt	For	For	For	For
1b	Elect Director Terrence R. Curtin	Mgmt	For	For	For	For
1c	Elect Director Carol A. ("John") Davidson	Mgmt	For	For	For	For
1d	Elect Director Lynn A. Dugle	Mgmt	For	For	For	For
1e	Elect Director William A. Jeffrey	Mgmt	For	For	For	For
1f	Elect Director Syaru Shirley Lin	Mgmt	For	For	For	For
1g	Elect Director Heath A. Mitts	Mgmt	For	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Abhijit Y. Talwalkar	Mgmt	For	For	For	For
1i	Elect Director Mark C. Trudeau	Mgmt	For	For	For	For
1j	Elect Director Dawn C. Willoughby	Mgmt	For	For	For	For
1k	Elect Director Laura H. Wright	Mgmt	For	For	For	For
2	Elect Board Chairman Carol A. ("John") Davidson	Mgmt	For	For	For	For
3a	Elect Abhijit Y. Talwalkar as Member of Management Development and Compensation Committee	Mgmt	For	For	For	For
3b	Elect Mark C. Trudeau as Member of Management Development and Compensation Committee	Mgmt	For	For	For	For
3c	Elect Dawn C. Willoughby as Member of Management Development and Compensation Committee	Mgmt	For	For	For	For
4	Designate Proxy Voting Services GmbH as Independent Proxy	Mgmt	For	For	For	For
5.1	Accept Annual Report for Fiscal Year Ended September 29,2023	Mgmt	For	For	For	For
5.2	Accept Statutory Financial Statements for Fiscal Year Ended September 29,2023	Mgmt	For	For	For	For
5.3	Approve Consolidated Financial Statements for Fiscal Year Ended September 29,2023	Mgmt	For	For	For	For
6	Approve Discharge of Board and Senior Management	Mgmt	For	For	For	For
7.1	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	For
7.2	Ratify Deloitte AG as Swiss Registered Auditors	Mgmt	For	For	For	For
7.3	Ratify PricewaterhouseCoopers AG as Special Auditors	Mgmt	For	For	For	For
8	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
9	Approve Remuneration Report	Mgmt	For	For	For	For
10	Approve Remuneration of Executive Management in the Amount of USD 61.2 million	Mgmt	For	For	For	For
11	Approve Remuneration of Board of Directors in the Amount of USD 3.8 million	Mgmt	For	For	For	For
12	Approve Allocation of Available Earnings at September 29, 2023	Mgmt	For	For	For	For
13	Approve Declaration of Dividend	Mgmt	For	For	For	For
14	Amend Articles to Reflect Changes in Capital	Mgmt	For	For	For	For
15	Approve Reduction in Share Capital via Cancellation of Shares	Mgmt	For	For	For	For

TE Connectivity Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
16.1	Amend Articles Re: General Meeting and Shareholders Matters	Mgmt	For	For	For	For
16.2	Approve Virtual-Only Shareholder Meetings	Mgmt	For	For	For	For
16.3	Amend Articles Re: Board of Directors, Compensation and Mandates	Mgmt	For	For	For	For
17	Authorize Share Repurchase Program	Mgmt	For	For	For	For
18	Approve Omnibus Stock Plan	Mgmt	For	For	For	For

Agilent Technologies, Inc.

Meeting Date: 03/14/2024 **Country:** USA **Ticker:** A
Record Date: 01/23/2024 **Meeting Type:** Annual **Meeting ID:** 1819425
Primary Security ID: 00846U101

Shares Voted: 14,142

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mala Anand	Mgmt	For	For	For	For
1.2	Elect Director Koh Boon Hwee	Mgmt	For	For	For	For
1.3	Elect Director Michael R. McMullen	Mgmt	For	For	For	For
1.4	Elect Director Daniel K. Podolsky	Mgmt	For	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	For
4	Adopt Simple Majority Vote	SH	None	For	For	For

F5, Inc.

