

Global Voting Record



FORBO HOLDING AG

Meeting: Annual 4/1/21 Switzerland

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Discharge of Board and Senior Management	For	For
Mgmt	3	Approve Allocation of Income and Dividends of CHF 20.00 per Share	For	For
Mgmt	4.1	Approve Remuneration Report	For	For
Mgmt	4.2	Approve Remuneration of Directors in the Amount of CHF 4.6 Million	For	For
Mgmt	4.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.5 Million	For	For
Mgmt	4.4	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 150 000	For	For
Mgmt	4.5	Approve Long-Term Remuneration of Executive Committee in the Amount of CHF 500 000	For	For
Mgmt	5.1	<p>Reelect This Schneider as Director and Board Chairman Voter Rationale: Board elections (Items 5.1-5.6)Votes AGAINST the non-independent nominees: This Schneider, Peter Altorfer, Michael Pieper, and Vincent Studer are warranted because of the failure to establish a sufficiently independent board.Votes AGAINST Peter Altorfer and Vincent Studer are further warranted due to the failure to establish a majority independent audit committee and because Studer is currently the chair of the audit committee.Votes FOR the independent nominees, Claudia Coninx-Kaczynski and Reto Mueller, are warranted as their presence increases the independence of the board.Compensation committee elections (Items 6.1-6.3)Votes AGAINST the non-independent nominees, Peter Altorfer and Michael Pieper, are warranted because their elections to the board do not warrant support.A vote FOR Claudia Coninx-Kaczynski is warranted due to a lack of concerns.</p> <p>Reelect Peter Altorfer as Director Voter Rationale: Board elections (Items 5.1-5.6)Votes AGAINST the non-independent nominees: This Schneider, Peter Altorfer, Michael Pieper, and Vincent Studer are warranted because of the failure to establish a sufficiently independent board.Votes AGAINST Peter Altorfer and Vincent Studer are further warranted due to the failure to establish a majority independent audit committee and because Studer is currently the chair of the audit committee.Votes FOR the independent nominees, Claudia Coninx-Kaczynski and Reto Mueller, are warranted as their presence increases the independence of the board.Compensation committee elections (Items 6.1-6.3)Votes AGAINST the non-independent nominees, Peter Altorfer and Michael Pieper, are warranted because their elections to the board do not warrant support.A vote FOR Claudia Coninx-Kaczynski is warranted due to a lack of concerns.</p>	For	Against
Mgmt	5.2	<p>Reelect Peter Altorfer as Director Voter Rationale: Board elections (Items 5.1-5.6)Votes AGAINST the non-independent nominees: This Schneider, Peter Altorfer, Michael Pieper, and Vincent Studer are warranted because of the failure to establish a sufficiently independent board.Votes AGAINST Peter Altorfer and Vincent Studer are further warranted due to the failure to establish a majority independent audit committee and because Studer is currently the chair of the audit committee.Votes FOR the independent nominees, Claudia Coninx-Kaczynski and Reto Mueller, are warranted as their presence increases the independence of the board.Compensation committee elections (Items 6.1-6.3)Votes AGAINST the non-independent nominees, Peter Altorfer and Michael Pieper, are warranted because their elections to the board do not warrant support.A vote FOR Claudia Coninx-Kaczynski is warranted due to a lack of concerns.</p>	For	Against

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Mgmt	5.3	<p>Reelect Michael Pieper as Director Voter Rationale: Board elections (Items 5.1-5.6)Votes AGAINST the non-independent nominees: This Schneider, Peter Altorfer, Michael Pieper, and Vincent Studer are warranted because of the failure to establish a sufficiently independent board.Votes AGAINST Peter Altorfer and Vincent Studer are further warranted due to the failure to establish a majority independent audit committee and because Studer is currently the chair of the audit committee.Votes FOR the independent nominees, Claudia Coninx-Kaczynski and Reto Mueller, are warranted as their presence increases the independence of the board.Compensation committee elections (Items 6.1-6.3)Votes AGAINST the non-independent nominees, Peter Altorfer and Michael Pieper, are warranted because their elections to the board do not warrant support.A vote FOR Claudia Coninx-Kaczynski is warranted due to a lack of concerns.</p>	For	Against
Mgmt	5.4	Reelect Claudia Coninx-Kaczynski as Director	For	For
Mgmt	5.5	Reelect Reto Mueller as Director	For	For
Mgmt	5.6	<p>Reelect Vincent Studer as Director Voter Rationale: Board elections (Items 5.1-5.6)Votes AGAINST the non-independent nominees: This Schneider, Peter Altorfer, Michael Pieper, and Vincent Studer are warranted because of the failure to establish a sufficiently independent board.Votes AGAINST Peter Altorfer and Vincent Studer are further warranted due to the failure to establish a majority independent audit committee and because Studer is currently the chair of the audit committee.Votes FOR the independent nominees, Claudia Coninx-Kaczynski and Reto Mueller, are warranted as their presence increases the independence of the board.Compensation committee elections (Items 6.1-6.3)Votes AGAINST the non-independent nominees, Peter Altorfer and Michael Pieper, are warranted because their elections to the board do not warrant support.A vote FOR Claudia Coninx-Kaczynski is warranted due to a lack of concerns.</p>	For	Against
Mgmt	6.1	<p>Reappoint Peter Altorfer as Member of the Compensation Committee Voter Rationale: Board elections (Items 5.1-5.6)Votes AGAINST the non-independent nominees: This Schneider, Peter Altorfer, Michael Pieper, and Vincent Studer are warranted because of the failure to establish a sufficiently independent board.Votes AGAINST Peter Altorfer and Vincent Studer are further warranted due to the failure to establish a majority independent audit committee and because Studer is currently the chair of the audit committee.Votes FOR the independent nominees, Claudia Coninx-Kaczynski and Reto Mueller, are warranted as their presence increases the independence of the board.Compensation committee elections (Items 6.1-6.3)Votes AGAINST the non-independent nominees, Peter Altorfer and Michael Pieper, are warranted because their elections to the board do not warrant support.A vote FOR Claudia Coninx-Kaczynski is warranted due to a lack of concerns.</p>	For	Against
Mgmt	6.2	Reappoint Claudia Coninx-Kaczynski as Member of the Compensation Committee	For	For
Mgmt	6.3	<p>Reappoint Michael Pieper as Member of the Compensation Committee Voter Rationale: Board elections (Items 5.1-5.6)Votes AGAINST the non-independent nominees: This Schneider, Peter Altorfer, Michael Pieper, and Vincent Studer are warranted because of the failure to establish a sufficiently independent board.Votes AGAINST Peter Altorfer and Vincent Studer are further warranted due to the failure to establish a majority independent audit committee and because Studer is currently the chair of the audit committee.Votes FOR the independent nominees, Claudia Coninx-Kaczynski and Reto Mueller, are warranted as their presence increases the independence of the board.Compensation committee elections (Items 6.1-6.3)Votes AGAINST the non-independent nominees, Peter Altorfer and Michael Pieper, are warranted because their elections to the board do not warrant support.A vote FOR Claudia Coninx-Kaczynski is warranted due to a lack of concerns.</p>	For	Against
Mgmt	7	Ratify KPMG AG as Auditors	For	For
Mgmt	8	Designate Rene Peyer as Independent Proxy	For	For

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Mgmt	9	Transact Other Business (Voting) Voter Rationale: A vote AGAINST is warranted because:* This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and* The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.	For	Against
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TARC LTD.

Meeting: Special		4/1/21	India		
Proposal Type	Proposal	Description		MRec	Vote
Mgmt	1	Change Company Name and Amend Memorandum and Articles of Association		For	For
Mgmt	2	Approve Shifting of Registered Office of the Company and Amend Memorandum of Association		For	For
Mgmt	3	Amend Object Clause of Memorandum of Association		For	For
Mgmt	4	Approve Appointment of Amar Sarin as Managing Director and Chief Executive Officer		For	For

GLOBANT SA

Meeting: Annual		4/2/21	Luxembourg		
Proposal Type	Proposal	Description	MRec	Vote	
Mgmt	1	Receive Board's and Auditor's Reports		Non Voting	
Mgmt	2	Approve Consolidated Financial Statements and Statutory Reports	For	For	
Mgmt	3	Approve Financial Statements	For	For	
Mgmt	4	Approve Allocation of Loss	For	For	
Mgmt	5	Approve Discharge of Directors	For	For	
Mgmt	6	Approve Remuneration of Directors	For	For	
Mgmt	7	Appoint PricewaterhouseCoopers Societe Cooperative as Auditor for Annual Accounts and EU IFRS Consolidated Accounts	For	For	
Mgmt	8	Appoint Price Waterhouse & Co. S.R.L. as Auditor for IFRS Consolidated Accounts	For	For	
Mgmt	9	Reelect Martin Migoya as Director Voter Rationale: VOTE RECOMMENDATIONA vote FOR the (re) elections of Philip Odeen, Richard Haythornthwaite, and Maria Pinelli is warranted because:* The nominees are elected for a period not exceeding four years;* The candidates appear to possess the necessary qualifications for board membership; and* Sufficient independent among its members.A vote AGAINST the reelection of Martin Migoya, under Item 9 is warranted, because the company is not compliant with the chair/CEO policy, and more specifically:* The company has not stated the joint chairman/CEO structure would be abandoned in the near future;* The nominee is serving for a full three-year term, not on an interim basis; and* There is no disclosure on CEO succession planning at this time.BACKGROUND INFORMATION	For	Against	
Mgmt	10	Reelect Philip Odeen as Director	For	For	
Mgmt	11	Reelect Richard Haythornthwaite as Director	For	For	
Mgmt	12	Elect Maria Pinelli as Director	For	For	
Mgmt	13	Approve Globant S.A. 2021 Employee Stock Purchase Plan	For	For	

SRI TRANG GLOVES (THAILAND) PUBLIC CO. LTD.