Meeting Date: 03/14/2024 **Country:** USA **Ticker:** FFIV
Record Date: 01/08/2024 **Meeting Type:** Annual **Meeting ID:** 1818243
Primary Security ID: 315616102

Shares Voted: 2,861

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marianne N. Budnik	Mgmt	For	For	For	For
1b	Elect Director Elizabeth L. Buse	Mgmt	For	For	For	For
1c	Elect Director Michel Combes	Mgmt	For	For	For	For
1d	Elect Director Michael L. Dreyer	Mgmt	For	For	For	For
1e	Elect Director Tami Erwin	Mgmt	For	For	For	For

F5, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Alan J. Higginson	Mgmt	For	For	For	For
1g	Elect Director Peter S. Klein	Mgmt	For	For	For	For
1h	Elect Director Francois Locoh-Donou	Mgmt	For	For	For	For
1i	Elect Director Nikhil Mehta	Mgmt	For	For	For	For
1j	Elect Director Michael F. Montoya	Mgmt	For	For	For	For
1k	Elect Director Sripada Shivananda	Mgmt	For	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	For

The Cooper Companies, Inc.

Meeting Date: 03/19/2024 **Country:** USA **Ticker:** COO
Record Date: 01/24/2024 **Meeting Type:** Annual **Meeting ID:** 1819545
Primary Security ID: 216648501

Shares Voted: 2,385

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Colleen E. Jay	Mgmt	For	For	For	For
1.2	Elect Director William A. Kozy	Mgmt	For	For	For	For
1.3	Elect Director Lawrence E. Kurzius	Mgmt	For	For	For	For
1.4	Elect Director Cynthia L. Lucchese	Mgmt	For	For	For	For
1.5	Elect Director Teresa S. Madden	Mgmt	For	For	For	For
1.6	Elect Director Maria Rivas	Mgmt	For	For	For	For
1.7	Elect Director Robert S. Weiss	Mgmt	For	For	For	For
1.8	Elect Director Albert G. White, III	Mgmt	For	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For

Keysight Technologies, Inc.

Meeting Date: 03/21/2024 **Country:** USA **Ticker:** KEYS
Record Date: 01/22/2024 **Meeting Type:** Annual **Meeting ID:** 1818489
Primary Security ID: 49338L103

Shares Voted: 8,589

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Charles J. Dockendorff	Mgmt	For	For	For	For
1.2	Elect Director Ronald S. Nersesian	Mgmt	For	For	For	For
1.3	Elect Director Robert A. Rango	Mgmt	For	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For	For
5	Amend Employee Stock Purchase Plan	Mgmt	For	For	For	For
6	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For	For
7	Adopt Simple Majority Vote	SH	Against	For	For	For

APA CORPORATION

Meeting Date: 03/27/2024

Country: USA

Ticker: APA

Record Date: 02/15/2024

Meeting Type: Special

Meeting ID: 1822393

Primary Security ID: 03743Q108

Shares Voted: 14,877

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



Date range covered : 01/01/2024 to 03/31/2024

Zscaler, Inc.

Meeting Date: 01/05/2024 **Country:** USA **Ticker:** ZS
Record Date: 11/13/2023 **Meeting Type:** Annual **Meeting ID:** 1806323
Primary Security ID: 98980G102

Shares Voted: 9,792

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Elect Director Jagtar (Jay) Chaudhry	Mgmt	For	Withhold	Withhold	Withhold
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against	Against

Spirit Realty Capital, Inc.

Meeting Date: 01/19/2024 **Country:** USA **Ticker:** SRC
Record Date: 12/19/2023 **Meeting Type:** Special **Meeting ID:** 1812168
Primary Security ID: 84860W300

Shares Voted: 16,704

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

The Scotts Miracle-Gro Company

Meeting Date: 01/22/2024 **Country:** USA **Ticker:** SMG
Record Date: 11/27/2023 **Meeting Type:** Annual **Meeting ID:** 1811153
Primary Security ID: 810186106

Shares Voted: 4,523

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas N. Kelly, Jr.	Mgmt	For	For	For	For
1b	Elect Director Brian E. Sandoval	Mgmt	For	For	For	For
1c	Elect Director Peter E. Shumlin	Mgmt	For	For	For	For
1d	Elect Director John R. Vines	Mgmt	For	For	For	For

The Scotts Miracle-Gro Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	Against	Against	Against

Ashland Inc.