Meeting: Annual		4/2/21	Thailand		
Proposal Type	Proposal	Description	MRec	Vote	
Mgmt	1	Approve Minutes of Previous Meeting	For	For	
Mgmt	2	Acknowledge Performance Results and Approve Financial Statements	For	For	
Mgmt	3	Approve Allocation of Income and Dividend Payment	For	For	
Mgmt	4.1	Elect Weerakorn Ongsakul as Director	For	For	
Mgmt	4.2	Elect Viyavood Sincharoenkul as Director	For	For	
Mgmt	4.3	Elect Thanawan Sa-ngiamsak as Director	For	For	
Mgmt	4.4	Elect Chia Chee Ping as Director	For	For	
Mgmt	5	Approve Remuneration of Directors	For	For	
Mgmt	6	Approve EY Office Company Limited as Auditors and Authorize Board to Fix Their Remuneration	For	For	
Mgmt	7	Approve Issuance and Offering of Debentures	For	For	
Mgmt	8	Other Business Voter Rationale: A vote AGAINST this resolution is warranted given the lack of information.	For	Against	

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BROADCOM INC.

Meeting: Annual 4/5/21 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Diane M. Bryant	For	For
Mgmt	1b	Elect Director Gayla J. Delly	For	For
Mgmt	1c	Elect Director Raul J. Fernandez	For	For
Mgmt	1d	Elect Director Eddy W. Hartenstein	For	For
Mgmt	1e	Elect Director Check Kian Low	For	For
Mgmt	1f	Elect Director Justine F. Page	For	For
Mgmt	1g	Elect Director Henry Samueli	For	For
Mgmt	1h	Elect Director Hock E. Tan	For	For
Mgmt	1i	Elect Director Harry L. You	For	For
Mgmt	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
Mgmt	3	Amend Omnibus Stock Plan Voter Rationale: We decided to vote against this, as the cost of this proposal is deemed excessive.	For	Against
Mgmt	4	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

INMODE LTD.

Meeting: Annual 4/5/21 Israel

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Reelect Michael Anghel as Director	For	For
Mgmt	2	Reelect Bruce Mann as Director	For	For
Mgmt	3	Reappoint Kesselman & Kesselman as Auditors	For	For
Mgmt	4	Approve Grant of RSUs to Michael Anghel Bruce Mann and Hadar Ron Voter Rationale: A vote AGAINST this proposal is warranted because the resulting potential level of dilution (17.02 percent) exceeds recommended guidelines.	For	Against

PTT GLOBAL CHEMICAL PLC

Meeting: Annual 4/5/21 Thailand

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Financial Statements Acknowledge Operating Results and Recommendation for the Company's Business Plan	For	For
Mgmt	2	Approve Allocation of Income and Dividend Payment	For	For
Mgmt	3.1	Elect Piyasvasti Amranand as Director	For	For
Mgmt	3.2	Elect Somkit Lertpaithoon as Director	For	For
Mgmt	3.3	Elect Pakorn Nilrapunt as Director	For	For
Mgmt	3.4	Elect Nithi Chungcharoen as Director	For	For
Mgmt	3.5	Elect Disathat Panyarachun as Director	For	For
Mgmt	4	Approve Remuneration of Directors	For	For
Mgmt	5	Approve Deloitte Touche Tohmatsu Jaiyos Audit Company Limited as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	6	Other Business Voter Rationale: A vote AGAINST this resolution is warranted given the lack of information.	For	Against

THAI UNION GROUP PUBLIC CO. LTD.Meeting: **Annual** **4/5/21** **Thailand**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Minutes of Previous Meeting	For	For
Mgmt	2	Acknowledge Annual Report and Operational Results		Non Voting
Mgmt	3	Approve Financial Statements and Statutory Reports	For	For
Mgmt	4	Approve Allocation of Income	For	For
Mgmt	5.1	Elect Kraisor Chansiri as Director	For	For
Mgmt	5.2	Elect Rittirong Boonmechote as Director	For	For
Mgmt	5.3	Elect Kirati Assakul as Director	For	For
Mgmt	5.4	Elect Ravinder Singh Grewal Sarbjit S as Director	For	For
Mgmt	6	Approve Remuneration and Bonus of Directors	For	For
Mgmt	7	Approve Price Water House Coopers ABAS Limited as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	8	Amend Memorandum of Association Re: Company's Business Objectives	For	For
Mgmt	9	Approve Offering of New Ordinary Shares of Thai Union Feedmill PCL to Its Directors Executives and Employees	For	For
Mgmt	10	Other Business		Non Voting

D/S NORDEN A/SMeeting: **Special** **4/6/21** **Denmark**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve DKK 1.5 Million Reduction in Share Capital via Share Cancellation	For	For

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ACC LIMITED

Meeting: Annual 4/7/21 India

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Dividend	For	For
Mgmt	3	<p>Reelect Jan Jenisch as Director Voter Rationale: A vote AGAINST all the nominees is warranted because:* The board independence norms are not met (after re-classification of two independent directors), and Jan Jenisch, Narotam Sekhsaria, and Managalam Kumar are all non-independent director nominees.* Jan Jenisch has failed to attend at least 75% of board meetings in the most recent three fiscal years, without a satisfactory explanation.</p>	For	Against
Mgmt	4	<p>Reelect Narotam Sekhsaria as Director Voter Rationale: A vote AGAINST all the nominees is warranted because:* The board independence norms are not met (after re-classification of two independent directors), and Jan Jenisch, Narotam Sekhsaria, and Managalam Kumar are all non-independent director nominees.* Jan Jenisch has failed to attend at least 75% of board meetings in the most recent three fiscal years, without a satisfactory explanation.</p>	For	Against
Mgmt	5	<p>Elect M. R. Kumar as Director Voter Rationale: A vote AGAINST all the nominees is warranted because:* The board independence norms are not met (after re-classification of two independent directors), and Jan Jenisch, Narotam Sekhsaria, and Managalam Kumar are all non-independent director nominees.* Jan Jenisch has failed to attend at least 75% of board meetings in the most recent three fiscal years, without a satisfactory explanation.</p>	For	Against
Mgmt	6	Approve Remuneration of Cost Auditors	For	For

ADVANCED MICRO DEVICES INC.

Meeting: Special 4/7/21 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Issue Shares in Connection with Merger	For	For
Mgmt	2	Adjourn Meeting	For	For

SIAM GLOBAL HOUSE PUBLIC CO. LTD.Meeting: **Annual** **4/7/21** **Thailand**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Minutes of Previous Meeting	For	For
Mgmt	2	Acknowledge Operating Results and Approve Financial Statements	For	For
Mgmt	3	Approve Allocation of Income and Dividend Payment	For	For
Mgmt	4	Approve Reduction in Registered Capital and Amend Memorandum of Association to Reflect Reduction in Registered Capital	For	For
Mgmt	5	Approve Increase in Registered Capital and Amend Memorandum of Association to Reflect Increase in Registered Capital	For	For
Mgmt	6	Approve Allocation of Ordinary Shares to Support Stock Dividend Payment	For	For
Mgmt	7	Approve M&R Associates Co. Ltd. as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	8.1	Elect Apisit Rujikeatkamjorn as Director	For	For
Mgmt	8.2	Elect Nithi Patarachoke as Director	For	For
Mgmt	8.3	Elect Bunn Kasemsup as Director	For	For
Mgmt	9	Approve Remuneration of Directors	For	For
Mgmt	10	Other Business Voter Rationale: A vote AGAINST this resolution is warranted given the lack of information.	For	Against

VARUN BEVERAGES LTD.Meeting: **Annual** **4/7/21** **India**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Reelect Ravi Jaipuria as Director	For	For
Mgmt	3	Reelect Raj Gandhi as Director Voter Rationale: We voted against an executive director who serves on the Audit Committee which is not consistent with corporate governance best practice.	For	Against
Mgmt	4	Approve Naresh Trehan to Continue Office as Non-Executive Independent Director	For	For
Mgmt	5	Approve Payment of Commission to Non-Executive Directors Voter Rationale: We voted against due to concerns regarding remuneration practices at the company.	For	Against