Meeting Date: 01/23/2024 **Country:** USA **Ticker:** ASH
Record Date: 11/30/2023 **Meeting Type:** Annual **Meeting ID:** 1810311
Primary Security ID: 044186104

Shares Voted: 5,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Steven D. Bishop	Mgmt	For	For	For	For
1.2	Elect Director Sanat Chattopadhyay	Mgmt	For	For	For	For
1.3	Elect Director Suzan F. Harrison	Mgmt	For	For	For	For
1.4	Elect Director Wetteny Joseph	Mgmt	For	For	For	For
1.5	Elect Director Susan L. Main	Mgmt	For	For	For	For
1.6	Elect Director Guillermo Novo	Mgmt	For	For	For	For
1.7	Elect Director Sergio Pedreiro	Mgmt	For	For	For	For
1.8	Elect Director Jerome A. Peribere	Mgmt	For	For	For	For
1.9	Elect Director Janice J. Teal	Mgmt	For	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For

Acuity Brands, Inc.

Meeting Date: 01/24/2024 **Country:** USA **Ticker:** AYI
Record Date: 11/27/2023 **Meeting Type:** Annual **Meeting ID:** 1811313
Primary Security ID: 00508Y102

Shares Voted: 3,489

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Neil M. Ashe	Mgmt	For	For	For	For
1b	Elect Director Marcia J. Avedon, Ph.D.	Mgmt	For	For	For	For
1c	Elect Director W. Patrick Battle	Mgmt	For	For	For	For
1d	Elect Director Michael J. Bender	Mgmt	For	For	For	For

Acuity Brands, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director G. Douglas Dillard, Jr.	Mgmt	For	For	For	For
1f	Elect Director James H. Hance, Jr.	Mgmt	For	For	For	For
1g	Elect Director Maya Leibman	Mgmt	For	For	For	For
1h	Elect Director Laura G. O'Shaughnessy	Mgmt	For	For	For	For
1i	Elect Director Mark J. Sachleben	Mgmt	For	For	For	For
1j	Elect Director Mary A. Winston	Mgmt	For	For	For	For
2	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
5	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	One Year

MSC Industrial Direct Co., Inc.

Meeting Date: 01/24/2024

Country: USA

Ticker: MSM

Record Date: 12/06/2023

Meeting Type: Annual

Meeting ID: 1810848

Primary Security ID: 553530106

Shares Voted: 5,133

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Erik Gershwind	Mgmt	For	For	For	For
1b	Elect Director Louise Goeser	Mgmt	For	For	For	For
1c	Elect Director Mitchell Jacobson	Mgmt	For	For	For	For
1d	Elect Director Michael Kaufmann	Mgmt	For	For	For	For
1e	Elect Director Steven Paladino	Mgmt	For	For	For	For
1f	Elect Director Philip Peller	Mgmt	For	For	For	For
1g	Elect Director Rahquel Purcell	Mgmt	For	For	For	For
1h	Elect Director Rudina Seleri	Mgmt	For	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	One Year

Woodward, Inc.

Meeting Date: 01/24/2024

Country: USA

Ticker: WWD

Record Date: 11/27/2023

Meeting Type: Annual

Meeting ID: 1809871

Primary Security ID: 980745103

Shares Voted: 6,610

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Charles P. Blankenship, Jr.	Mgmt	For	For	For	For
1.2	Elect Director John D. Cohn	Mgmt	For	For	For	For
1.3	Elect Director Daniel G. Korte	Mgmt	For	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	For

Jabil Inc.

Meeting Date: 01/25/2024

Country: USA

Ticker: JBL

Record Date: 11/30/2023

Meeting Type: Annual

Meeting ID: 1810718

Primary Security ID: 466313103

Shares Voted: 14,259

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anousheh Ansari	Mgmt	For	For	For	For
1b	Elect Director Christopher S. Holland	Mgmt	For	For	For	For
1c	Elect Director Mark T. Mondello	Mgmt	For	For	For	For
1d	Elect Director John C. Plant	Mgmt	For	For	For	For
1e	Elect Director Steven A. Raymund	Mgmt	For	For	For	For
1f	Elect Director James Siminoff	Mgmt	For	For	For	For
1g	Elect Director David M. Stout	Mgmt	For	For	For	For
1h	Elect Director N.V. "Tiger" Tyagarajan	Mgmt	For	For	For	For
1i	Elect Director Kathleen A. Walters	Mgmt	For	For	For	For
1j	Elect Director Kenneth S. Wilson	Mgmt	For	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	One Year
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For	For

Post Holdings, Inc.

Meeting Date: 01/25/2024

Country: USA

Ticker: POST

Record Date: 11/27/2023

Meeting Type: Annual

Meeting ID: 1810045

Primary Security ID: 737446104

Shares Voted: 6,050

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director William P. Stirtz	Mgmt	For	For	For	For
1.2	Elect Director Thomas C. Erb	Mgmt	For	For	For	For
1.3	Elect Director Jennifer Kuperman	Mgmt	For	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
4	Declassify the Board of Directors	Mgmt	For	For	For	For

Valvoline Inc.

Meeting Date: 01/25/2024

Country: USA

Ticker: VVV

Record Date: 12/01/2023

Meeting Type: Annual

Meeting ID: 1811498

Primary Security ID: 92047W101

Shares Voted: 18,488

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gerald W. Evans, Jr.	Mgmt	For	For	For	For
1b	Elect Director Lori A. Flees	Mgmt	For	For	For	For
1c	Elect Director Richard J. Freeland	Mgmt	For	For	For	For
1d	Elect Director Carol H. Kruse	Mgmt	For	For	For	For
1e	Elect Director Vada O. Manager	Mgmt	For	For	For	For
1f	Elect Director Patrick S. Pacious	Mgmt	For	For	For	For
1g	Elect Director Jennifer L. Slater	Mgmt	For	For	For	For
1h	Elect Director Charles M. Sonstebly	Mgmt	For	For	For	For
1i	Elect Director Mary J. Twinem	Mgmt	For	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For

UGI Corporation

Meeting Date: 01/26/2024

Country: USA

Ticker: UGI

Record Date: 11/20/2023

Meeting Type: Annual

Meeting ID: 1811253

Primary Security ID: 902681105

Shares Voted: 23,340

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mario Longhi	Mgmt	For	For	For	For
1b	Elect Director M. Shawn Bort	Mgmt	For	For	For	For
1c	Elect Director Theodore A. Dosch	Mgmt	For	For	For	For
1d	Elect Director Alan N. Harris	Mgmt	For	For	For	For
1e	Elect Director William J. Marrazzo	Mgmt	For	For	For	For
1f	Elect Director Cindy J. Miller	Mgmt	For	For	For	For
1g	Elect Director Roger Perreault - Withdrawn	Mgmt				
1h	Elect Director Kelly A. Romano	Mgmt	For	For	For	For
1i	Elect Director Santiago Seage	Mgmt	For	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	For

Aramark

Meeting Date: 01/30/2024

Country: USA

Ticker: ARMK

Record Date: 12/08/2023

Meeting Type: Annual

Meeting ID: 1812634

Primary Security ID: 03852U106

Shares Voted: 26,414

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Susan M. Cameron	Mgmt	For	For	For	For
1b	Elect Director Greg Creed	Mgmt	For	For	For	For
1c	Elect Director Brian M. DelGhiaccio	Mgmt	For	For	For	For
1d	Elect Director Bridgette P. Heller	Mgmt	For	For	For	For
1e	Elect Director Kenneth M. Keverian	Mgmt	For	For	For	For
1f	Elect Director Karen M. King	Mgmt	For	For	For	For
1g	Elect Director Patricia E. Lopez	Mgmt	For	For	For	For
1h	Elect Director Stephen I. Sadove	Mgmt	For	For	For	For
1i	Elect Director Kevin G. Wills	Mgmt	For	For	For	For
1j	Elect Director John J. Zillmer	Mgmt	For	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For

Azenta, Inc.