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ALFEN NV

Meeting: Annual		4/8/21	Netherlands		
Proposal Type	Proposal	Description		MRec	Vote
Mgmt	1	Open Meeting			Non Voting
Mgmt	2.a	Receive Report of Management Board (Non-Voting)			Non Voting
Mgmt	2.b	Approve Remuneration Report		For	For
Mgmt	3	Adopt Financial Statements		For	For
Mgmt	4.a	Receive Explanation on Company's Reserves and Dividend Policy			Non Voting
Mgmt	4.b	Discuss Allocation of Income			Non Voting
Mgmt	5.a	Approve Discharge of Management Board		For	For
Mgmt	5.b	Approve Discharge of Supervisory Board		For	For
Mgmt	6.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital and Restrict/Exclude Preemptive Rights		For	For
Mgmt	6.b	Authorize Repurchase of Up to 10 Percent of Issued Share Capital		For	For
Mgmt	7	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors		For	For
Mgmt	8	Other Business (Non-Voting)			Non Voting
Mgmt	9	Close Meeting			Non Voting

DAVIDE CAMPARI-MILANO NV

Meeting: Annual		4/8/21	Netherlands		
Proposal Type	Proposal	Description		MRec	Vote
Mgmt	1	Open Meeting			Non Voting
Mgmt	2.a	Receive Annual Report (Non-Voting)			Non Voting
Mgmt	2.b	Approve Remuneration Report		For	For
Mgmt	2.c	Discussion on Company's Corporate Governance Structure			Non Voting
Mgmt	2.d	Adopt Financial Statements		For	For
Mgmt	3.a	Receive Explanation on Company's Reserves and Dividend Policy			Non Voting
Mgmt	3.b	Approve Dividends		For	For
Mgmt	4.a	Approve Discharge of Executive Directors		For	For
Mgmt	4.b	Approve Discharge of Non-Executive Directors		For	For
Mgmt	5	Approve Employee Share Ownership Plan		For	For
Mgmt	6	Approve Extra Mile Bonus Plan		For	For
Mgmt	7	Approve Stock Option Plan Voter Rationale: We voted against as the structure of the plan was not considered in line with best practice.		For	Against
Mgmt	8	Authorize Repurchase of Shares		For	For
Mgmt	9	Ratify Ernst & Young Accountants LLP as Auditors		For	For

HOME PRODUCT CENTER PUBLIC CO. LTD.

Meeting: **Annual** **4/8/21** **Thailand**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Minutes of Previous Meeting	For	For
Mgmt	2	Acknowledge Operating Result	For	For
Mgmt	3	Approve Financial Statements and Statutory Reports	For	For
Mgmt	4	Approve Dividend Payment	For	For
Mgmt	5.1	Elect Rutt Phaniijphand as Director	For	For
Mgmt	5.2	Elect Manit Udomkunnatum as Director	For	For
Mgmt	5.3	Elect Boonsom Lerdhirunwong as Director	For	For
Mgmt	5.4	Elect Weerapun Ungsumalee as Director	For	For
Mgmt	6	Approve Remuneration of Directors	For	For
Mgmt	7	Approve Bonus of Directors	For	For
Mgmt	8	Approve EY Office Limited as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	9	Amend Memorandum of Association Re: Company's Objectives	For	For

Global Voting Record

NOKIA OYJ

Meeting: Annual		4/8/21	Finland		
Proposal Type	Proposal	Description		MRec	Vote
Mgmt	1	Open Meeting			Non Voting
Mgmt	2	Call the Meeting to Order			Non Voting
Mgmt	3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting			Non Voting
Mgmt	4	Acknowledge Proper Convening of Meeting			Non Voting
Mgmt	5	Prepare and Approve List of Shareholders			Non Voting
Mgmt	6	Receive Financial Statements and Statutory Reports			Non Voting
Mgmt	7	Accept Financial Statements and Statutory Reports		For	For
Mgmt	8	Approve Treatment of Net Loss		For	For
Mgmt	9	Approve Discharge of Board and President		For	For
Mgmt	10	Approve Remuneration Report (Advisory Vote)		For	For
Mgmt	11	Approve Remuneration of Directors in the Amount of EUR 440 000 to Chair EUR 185 000 to Vice Chair and EUR 160 000 to Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees		For	For
Mgmt	12	Fix Number of Directors at Eight		For	For
Mgmt	13	Reelect Sari Baldauf Bruce Brown Thomas Dannenfeldt Jeanette Horan Edward Kozel Soren Skou Carla Smits-Nusteling and Kari Stadigh as Directors		For	For
Mgmt	14	Approve Remuneration of Auditors		For	For
Mgmt	15	Ratify Deloitte as Auditors		For	For
Mgmt	16	Authorize Share Repurchase Program		For	For
Mgmt	17	Approve Issuance of up to 550 Million Shares without Preemptive Rights		For	For
Mgmt	18	Close Meeting			Non Voting

PING AN BANK CO. LTD.

Meeting: Annual		4/8/21	China		
Proposal Type	Proposal	Description		MRec	Vote
Mgmt	1	Approve Report of the Board of Directors		For	For
Mgmt	2	Approve Report of the Board of Supervisors		For	For
Mgmt	3	Approve Annual Report and Summary		For	For
Mgmt	4	Approve Financial Statements and Financial Budget Report		For	For
Mgmt	5	Approve Profit Distribution		For	For
Mgmt	6	Approve Related Party Transaction and Related Party Transaction Management System Implementation Report		For	For
Mgmt	7	Approve to Appoint Auditor		For	For
Mgmt	8	Approve Shareholder Return Plan		For	For
Mgmt	9	Elect Sun Dongdong as Independent Director		For	For
Mgmt	10	Approve Capital Management Plan		For	For
Mgmt	11	Approve Issuance of Qualified Tier 2 Capital Bonds		For	For

SBI CARDS & PAYMENT SERVICES LIMITEDMeeting: **Special** 4/8/21 India

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Appointment and Remuneration of Rama Mohan Rao Amara as Managing Director and CEO	For	For

SCENTRE GROUPMeeting: **Annual** 4/8/21 Australia

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	2	Approve Remuneration Report Voter Rationale: We voted against due to concerns over the structure and quantum of executive remuneration.	For	Against
Mgmt	3	Elect Carolyn Kay as Director	For	For
Mgmt	4	Elect Margaret Seale as Director	For	For
Mgmt	5	Elect Guy Russo as Director	For	For
Mgmt	6	Approve Grant of Performance Rights to Peter Allen Voter Rationale: We voted against due to concerns over the structure and quantum of executive remuneration.	For	Against

THE SIAM COMMERCIAL BANK PUBLIC COMPANY LIMITEDMeeting: **Annual** 4/8/21 Thailand

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Acknowledge Annual Report		Non Voting
Mgmt	2	Approve Financial Statements	For	For
Mgmt	3	Acknowledge Allocation of Income and Approve Dividend Payment	For	For
Mgmt	4.1	Elect Vichit Suraphongchai as Director	For	For
Mgmt	4.2	Elect Weerawong Chittmitrapap as Director	For	For
Mgmt	4.3	Elect Pailin Chuchottaworn as Director	For	For
Mgmt	4.4	Elect Jareeporn Jarukornsakul as Director	For	For
Mgmt	4.5	Elect Arthid Nanthawithaya as Director	For	For
Mgmt	4.6	Elect Pantip Sripimol as Director	For	For
Mgmt	5	Approve Remuneration of Directors for the Year 2021 and Bonus of Directors for the Year 2020	For	For
Mgmt	6	Approve KPMG Phoomchai Audit Limited as Auditors and Authorize Board to Fix Their Remuneration	For	For