Meeting Date: 01/30/2024

Country: USA

Ticker: AZTA

Record Date: 12/07/2023

Meeting Type: Annual

Meeting ID: 1811629

Primary Security ID: 114340102

Shares Voted: 7,172

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Edward P. Bousa	Mgmt	For	For	For	For
1.2	Elect Director Frank E. Casal	Mgmt	For	For	For	For
1.3	Elect Director Robyn C. Davis	Mgmt	For	For	For	For
1.4	Elect Director Didier Hirsch	Mgmt	For	For	For	For
1.5	Elect Director Martin Madaus	Mgmt	For	For	For	For
1.6	Elect Director Erica J. McLaughlin	Mgmt	For	For	For	For
1.7	Elect Director Tina S. Nova	Mgmt	For	For	For	For
1.8	Elect Director Michael Rosenblatt	Mgmt	For	For	For	For
1.9	Elect Director Stephen S. Schwartz	Mgmt	For	For	For	For
1.10	Elect Director Ellen M. Zane *Withdrawn*	Mgmt				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	For

Amdocs Limited

Meeting Date: 02/02/2024

Country: Guernsey

Ticker: DOX

Record Date: 12/04/2023

Meeting Type: Annual

Meeting ID: 1812612

Primary Security ID: G02602103

Shares Voted: 13,293

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Eli Gelman	Mgmt	For	For	For	For
1.2	Elect Director Robert A. Minicucci	Mgmt	For	For	For	For
1.3	Elect Director Adrian Gardner	Mgmt	For	For	For	For
1.4	Elect Director Richard T.C. LeFave	Mgmt	For	For	For	For
1.5	Elect Director Rafael de la Vega	Mgmt	For	For	For	For
1.6	Elect Director John A. MacDonald	Mgmt	For	For	For	For
1.7	Elect Director Yvette Kanouff	Mgmt	For	For	For	For
1.8	Elect Director Sarah Ruth Davis	Mgmt	For	For	For	For

Amdocs Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director Amos Genish	Mgmt	For	For	For	For
1.10	Elect Director Shuky Sheffer	Mgmt	For	For	For	For
2	Amend Omnibus Stock Plan	Mgmt	For	For	For	For
3	Approve an Increase in the Quarterly Cash Dividend Rate	Mgmt	For	For	For	For
4	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	For
5	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	For

Dolby Laboratories, Inc.

Meeting Date: 02/06/2024 **Country:** USA **Ticker:** DLB
Record Date: 12/08/2023 **Meeting Type:** Annual **Meeting ID:** 1812764
Primary Security ID: 25659T107

Shares Voted: 6,616

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kevin Yeaman	Mgmt	For	For	For	For
1.2	Elect Director Peter Gotcher	Mgmt	For	Withhold	Withhold	Withhold
1.3	Elect Director David Dolby	Mgmt	For	Withhold	Withhold	Withhold
1.4	Elect Director Tony Prophet	Mgmt	For	Withhold	Withhold	Withhold
1.5	Elect Director Emily Rollins	Mgmt	For	For	For	For
1.6	Elect Director Simon Segars	Mgmt	For	Withhold	Withhold	Withhold
1.7	Elect Director Anjali Sud	Mgmt	For	For	For	For
1.8	Elect Director Avadis Tevanian, Jr.	Mgmt	For	Withhold	Withhold	Withhold
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
3	Approve Advance Notice Requirement for Director Nominations	Mgmt	For	For	For	For
4	Adopt the Jurisdiction of Incorporation as the Exclusive Forum for Certain Disputes	Mgmt	For	For	For	For
5	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	For

Berry Global Group, Inc.