UBS GROUP AG

Meeting: Annual 4/8/21 Switzerland

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Remuneration Report	For	For
Mgmt	3	Approve Allocation of Income and Dividends of USD 0.37 per Share	For	For
Mgmt	4	Approve Discharge of Board and Senior Management for Fiscal Year 2020 excluding French Cross-Border Matter	For	For
Mgmt	5.1	Reelect Axel Weber as Director and Board Chairman	For	For
Mgmt	5.2	Reelect Jeremy Anderson as Director	For	For
Mgmt	5.3	Reelect William Dudley as Director	For	For
Mgmt	5.4	Reelect Reto Francioni as Director	For	For
Mgmt	5.5	Reelect Fred Hu as Director	For	For
Mgmt	5.6	Reelect Mark Hughes as Director	For	For
Mgmt	5.7	Reelect Nathalie Rachou as Director	For	For
Mgmt	5.8	Reelect Julie Richardson as Director	For	For
Mgmt	5.9	Reelect Dieter Wemmer as Director	For	For
Mgmt	5.10	Reelect Jeanette Wong as Director	For	For
Mgmt	6.1	Elect Claudia Boeckstiegel as Director	For	For
Mgmt	6.2	Elect Patrick Firmenich as Director	For	For
Mgmt	7.1	Reappoint Julie Richardson as Member of the Compensation Committee	For	For
Mgmt	7.2	Reappoint Reto Francioni as Member of the Compensation Committee	For	For
Mgmt	7.3	Reappoint Dieter Wemmer as Member of the Compensation Committee	For	For
Mgmt	7.4	Reappoint Jeanette Wong as Member of the Compensation Committee	For	For
Mgmt	8.1	Approve Remuneration of Directors in the Amount of CHF 13 Million	For	For
Mgmt	8.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 85 Million	For	For
Mgmt	8.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 33 Million	For	For
Mgmt	9.1	Designate ADB Altorfer Duss & Beilstein AG as Independent Proxy	For	For
Mgmt	9.2	Ratify Ernst & Young AG as Auditors	For	For
Mgmt	9.3	Ratify BDO AG as Special Auditors	For	For
Mgmt	10	Amend Articles Re: Voting Majority for Board Resolutions	For	For
Mgmt	11	Approve CHF 15.7 Million Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	For	For
Mgmt	12	Authorize Repurchase of up to CHF 4 Billion in Issued Share Capital	For	For
Mgmt	13	Transact Other Business (Voting) Voter Rationale: A vote against the item was considered warranted as the nature of any other business to be introduced at the meeting could not be known at the time of voting.	None	Against

VESTAS WIND SYSTEMS A/S

Meeting: Annual 4/8/21 Denmark

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Receive Report of Board		Non Voting
Mgmt	2	Accept Financial Statements and Statutory Reports	For	For
Mgmt	3	Approve Allocation of Income and Dividends of DKK 8.45 Per Share	For	For
Mgmt	4	Approve Remuneration Report (Advisory Vote)	For	For
Mgmt	5	Approve Remuneration of Directors in the Amount of DKK 1.3 Million for Chairman DKK 892 500 for Vice Chairman and DKK 446 250 for Other Directors; Approve Remuneration for Committee Work	For	For
Mgmt	6.a	Reelect Anders Runevad as Director	For	For
Mgmt	6.b	Reelect Bert Nordberg as Director	For	For
Mgmt	6.c	Reelect Bruce Grant as Director	For	For
Mgmt	6.d	Reelect Eva Merete Sofelde Berneke as Director	For	For
Mgmt	6.e	Reelect Helle Thorning-Schmidt as Director	For	For
Mgmt	6.f	Reelect Karl-Henrik Sundstrom as Director	For	For
Mgmt	6.g	Reelect Lars Josefsson as Director	For	For
Mgmt	6.h	Elect Kentaro Hosomi as New Director	For	For
Mgmt	7	Ratify PricewaterhouseCoopers as Auditors	For	For
Mgmt	8.1	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	For	For
Mgmt	8.2	Amend Articles Re: Change Par Value from DKK 1 to DKK 0.01 or Multiples Thereof	For	For
Mgmt	8.3	Approve Creation of DKK 20.2 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 20.2 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 20.2 Million	For	For
Mgmt	8.4	Allow Shareholder Meetings to be Held by Electronic Means Only	For	For
Mgmt	8.5	Allow Electronic Distribution of Company Communication	For	For
Mgmt	8.6	Authorize Board to Decide on the Distribution of Extraordinary Dividends	For	For
Mgmt	8.7	Authorize Share Repurchase Program	For	For
Mgmt	9	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	For	For
Mgmt	10	Other Business		Non Voting

VINCI SA

Meeting: Annual/Special 4/8/21 France

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Consolidated Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Financial Statements and Statutory Reports	For	For
Mgmt	3	Approve Allocation of Income and Dividends of EUR 2.04 per Share	For	For
Mgmt	4	Reelect Yannick Assouad as Director	For	For
Mgmt	5	Reelect Graziella Gavezotti as Director	For	For
Mgmt	6	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
Mgmt	7	Approve Remuneration Policy of Directors	For	For
Mgmt	8	Approve Remuneration Policy of Xavier Huillard Chairman and CEO	For	For
Mgmt	9	Approve Compensation Report of Corporate Officers	For	For
Mgmt	10	Approve Compensation of Xavier Huillard Chairman and CEO	For	For
Mgmt	11	Approve Company's Environmental Transition Plan	For	For
Mgmt	12	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For
Mgmt	13	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	For	For
Mgmt	14	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 300 Million	For	For
Mgmt	15	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 150 Million	For	For
Mgmt	16	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 150 Million	For	For
Mgmt	17	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 14-16	For	For
Mgmt	18	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	For
Mgmt	19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For
Mgmt	20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	For	For
Mgmt	21	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	For	For
Mgmt	22	Authorize Filing of Required Documents/Other Formalities	For	For

Global Voting Record

GUARANTY TRUST BANK LTD. (NIGERIA)

Meeting: Annual 4/9/21 Nigeria

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Dividend of NGN 2.70 Per Share	For	For
Mgmt	3.1	Reelect Ibrahim Hassan as Director	For	For
Mgmt	3.2	Reelect Victoria Osondu Adefala as Director	For	For
Mgmt	4	Ratify Ernst & Young as Auditors	For	For
Mgmt	5	Authorize Board to Fix Remuneration of Auditors	For	For
Mgmt	6	Disclose Remuneration of Bank Managers	For	For
Mgmt	7	Elect Members of Audit Committee (Bundled)	For	For

ICICI LOMBARD GENERAL INSURANCE CO. LTD.

Meeting: Special 4/9/21 India

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Reelect Uday Chitale as Director	For	For
Mgmt	2	Reelect Suresh Kumar as Director	For	For
Mgmt	3	Reelect Ved Prakash Chaturvedi as Director	For	For

KASIKORNBANK PUBLIC CO. LTD.

Meeting: Annual 4/9/21 Thailand

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Acknowledge Operations Report		Non Voting
Mgmt	2	Approve Financial Statements	For	For
Mgmt	3	Approve Allocation of Income and Dividend Payment	For	For
Mgmt	4.1	Elect Kobkarn Wattanavrangkul as Director	For	For
Mgmt	4.2	Elect Sujitpan Lamsam as Director	For	For
Mgmt	4.3	Elect Pipit Aneaknithi as Director	For	For
Mgmt	4.4	Elect Pipatpong Poshyanonda as Director	For	For
Mgmt	4.5	Elect Wiboon Khusakul as Director	For	For
Mgmt	5	Elect Suroj Lamsam as Director	For	For
Mgmt	6	Approve Names and Number of Directors Who Have Signing Authority	For	For
Mgmt	7	Approve Remuneration of Directors	For	For
Mgmt	8	Approve KPMG Phoomchai Audit Limited as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	9	Amend Articles of Association	For	For
Mgmt	10	Other Business		Non Voting

KOC HOLDING A.S.

Meeting: Annual 4/9/21 Turkey

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting and Elect Presiding Council of Meeting	For	For
Mgmt	2	Accept Board Report	For	For
Mgmt	3	Accept Audit Report	For	For
Mgmt	4	Accept Financial Statements	For	For
Mgmt	5	Approve Discharge of Board	For	For
Mgmt	6	Approve Allocation of Income	For	For
Mgmt	7	Amend Article 6 Re: Capital Related Voter Rationale: We decided to vote against this, as this extension would allow the company to issue up to 97% of share capital in the proposed period, which is above ISS recommendation.	For	Against
Mgmt	8	Elect Directors	For	For
Mgmt	9	Approve Remuneration Policy and Director Remuneration for 2020	For	For
Mgmt	10	Approve Director Remuneration Voter Rationale: We decided to vote against 10 and 12 as not enough information was disclosed regarding the proposals.	For	Against
Mgmt	11	Ratify External Auditors	For	For
Mgmt	12	Approve Upper Limit of Donations for the 2021 and Receive Information on Donations Made in 2020	For	Against
Mgmt	13	Receive Information on Guarantees Pledges and Mortgages Provided to Third Parties		Non Voting
Mgmt	14	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose	For	For
Mgmt	15	Wishes		Non Voting

PT UNITED TRACTORS TBK

Meeting: Annual 4/9/21 Indonesia

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Allocation of Income	For	For
Mgmt	3	Elect Directors and Commissioners Voter Rationale: A vote AGAINST this resolution is warranted given the lack of information to make an informed voting decision.	For	Against
Mgmt	4	Approve Remuneration of Directors and Commissioners	For	For
Mgmt	5	Approve Auditors	For	For
Mgmt	6	Amend Articles of Association Voter Rationale: A vote AGAINST this resolution is warranted given the lack of further information to make an informed voting decision.	For	Against

Global Voting Record

INTERGLOBE AVIATION LTD.

Meeting: **Special** **4/10/21** **India**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Revision in the Remuneration of Ronojoy Dutta as Whole Time Director and Chief Executive Officer by Way of Grant of Stock Options under InterGlobe Aviation Limited - Employee Stock Option Scheme 2015 Voter Rationale: We voted due to concerns about the structure of the share option plan.	For	Against

Global Voting Record

EDP RENOVAVEIS SA

Meeting: Annual 4/12/21 Spain

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Consolidated and Standalone Financial Statements	For	For
Mgmt	2	Approve Allocation of Income and Dividends	For	For
Mgmt	3	Approve Consolidated and Standalone Management Reports and Corporate Governance Report	For	For
Mgmt	4	Approve Non-Financial Information Statement	For	For
Mgmt	5	Appraise Management of Company and Approve Vote of Confidence to Board of Directors and Executive Committee	For	For
Mgmt	6a	Reelect Miguel Stilwell de Andrade as Director	For	For
Mgmt	6b	Reelect Rui Manuel Rodrigues Lopes Teixeira as Director	For	For
Mgmt	6c	Reelect Vera de Moraes Pinto Pereira Carneiro as Director	For	For
Mgmt	6d	Reelect Ana Paula Garrido de Pina Marques as Director	For	For
Mgmt	6e	Reelect Manuel Menendez Menendez as Director	For	For
Mgmt	6f	Reelect Acacio Liberado Mota Piloto as Director	For	For
Mgmt	6g	Reelect Allan J. Katz as Director	For	For
Mgmt	6h	Reelect Joan Avalyn Dempsey as Director	For	For
Mgmt	6i	Elect Antonio Sarmiento Gomes Mota as Director	For	For
Mgmt	6j	Elect Miguel Nuno Simoes Nunes Ferreira Setas as Director	For	For
Mgmt	6k	Elect Rosa Maria Garcia Garcia as Director	For	For
Mgmt	6l	Elect Jose Manuel Felix Morgado as Director	For	For
Mgmt	7	Approve Remuneration Policy	For	For
Mgmt	8	Renew PricewaterhouseCoopers as Auditor	For	For
Mgmt	9	Approve Capital Raising	For	For
Mgmt	10	Approve Dividends Charged Against Reserves	For	For
Mgmt	11	Authorize Board to Ratify and Execute Approved Resolutions	For	For

GRENDENE SA

Meeting: Annual 4/12/21 Brazil

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31 2020	For	For
Mgmt	2	Approve Allocation of Income and Dividends	For	For
Mgmt	3	Approve Remuneration of Company's Management	For	For
Mgmt	4	Do You Wish to Request Installation of a Fiscal Council Under the Terms of Article 161 of the Brazilian Corporate Law?	None	For

PETROLEO BRASILEIRO SA

Meeting: Special 4/12/21 Brazil

Proposal Type	Proposal	Description	MRec	Vote
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Mgmt	1	Remove Directors Voter Rationale: An AGAINST vote is recommended to the proposed removal of director Roberto da Cunha Castelo Branco (Item 1) due to the governance concerns regarding the government intervention in the administration of the publicly-traded company and the replacement of its CEO. However, shareholders should note that this proposal will be approved with the votes of the controlling shareholder, the Brazilian federal government. Nonetheless, this recommendation seeks to allow shareholders to voice their concerns with the process (or lack of thereof) for the replacement of the company's CEO and executive director carried out by the Brazilian government. Although ISS recommends to vote against the proposed management slate (Item 3), voting execution requirements established by third parties mandate a vote FOR this proposal for votes to be processed automatically under the cumulative voting scenario. As such, a contentious FOR is recommended. In the event the election is carried out under cumulative voting, which requires the support of 5 percent of the company's shares up to 48 hours prior to the shareholder meeting, the instructions for Item 3 will be disregarded and the votes to be counted by the company will be the ones submitted under the cumulative election.	For	Against
Mgmt	2	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?	None	For
Mgmt	3	Elect Directors	For	For
Mgmt	4	In Case There is Any Change to the Board Slate Composition May Your Votes Still be Counted for the Proposed Slate?	None	Against
Mgmt	5	In Case Cumulative Voting Is Adopted Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	None	Abstain
Mgmt	6.1	Percentage of Votes to Be Assigned - Elect Eduardo Bacellar Leal Ferreira as Director	None	Abstain
Mgmt	6.2	Percentage of Votes to Be Assigned - Elect Joaquim Silva e Luna as Director	None	Abstain
Mgmt	6.3	Percentage of Votes to Be Assigned - Elect Ruy Flaks Schneider as Independent Director	None	Abstain
Mgmt	6.4	Percentage of Votes to Be Assigned - Elect Marcio Andrade Weber as Independent Director	None	Abstain
Mgmt	6.5	Percentage of Votes to Be Assigned - Elect Murilo Marroquim de Souza as Independent Director	None	Abstain
Mgmt	6.6	Percentage of Votes to Be Assigned - Elect Sonia Julia Sulzbeck Villalobos as Independent Director	None	Abstain
Mgmt	6.7	Percentage of Votes to Be Assigned - Elect Cynthia Santana Silveira as Independent Director	None	Abstain
Mgmt	6.8	Percentage of Votes to Be Assigned - Elect Ana Silvia Corso Matte as Independent Director	None	Abstain
Mgmt	7	In Case Cumulative Voting Is Adopted Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	None	For
Mgmt	8.1	Percentage of Votes to Be Assigned - Elect Eduardo Bacellar Leal Ferreira as Director	None	Abstain
Mgmt	8.2	Percentage of Votes to Be Assigned - Elect Joaquim Silva e Luna as Director	None	Abstain
Mgmt	8.3	Percentage of Votes to Be Assigned - Elect Ruy Flaks Schneider as Independent Director	None	Abstain
Mgmt	8.4	Percentage of Votes to Be Assigned - Elect Marcio Andrade Weber as Independent Director	None	Abstain
Mgmt	8.5	Percentage of Votes to Be Assigned - Elect Murilo Marroquim de Souza as Independent Director	None	Abstain
Mgmt	8.6	Percentage of Votes to Be Assigned - Elect Sonia Julia Sulzbeck Villalobos as Independent Director	None	Abstain
Mgmt	8.7	Percentage of Votes to Be Assigned - Elect Cynthia Santana Silveira as Independent Director	None	Abstain
Mgmt	8.8	Percentage of Votes to Be Assigned - Elect Ana Silvia Corso Matte as Independent Director	None	Abstain

Global Voting Record

S/holder	8.9	Percentage of Votes to Be Assigned - Elect Leonardo Pietro Antonelli as Director Appointed by Minority Shareholder	None	For
S/holder	8.10	Percentage of Votes to Be Assigned - Elect Marcelo Gasparino da Silva as Director Appointed by Minority Shareholder	None	For
S/holder	8.11	Percentage of Votes to Be Assigned - Elect Pedro Rodrigues Galvao de Medeiros as Director Appointed by Minority Shareholder	None	For
Mgmt	9	Elect Eduardo Bacellar Leal Ferreira as Board Chairman	For	For
Mgmt	10	In the Event of a Second Call the Voting Instructions Contained in this Remote Voting Card May Also be Considered for the Second Call?	None	For

VZ HOLDING AG

Meeting: Annual 4/12/21 Switzerland

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Discharge of Board and Senior Management	For	For
Mgmt	3	Approve Allocation of Income and Dividends of CHF 1.23 per Share	For	For
Mgmt	4.1.1	Reelect Fred Kindle as Director and Board Chairman Voter Rationale: Items 4.1.1-3; 4.2.1: We decided to vote against following considerations around key committee independence and a lack of board-level gender diversity.	For	Against
Mgmt	4.1.2	Reelect Roland Iff as Director	For	Against
Mgmt	4.1.3	Reelect Albrecht Langhart as Director	For	Against
Mgmt	4.1.4	Reelect Roland Ledergerber as Director	For	For
Mgmt	4.1.5	Reelect Olivier de Perregaux as Director	For	For
Mgmt	4.2.1	Reappoint Fred Kindle as Member of the Compensation Committee	For	Against
Mgmt	4.2.2	Reappoint Roland Ledergerber as Member of the Compensation Committee	For	For
Mgmt	5	Designate Keller KLG as Independent Proxy	For	For
Mgmt	6	Ratify PricewaterhouseCoopers AG as Auditors	For	For
Mgmt	7.1	Approve Remuneration of Directors in the Amount of CHF 410 000	For	For
Mgmt	7.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 4.5 Million	For	For
Mgmt	7.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 2.1 Million	For	For
Mgmt	8	Transact Other Business (Voting) Voter Rationale: We decided to vote against on a precautionary basis as the disclosures regarding the resolution were insufficient to enable us to make an informed voting decision.	For	Against

A. O. SMITH CORPORATION

Meeting: Annual 4/13/21 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Ronald D. Brown	For	For
Mgmt	1.2	Elect Director Ilham Kadri	For	For
Mgmt	1.3	Elect Director Idelle K. Wolf	For	For
Mgmt	1.4	Elect Director Gene C. Wulf	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify Ernst & Young LLP as Auditors	For	For