Meeting Date: 02/14/2024 **Country:** USA **Ticker:** BERY
Record Date: 12/27/2023 **Meeting Type:** Annual **Meeting ID:** 1814645
Primary Security ID: 08579W103

Shares Voted: 14,130

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director B. Evan Bayh	Mgmt	For	For	For	For
1b	Elect Director Jonathan F. Foster	Mgmt	For	For	For	For
1c	Elect Director Meredith R. Harper	Mgmt	For	For	For	For
1d	Elect Director Idalene F. Kesner	Mgmt	For	For	For	For
1e	Elect Director Kevin J. Kwilinski	Mgmt	For	For	For	For
1f	Elect Director Jill A. Rahman	Mgmt	For	For	For	For
1g	Elect Director Carl J. (Rick) Rickertsen	Mgmt	For	For	For	For
1h	Elect Director Chaney M. Sheffield, Jr.	Mgmt	For	For	For	For
1i	Elect Director Robert A. Steele	Mgmt	For	For	For	For
1j	Elect Director Stephen E. Sterrett	Mgmt	For	For	For	For
1k	Elect Director Peter T. Thomas	Mgmt	For	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
4	Amend Certificate of Incorporation to Include Officer Exculpation	Mgmt	For	For	For	For
5	Amend Exclusive Forum Provision	Mgmt	For	For	For	For

TFS Financial Corporation

Meeting Date: 02/22/2024

Country: USA

Ticker: TFSL

Record Date: 12/27/2023

Meeting Type: Annual

Meeting ID: 1815338

Primary Security ID: 87240R107

Shares Voted: 5,834

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Barbara J. Anderson	Mgmt	For	For	For	For
1b	Elect Director Anthony J. Asher	Mgmt	For	For	For	For
1c	Elect Director Meredith S. Weil	Mgmt	For	Against	Against	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against	Against
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	For

Tetra Tech, Inc.

Meeting Date: 02/29/2024

Country: USA

Ticker: TTEK

Record Date: 01/02/2024

Meeting Type: Annual

Meeting ID: 1816941

Primary Security ID: 88162G103

Shares Voted: 6,280

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Dan L. Batrack	Mgmt	For	For	For	For
1B	Elect Director Gary R. Birkenbeuel	Mgmt	For	For	For	For
1C	Elect Director Prashant Gandhi	Mgmt	For	For	For	For
1D	Elect Director Joanne M. Maguire	Mgmt	For	For	For	For
1E	Elect Director Christiana Obiaya	Mgmt	For	For	For	For
1F	Elect Director Kimberly E. Ritrievi	Mgmt	For	For	For	For
1G	Elect Director Kirsten M. Volpi	Mgmt	For	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	For

The AZEK Company Inc.

Meeting Date: 03/01/2024

Country: USA

Ticker: AZEK

Record Date: 01/12/2024

Meeting Type: Annual

Meeting ID: 1816946

Primary Security ID: 05478C105

Shares Voted: 15,641

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Sallie B. Bailey	Mgmt	For	For	For	For
1.2	Elect Director Pamela Edwards	Mgmt	For	For	For	For
1.3	Elect Director Howard Heckes	Mgmt	For	For	For	For
1.4	Elect Director Gary Hendrickson	Mgmt	For	For	For	For
1.5	Elect Director Vernon J. Nagel	Mgmt	For	For	For	For
1.6	Elect Director Harmit Singh	Mgmt	For	For	For	For
1.7	Elect Director Jesse Singh	Mgmt	For	For	For	For
1.8	Elect Director Fiona Tan	Mgmt	For	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against	Against

National Fuel Gas Company

Meeting Date: 03/08/2024

Country: USA

Ticker: NFG

Record Date: 01/08/2024

Meeting Type: Annual

Meeting ID: 1817247

Primary Security ID: 636180101

Shares Voted: 10,529

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David H. Anderson	Mgmt	For	For	For	For
1.2	Elect Director David P. Bauer	Mgmt	For	For	For	For
1.3	Elect Director Barbara M. Baumann	Mgmt	For	For	For	For
1.4	Elect Director David C. Carroll	Mgmt	For	For	For	For
1.5	Elect Director Steven C. Finch	Mgmt	For	For	For	For
1.6	Elect Director Joseph N. Jaggars	Mgmt	For	For	For	For
1.7	Elect Director Rebecca Ranich	Mgmt	For	For	For	For
1.8	Elect Director Jeffrey W. Shaw	Mgmt	For	For	For	For
1.9	Elect Director Thomas E. Skains	Mgmt	For	For	For	For
1.10	Elect Director David F. Smith	Mgmt	For	For	For	For
1.11	Elect Director Ronald J. Tanski	Mgmt	For	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	For

Karuna Therapeutics, Inc.