DOMETIC GROUP AB

Meeting: Annual 4/13/21 Sweden

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Elect Chairman of Meeting	For	For
Mgmt	2.1	Designate Magnus Billing as Inspector of Minutes of Meeting	For	For
Mgmt	2.2	Designate Jan Sarlvik as Inspector of Minutes of Meeting	For	For
Mgmt	3	Prepare and Approve List of Shareholders	For	For
Mgmt	4	Approve Agenda of Meeting	For	For
Mgmt	5	Acknowledge Proper Convening of Meeting	For	For
Mgmt	6	Receive Financial Statements and Statutory Reports		Non Voting
Mgmt	7.a	Accept Financial Statements and Statutory Reports	For	For
Mgmt	7.b	Approve Allocation of Income and Dividends of SEK 2.30 Per Share	For	For
Mgmt	7.c.1	Approve Discharge of Fredrik Cappelen	For	For
Mgmt	7.c.2	Approve Discharge of Erik Olsson	For	For
Mgmt	7.c.3	Approve Discharge of Helene Vibbleus	For	For
Mgmt	7.c.4	Approve Discharge of Jacqueline Hoogerbrugge	For	For
Mgmt	7.c.5	Approve Discharge of Magnus Yngen	For	For
Mgmt	7.c.6	Approve Discharge of Peter Sjolander	For	For
Mgmt	7.c.7	Approve Discharge of Rainer E. Schmuckle	For	For
Mgmt	7.c.8	Approve Discharge of Juan Vargues	For	For
Mgmt	8	Determine Number of Members (8) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors (0)	For	For
Mgmt	9.1	Approve Remuneration of Directors in the Amount of SEK 1.1 Million for Chairman and SEK 450 000 for Other Directors; Approve Remuneration for Committee Work	For	For
Mgmt	9.2	Approve Remuneration of Auditors	For	For
Mgmt	10.1	Reelect Fredrik Cappelen as Director	For	For
Mgmt	10.2	Reelect Erik Olsson as Director	For	For
Mgmt	10.3	Reelect Helene Vibbleus as Director	For	For
Mgmt	10.4	Reelect Jacqueline Hoogerbrugge as Director	For	For
Mgmt	10.5	Reelect Magnus Yngen as Director	For	For
Mgmt	10.6	Reelect Peter Sjolander as Director	For	For
Mgmt	10.7	Reelect Rainer E. Schmuckle as Director	For	For
Mgmt	10.8	Elect Mengmeng Du as New Director	For	For
Mgmt	10.9	Reelect Fredrik Cappelen as Board Chair	For	For
Mgmt	11	Ratify PricewaterhouseCoopers as Auditors	For	For
Mgmt	12	Authorize Chairman of Board and Representatives of Three of Company's Largest Shareholders to Serve on Nominating Committee	For	For
Mgmt	13	Approve Remuneration Report Voter Rationale: We decided to vote against following considerations around performance alignment.	For	Against
Mgmt	14	Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	For	For
Mgmt	15	Amend Articles Re: Collecting of Proxies and Postal Voting	For	For

GENMAB A/S

Meeting: Annual 4/13/21 Denmark

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Receive Report of Board		Non Voting
Mgmt	2	Accept Financial Statements and Statutory Reports; Approve Discharge of Management and Board	For	For
Mgmt	3	Approve Allocation of Income and Omission of Dividends	For	For
Mgmt	4	Approve Remuneration Report (Advisory Vote)	For	For
Mgmt	5.a	Reelect Deirdre P. Connelly as Director	For	For
Mgmt	5.b	Reelect Pernille Erenbjerg as Director	For	For
Mgmt	5.c	Reelect Rolf Hoffmann as Director	For	For
Mgmt	5.d	Reelect Paolo Paoletti as Director	For	For
Mgmt	5.e	Reelect Jonathan Peacock as Director	For	For
Mgmt	5.f	Reelect Anders Gersel Pedersen as Director	For	For
Mgmt	6	Ratify PricewaterhouseCoopers as Auditors	For	For
Mgmt	7.a	Approve Remuneration of Directors in the Amount of DKK 1.2 Million for Chairman DKK 900 000 for Vice Chairman and DKK 600 000 for Other Directors (if item 7.b is Approved); Approve Remuneration for Committee Work; Approve Meeting Fees Voter Rationale: A vote AGAINST this item is warranted, as the proposed director fees can be considered excessive in relation to comparable domestic peers.	For	Against
Mgmt	7.b	Amendment to Remuneration Policy for Board of Directors and Executive Management (base fee multiplier for Chair and Deputy Chair)	For	For
Mgmt	7.c	Adoption of amended Remuneration Policy for Board of Directors and Executive Management (certain other changes)	For	For
Mgmt	7.d	Authorize Share Repurchase Program	For	For
Mgmt	7.e	Approve Creation of DKK 5.5 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 5.5 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 5.5 Million	For	For
Mgmt	7.f	Approve Issuance of Warrants without Preemptive Rights; Approve Creation of DKK 750 000 Pool of Capital to Guarantee Conversion Rights	For	For
Mgmt	7.g	Allow Shareholder Meetings to be Held by Electronic Means Only	For	For
Mgmt	8	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	For	For
Mgmt	9	Other Business		Non Voting

Global Voting Record

HP INC.

Meeting: Annual 4/13/21 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Aida M. Alvarez	For	For
Mgmt	1b	Elect Director Shumeet Banerji	For	For
Mgmt	1c	Elect Director Robert R. Bennett	For	For
Mgmt	1d	Elect Director Charles "Chip" V. Bergh	For	For
Mgmt	1e	Elect Director Stacy Brown-Philpot	For	For
Mgmt	1f	Elect Director Stephanie A. Burns	For	For
Mgmt	1g	Elect Director Mary Anne Citrino	For	For
Mgmt	1h	Elect Director Richard L. Clemmer	For	For
Mgmt	1i	Elect Director Enrique J. Lores	For	For
Mgmt	1j	Elect Director Judith "Jami" Miscik	For	For
Mgmt	1k	Elect Director Subra Suresh	For	For
Mgmt	2	Ratify Ernst & Young LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
S/holder	4	Provide Right to Act by Written Consent Voter Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.	Against	For

IQVIA HOLDINGS INC.

Meeting: Annual 4/13/21 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Ari Bousbib	For	For
Mgmt	1.2	Elect Director John M. Leonard	For	For
Mgmt	1.3	Elect Director Todd B. Sisitsky Voter Rationale: We decided to withhold our vote on this proposal, as the say on pay is not on the ballot.	For	Withhold
Mgmt	2	Advisory Vote on Say on Pay Frequency	None	One Year
Mgmt	3a	Eliminate Supermajority Vote Requirement to Amend Bylaws	For	For
Mgmt	3b	Eliminate Supermajority Vote Requirement for Removal of Directors	For	For
Mgmt	4	Ratify PricewaterhouseCoopers LLP as Auditors	For	For

SWEDISH MATCH AB

Meeting: Annual 4/13/21 Sweden

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting; Elect Chairman of Meeting	For	For
Mgmt	2	Prepare and Approve List of Shareholders	For	For
Mgmt	3	Designate Peter Lundkvist and Filippa Gerstadt Inspectors of Minutes of Meeting	For	For
Mgmt	4	Acknowledge Proper Convening of Meeting	For	For
Mgmt	5	Approve Agenda of Meeting	For	For
Mgmt	6	Approve Remuneration Report	For	For
Mgmt	7	Accept Financial Statements and Statutory Reports	For	For
Mgmt	8	Approve Allocation of Income and Dividends of SEK 15.00 Per Share	For	For

Global Voting Record

Mgmt	9.a	Approve Discharge of Charles A. Blixt	For	For
Mgmt	9.b	Approve Discharge of Andrew Cripps	For	For
Mgmt	9.c	Approve Discharge of Jacqueline Hoogerbrugge	For	For
Mgmt	9.d	Approve Discharge of Conny Carlsson	For	For
Mgmt	9.e	Approve Discharge of Alexander Lacik	For	For
Mgmt	9.f	Approve Discharge of Pauline Lindwall	For	For
Mgmt	9.g	Approve Discharge of Wenche Rolfsen	For	For
Mgmt	9.h	Approve Discharge of Joakim Westh	For	For
Mgmt	9.i	Approve Discharge of Patrik Engelbrektsson	For	For
Mgmt	9.j	Approve Discharge of Par-Ola Olausson	For	For
Mgmt	9.k	Approve Discharge of Dragan Popovic	For	For
Mgmt	9.l	Approve Discharge of Lars Dahlgren	For	For
Mgmt	10	Determine Number of Members (8) and Deputy Members (0) of Board	For	For
Mgmt	11	Approve Remuneration of Directors in the Amount of SEK 2.25 million to Chair SEK 1.04 Million to Vice Chair and SEK 900 000 to Other Directors; Approve Remuneration for Committee Work	For	For
Mgmt	12.a	Reelect Charles A. Blixt as Director	For	For
Mgmt	12.b	Reelect Andrew Cripps as Director	For	For
Mgmt	12.c	Reelect Jacqueline Hoogerbrugge as Director	For	For
Mgmt	12.d	Reelect Conny Carlsson as Director	For	For
Mgmt	12.e	Reelect Alexander Lacik as Director	For	For
Mgmt	12.f	Reelect Pauline Lindwall as Director	For	For
Mgmt	12.g	Reelect Wenche Rolfsen as Director	For	For
Mgmt	12.h	Reelect Joakim Westh as Director	For	For
Mgmt	12.i	Reelect Conny Karlsson as Board Chair	For	For
Mgmt	12.j	Reelect Andrew Cripps as Deputy Director	For	For
Mgmt	13	Determine Number of Auditors (1) and Deputy Auditors (0)	For	For
Mgmt	14	Approve Remuneration of Auditors	For	For
Mgmt	15	Ratify Deloitte as Auditors	For	For
Mgmt	16.a	Approve SEK 10.8 Million Reduction in Share Capital via Share Cancellation	For	For
Mgmt	16.b	Approve Bonus Issue	For	For
Mgmt	17	Authorize Share Repurchase Program	For	For
Mgmt	18	Authorize Reissuance of Repurchased Shares	For	For
Mgmt	19	Approve Issuance of Shares up to 10 Per cent of Share Capital without Preemptive Rights	For	For
Mgmt	20.a	Amend Articles Re: Equity-Related; Set Minimum (SEK 200 Million) and Maximum (SEK 800 Million) Share Capital; Set Minimum (1 Billion) and Maximum (4 Billion) Number of Shares	For	For
Mgmt	20.b	Approve 10:1 Stock Split	For	For
Mgmt	21	Amend Articles of Association Re: Editorial Changes	For	For

TECAN GROUP AG

Meeting: Annual 4/13/21 Switzerland

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2.1	Approve Allocation of Income and Dividends of CHF 1.15 per Share	For	For
Mgmt	2.2	Approve Transfer of CHF 13.1 Million from Legal Reserves to Free Reserves and Repayment of CHF 1.15 per Share	For	For
Mgmt	3	Approve Discharge of Board and Senior Management	For	For
Mgmt	4.1.1	Reelect Lukas Braunschweiler as Director	For	For
Mgmt	4.1.2	Reelect Oliver Fetzter as Director	For	For
Mgmt	4.1.3	Reelect Heinrich Fischer as Director	For	For
Mgmt	4.1.4	Reelect Karen Huebscher as Director	For	For
Mgmt	4.1.5	Reelect Christa Kreuzburg as Director	For	For
Mgmt	4.1.6	Reelect Daniel Marshak as Director	For	For
Mgmt	4.2	Reelect Lukas Braunschweiler as Board Chairman	For	For
Mgmt	4.3.1	Reappoint Oliver Fetzter as Member of the Compensation Committee	For	For
Mgmt	4.3.2	Reappoint Christa Kreuzburg as Member of the Compensation Committee	For	For
Mgmt	4.3.3	Reappoint Daniel Marshak as Member of the Compensation Committee	For	For
Mgmt	4.4	Ratify Ernst & Young AG as Auditors	For	For
Mgmt	4.5	Designate Proxy Voting Services GmbH as Independent Proxy	For	For
Mgmt	5.1	Approve Remuneration Report (Non-Binding)	For	For
Mgmt	5.2	Approve Remuneration of Directors in the Amount of CHF 1.3 Million	For	For
Mgmt	5.3	Approve Remuneration of Executive Committee in the Amount of CHF 18.5 Million	For	For
Mgmt	6	Transact Other Business (Voting) Voter Rationale: A vote against this resolution was warranted given the lack of information provided.	For	Against

THE BANK OF NEW YORK MELLON CORPORATION

Meeting: Annual 4/13/21 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Linda Z. Cook	For	For
Mgmt	1b	Elect Director Joseph J. Echevarria	For	For
Mgmt	1c	Elect Director Thomas P. "Todd" Gibbons	For	For
Mgmt	1d	Elect Director M. Amy Gilliland	For	For
Mgmt	1e	Elect Director Jeffrey A. Goldstein	For	For
Mgmt	1f	Elect Director K. Guru Gowrappan	For	For
Mgmt	1g	Elect Director Ralph Izzo	For	For
Mgmt	1h	Elect Director Edmund F. "Ted" Kelly	For	For
Mgmt	1i	Elect Director Elizabeth E. Robinson	For	For
Mgmt	1j	Elect Director Samuel C. Scott III	For	For
Mgmt	1k	Elect Director Frederick O. Terrell	For	For
Mgmt	1l	Elect Director Alfred W. "Al" Zollar	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify KPMG LLP as Auditors	For	For
S/holder	4	Reduce Ownership Threshold for Shareholders to Request Action by Written Consent Voter Rationale: A vote FOR this proposal is warranted. A reduction in the ownership threshold required to request a record date to initiate written consent would provide for a more meaningful written consent right for shareholders.	Against	For

THE BANK OF NOVA SCOTIA

Meeting: Annual 4/13/21 Canada				
Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Nora A. Aufreiter	For	For
Mgmt	1.2	Elect Director Guillermo E. Babatz	For	For
Mgmt	1.3	Elect Director Scott B. Bonham	For	For
Mgmt	1.4	Elect Director Lynn K. Patterson	For	For
Mgmt	1.5	Elect Director Michael D. Penner	For	For
Mgmt	1.6	Elect Director Brian J. Porter	For	For
Mgmt	1.7	Elect Director Una M. Power	For	For
Mgmt	1.8	Elect Director Aaron W. Regent	For	For
Mgmt	1.9	Elect Director Calin Rovinescu	For	For
Mgmt	1.10	Elect Director Susan L. Segal	For	For
Mgmt	1.11	Elect Director L. Scott Thomson	For	For
Mgmt	1.12	Elect Director Benita M. Warmbold	For	For
Mgmt	2	Ratify KPMG LLP as Auditors	For	For
		Advisory Vote on Executive Compensation Approach Voter Rationale: A vote AGAINST this non-binding advisory vote is warranted at this time. The quantitative pay-for-performance screen has identified a high concern driven by the bank's relative degree of pay-and-performance alignment (RDA), measured against a comparable group of companies. This comes after in last year's report, ISS identified a medium concern driven by RDA as well. As such, it appears the misalignment between company performance and CEO pay increased. While the CEO's total direct compensation decreased by 7 percent over the last fiscal year, a comparison of the bank's pay-for-performance against its banking peers shows a misalignment. The bank's one-, three-, and five-year TSR was the lowest among its banking peers, while the CEO's compensation was ranked near the top. An assessment of the bank's operational performance against its banking peers, as measured by operating leverage and ROE shows similar underperformance. Additionally, EPS, another key performance metric used in setting variable compensation, has been declining as well and went from \$6.90 in 2018, to \$6.72 in 2019, to \$5.43 in 2020. The bank's business performance factor used to establish the CEO's variable compensation is based on these same operational metrics and was only reduced by three factor points (from 91 to 88) based on relative performance. The bank's achievement of a business performance score of 91 prior to adjustment indicates that the bank appears to have set relatively low performance targets. Furthermore, the bank's fiscal 2020 targets were set below the actual results achieved in fiscal 2019. In addition, unlike prior years, the bank did not disclose target thresholds for STIP metrics. In light of the aforementioned, there appears to be a pay-for-performance disconnect at this time.		
Mgmt	3		For	Against
S/holder	4.4	SP 1: Produce a Report on Loans Made by the Bank in Support of the Circular Economy	Against	Against
S/holder	4.5	SP 2: Disclose the Compensation Ratio (Equity Ratio) Used by the Compensation Committee	Against	Against
S/holder	4.6	SP 3: Set a Diversity Target of More than 40% of the Board Members for the Next Five Years	Against	Against

ACERINOX SA

Meeting: Annual 4/14/21 Spain

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Consolidated and Standalone Financial Statements	For	For
Mgmt	2	Approve Non-Financial Information Statement	For	For
Mgmt	3	Approve Allocation of Income and Dividends	For	For
Mgmt	4	Approve Discharge of Board	For	For
Mgmt	5	Approve Dividends	For	For
Mgmt	6	Approve Remuneration Policy	For	For
Mgmt	7.1	Reelect Tomas Hevia Armengol as Director	For	For
Mgmt	7.2	Reelect Laura Gonzalez Molero as Director	For	For
Mgmt	7.3	Reelect Rosa Maria Garcia Pineiro as Director	For	For
Mgmt	7.4	Reelect Marta Martinez Alonso as Director	For	For
Mgmt	8	Renew Appointment of PricewaterhouseCoopers as Auditor	For	For
Mgmt	9	Authorize Issuance of Convertible Bonds Debentures Warrants and Other Debt Securities up to EUR 600 Million with Exclusion of Preemptive Rights up to 20 Percent of Capital Voter Rationale: A vote AGAINST item 9 is warranted because potential dilution exceeds the 10-percent limit for non-preemptive issues.A vote FOR item 10 is warranted because the requested authorization complies with the recommended guidelines.	For	Against
Mgmt	10	Authorize Issuance of Convertible Bonds Debentures Warrants and Other Debt Securities with Preemptive Rights up to EUR 1 Billion	For	For
Mgmt	11	Authorize Share Repurchase Program	For	For
Mgmt	12	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Long-Term Incentive Plan	For	For
Mgmt	13	Advisory Vote on Remuneration Report	For	For
Mgmt	14	Authorize Board to Ratify and Execute Approved Resolutions	For	For
Mgmt	15	Receive Chairman Report on Updates of Company's Corporate Governance		Non Voting
Mgmt	16	Receive Amendments to Board of Directors Regulations		Non Voting