Meeting Date: 03/12/2024

Country: USA

Ticker: KRTX

Record Date: 01/26/2024

Meeting Type: Special

Meeting ID: 1819874

Primary Security ID: 48576A100

Shares Voted: 4,241

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

Toll Brothers, Inc.

Meeting Date: 03/12/2024

Country: USA

Ticker: TOL

Record Date: 01/18/2024

Meeting Type: Annual

Meeting ID: 1819110

Primary Security ID: 889478103

Toll Brothers, Inc.

Shares Voted: 12,705

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

Alteryx, Inc.

Meeting Date: 03/13/2024

Country: USA

Ticker: AYX

Record Date: 01/31/2024

Meeting Type: Special

Meeting ID: 1821040

Primary Security ID: 02156B103

Shares Voted: 6,118

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

HEICO Corporation

Meeting Date: 03/15/2024

Country: USA

Ticker: HEI

Record Date: 01/19/2024

Meeting Type: Annual

Meeting ID: 1819496

Primary Security ID: 422806109

Shares Voted: 9,666

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Thomas M. Culligan	Mgmt	For	For	For	For

HEICO Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Carol F. Fine	Mgmt	For	For	For	For
1.3	Elect Director Adolfo Henriques	Mgmt	For	For	For	For
1.4	Elect Director Mark H. Hildebrandt	Mgmt	For	Against	Against	Against
1.5	Elect Director Eric A. Mendelson	Mgmt	For	For	For	For
1.6	Elect Director Laurans A. Mendelson	Mgmt	For	For	For	For
1.7	Elect Director Victor H. Mendelson	Mgmt	For	For	For	For
1.8	Elect Director Julie Neitzel	Mgmt	For	For	For	For
1.9	Elect Director Alan Schriesheim	Mgmt	For	Against	Against	Against
1.10	Elect Director Frank J. Schwitter	Mgmt	For	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against	Against
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	For

AECOM

Meeting Date: 03/19/2024

Country: USA

Ticker: ACM

Record Date: 01/19/2024

Meeting Type: Annual

Meeting ID: 1818503

Primary Security ID: 00766T100

Shares Voted: 15,574

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Bradley W. Buss	Mgmt	For	For	For	For
1.2	Elect Director Lydia H. Kennard	Mgmt	For	For	For	For
1.3	Elect Director Derek J. Kerr	Mgmt	For	For	For	For
1.4	Elect Director Kristy Pipes	Mgmt	For	For	For	For
1.5	Elect Director Troy Rudd	Mgmt	For	For	For	For
1.6	Elect Director Douglas W. Stotlar	Mgmt	For	For	For	For
1.7	Elect Director Daniel R. Tishman	Mgmt	For	For	For	For
1.8	Elect Director Sander van't Noordende	Mgmt	For	For	For	For
1.9	Elect Director Janet C. Wolfenbarger	Mgmt	For	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For

The Toro Company

Meeting Date: 03/19/2024

Country: USA

Ticker: TTC

Record Date: 01/22/2024

Meeting Type: Annual

Meeting ID: 1820056

Primary Security ID: 891092108

Shares Voted: 12,337

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Gary L. Ellis	Mgmt	For	For	For	For
1.2	Elect Director Jill M. Pemberton	Mgmt	For	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For

TD SYNEX Corporation

Meeting Date: 03/20/2024

Country: USA

Ticker: SNX

Record Date: 01/22/2024

Meeting Type: Annual

Meeting ID: 1819839

Primary Security ID: 87162W100

Shares Voted: 6,249

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ann Vezina	Mgmt	For	For	For	For
1.2	Elect Director Robert Kalsow-Ramos	Mgmt	For	For	For	For
1.3	Elect Director Richard Hume	Mgmt	For	For	For	For
1.4	Elect Director Kathleen Crusco	Mgmt	For	For	For	For
1.5	Elect Director Ting Herh	Mgmt	For	For	For	For
1.6	Elect Director Hau Lee	Mgmt	For	For	For	For
1.7	Elect Director Nayaki Nayyar	Mgmt	For	For	For	For
1.8	Elect Director Matthew Nord	Mgmt	For	For	For	For
1.9	Elect Director Dennis Polk	Mgmt	For	For	For	For
1.10	Elect Director Claude Pumilia	Mgmt	For	For	For	For
1.11	Elect Director Merline Saintil	Mgmt	For	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For
3	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For	For	For
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	For
5	Adopt Simple Majority Vote	SH	Against	For	For	For

Ciena Corporation

Meeting Date: 03/21/2024

Country: USA

Ticker: CIEN

Record Date: 01/22/2024

Meeting Type: Annual

Meeting ID: 1820681

Primary Security ID: 171779309

Shares Voted: 17,578

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Hassan M. Ahmed	Mgmt	For	For	For	For
1b	Elect Director Bruce L. Clafin	Mgmt	For	For	For	For
1c	Elect Director Patrick T. Gallagher	Mgmt	For	For	For	For
1d	Elect Director T. Michael Nevens	Mgmt	For	For	For	For
1e	Elect Director Mary G. Puma	Mgmt	For	For	For	For
2	Amend Omnibus Stock Plan	Mgmt	For	For	For	For
3	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	For	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	For
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For

Concentrix Corporation

Meeting Date: 03/21/2024

Country: USA

Ticker: CNXC

Record Date: 01/26/2024

Meeting Type: Annual

Meeting ID: 1820786

Primary Security ID: 20602D101

Shares Voted: 5,199

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Chris Caldwell	Mgmt	For	For	For	For
1b	Elect Director Teh-Chien Chou	Mgmt	For	For	For	For
1c	Elect Director LaVerne H. Council	Mgmt	For	For	For	For
1d	Elect Director Jennifer Deason	Mgmt	For	For	For	For
1e	Elect Director Olivier Duha	Mgmt	For	For	For	For
1f	Elect Director Nicolas Gheysens	Mgmt	For	For	For	For
1g	Elect Director Kathryn Hayley	Mgmt	For	For	For	For
1h	Elect Director Kathryn Marinello	Mgmt	For	For	For	For
1i	Elect Director Dennis Polk	Mgmt	For	For	For	For
1j	Elect Director Ann Vezina	Mgmt	For	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	For

Jefferies Financial Group Inc.

Meeting Date: 03/28/2024

Country: USA

Ticker: JEF

Record Date: 01/29/2024

Meeting Type: Annual

Meeting ID: 1822533

Primary Security ID: 47233W109

Shares Voted: 17,804

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Linda L. Adamany	Mgmt	For	For	For	For
1b	Elect Director Robert D. Beyer	Mgmt	For	Against	Against	Against
1c	Elect Director Matrice Ellis Kirk	Mgmt	For	For	For	For
1d	Elect Director Brian P. Friedman	Mgmt	For	For	For	For
1e	Elect Director MaryAnne Gilmartin	Mgmt	For	Against	Against	Against
1f	Elect Director Richard B. Handler	Mgmt	For	For	For	For
1g	Elect Director Thomas W. Jones	Mgmt	For	For	For	For
1h	Elect Director Jacob M. Katz	Mgmt	For	For	For	For
1i	Elect Director Michael T. O'Kane	Mgmt	For	Against	Against	Against
1j	Elect Director Joseph S. Steinberg	Mgmt	For	For	For	For
1k	Elect Director Melissa V. Weiler	Mgmt	For	Against	Against	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against	Against
3	Amend Omnibus Stock Plan	Mgmt	For	For	For	For
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	For