AIRBUS SE

Meeting: Annual 4/14/21 Netherlands

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting		Non Voting
Mgmt	2.1	Discussion on Company's Corporate Governance Structure		Non Voting
Mgmt	2.2	Receive Report on Business and Financial Statements		Non Voting
Mgmt	2.3	Receive Explanation on Company's Reserves and Dividend Policy		Non Voting
Mgmt	3	Discussion of Agenda Items		Non Voting
Mgmt	4.1	Adopt Financial Statements	For	For
Mgmt	4.2	Approve Discharge of Non-Executive Members of the Board of Directors	For	For
Mgmt	4.3	Approve Discharge of Executive Members of the Board of Directors	For	For
Mgmt	4.4	Ratify Ernst & Young Accountants LLP as Auditors	For	For
Mgmt	4.5	Approve Implementation of Remuneration Policy	For	For
Mgmt	4.6	Reelect Rene Obermann as Non-Executive Director	For	For
Mgmt	4.7	Reelect Amparo Moraleda as Non-Executive Director	For	For
Mgmt	4.8	Reelect Victor Chu as Non-Executive Director	For	For
Mgmt	4.9	Reelect Jean-Pierre Clamadiou as Non-Executive Director	For	For
Mgmt	4.10	Grant Board Authority to Issue Shares Up To 0.51 Percent of Issued Capital and Exclude Preemptive Rights Re: ESOP and LTIP Plans	For	For
Mgmt	4.11	Grant Board Authority to Issue Shares Up To 1.15 Percent of Issued Capital and Exclude Preemptive Rights Re: Company Funding	For	For
Mgmt	4.12	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
Mgmt	4.13	Approve Cancellation of Repurchased Shares	For	For
Mgmt	5	Close Meeting		Non Voting

BORREGAARD ASAMeeting: **Annual** **4/14/21** **Norway**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Notice of Meeting and Agenda; Elect Chairman and Minute Keepers	For	For
Mgmt	2	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 2.50 Per Share	For	For
Mgmt	3	Approve Remuneration Policy And Other Terms of Employment For Executive Management	For	For
Mgmt	4	Discuss Company's Corporate Governance Statement		Non Voting
Mgmt	5.1	Approve Repurchase and Conveyance of Shares in Connection to Incentive Plans	For	For
Mgmt	5.2	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	For
Mgmt	6a	Elect Directors (Voting for All items 6.1-6.5 Bundled)	For	For
Mgmt	6a.1	Reelect Helge Aasen as Director	For	For
Mgmt	6a.2	Reelect Terje Andersen as Director	For	For
Mgmt	6a.3	Reelect Tove Andersen as Director	For	For
Mgmt	6a.4	Reelect Margrethe Hauge as Director	For	For
Mgmt	6a.5	Elect John Arne Ulvan as Director	For	For
Mgmt	6b	Elect Helge Aasen as Board Chair	For	For
Mgmt	7a	Elect Members of Nominating Committee (Voting for All items 7a.1-7a.3 Bundled)	For	For
Mgmt	7a.1	Reelect Mimi K. Berdal as Member of Nominating Committee	For	For
Mgmt	7a.2	Reelect Erik Must as Member of Nominating Committee	For	For
Mgmt	7a.3	Reelect Rune Selmar as Member of Nominating Committee	For	For
Mgmt	7b	Reelect Mimi K. Berdal as Nominating Committee Chairman	For	For
Mgmt	8	Approve Remuneration of Directors	For	For
Mgmt	9	Approve Remuneration of Nominating Committee	For	For
Mgmt	10	Approve Remuneration of Auditors	For	For

EDP-ENERGIAS DE PORTUGAL SA

Meeting: Annual 4/14/21 Portugal

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Individual and Consolidated Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Allocation of Income	For	For
Mgmt	3.1	Appraise Management of Company and Approve Vote of Confidence to Management Board	For	For
Mgmt	3.2	Appraise Supervision of Company and Approve Vote of Confidence to Supervisory Board	For	For
Mgmt	3.3	Appraise Work Performed by Statutory Auditor and Approve Vote of Confidence to Statutory Auditor	For	For
Mgmt	4	Authorize Repurchase and Reissuance of Shares	For	For
Mgmt	5	Authorize Repurchase and Reissuance of Repurchased Debt Instruments	For	For
Mgmt	6	Authorize Increase in Capital Up to 10 Percent via Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	For
Mgmt	7	Amend Articles	For	For
Mgmt	8	Eliminate Preemptive Rights	For	For
Mgmt	9	Approve Statement on Remuneration Policy Applicable to Executive Board	For	For
Mgmt	10	Approve Statement on Remuneration Policy Applicable to Other Corporate Bodies	For	For
Mgmt	11.1	Elect Corporate Bodies for 2021-2023 Term	For	For
Mgmt	11.2	Appoint PricewaterhouseCoopers & Associados - Sociedade de Revisores de Contas Lda. as Auditor and Aurelio Adriano Rangel Amado as Alternate for 2021-2023 Term	For	For
Mgmt	11.3	Elect General Meeting Board for 2021-2023 Term	For	For
Mgmt	11.4	Elect Remuneration Committee for 2021-2023 Term	For	For
Mgmt	11.5	Approve Remuneration of Remuneration Committee Members	For	For
Mgmt	11.6	Elect Environment and Sustainability Board for 2021-2023 Term	For	For

MEDIASET ESPANA COMUNICACION SA

Meeting: Annual 4/14/21 Spain

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Consolidated and Standalone Financial Statements	For	For
Mgmt	2	Approve Non-Financial Information Statement	For	For
Mgmt	3	Approve Allocation of Income	For	For
Mgmt	4	Approve Discharge of Board	For	For
Mgmt	5	Renew Appointment of Deloitte as Auditor	For	For
Mgmt	6	Approve Stock-for-Salary Plan	For	For
Mgmt	7	Approve Co-Investment Plan Voter Rationale: A vote AGAINST this resolution is warranted because:* The performance period is 3x1 year instead of a full three-year period;* The non-executive chairman is likely to participate in the plan.	For	Against
Mgmt	8	Approve Remuneration Report Voter Rationale: A vote AGAINST this item is warranted because:* The chairman participates in variable, performance-based pay schemes, which conflicts with his non-executive status;* Insufficient performance outcome information under the long-term incentive plan;* Performance-based remuneration is too short-term focused; and* The board does not seem responsive to shareholder concerns.	For	Against
Mgmt	9	Approve Remuneration Policy Voter Rationale: A vote AGAINST this item is warranted because the remuneration policy is expressed in generic terms, leaving the implementation of all key features at the board's discretion.	For	Against
Mgmt	10	Authorize Share Repurchase Program	For	For
Mgmt	11	Revoke Resolutions 1 to 4 of the Sep. 4 2019 EGM and Resolutions 1 and 2 of the Feb. 5 2020 EGM and Ratify Withdrawal of the Merger Agreed by the Board	For	For
Mgmt	12	Authorize Board to Ratify and Execute Approved Resolutions	For	For
Mgmt	13	Receive Amendments to Board of Directors Regulations		Non Voting
S/holder	14	Amend Articles Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	For	For
S/holder	15	Amend Articles Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	For	For
S/holder	16	Amend Articles of General Meeting Regulations Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	For	For

Global Voting Record

PETROLEO BRASILEIRO SA

Meeting: Annual 4/14/21 Brazil

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31 2020	For	For
Mgmt	2	Approve Allocation of Income and Dividends	For	For
Mgmt	3	Elect Fiscal Council Members Voter Rationale: An ABSTAIN vote recommendation is warranted for management's fiscal council nominees, to allow minority shareholders to concentrate their votes on the election of a minority fiscal council candidate, as further discussed under Item 5 of this meeting agenda.	For	Abstain
Mgmt	4	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?	None	Against
S/holder	5	Elect Patricia Valente Stierli as Fiscal Council Member and Robert Juenemann as Alternate Appointed by Minority Shareholder	None	For
Mgmt	6	Approve Remuneration of Company's Management and Fiscal Council	For	For
Mgmt	7	In the Event of a Second Call the Voting Instructions Contained in this Remote Voting Card May Also be Considered for the Second Call?	None	For

PETROLEO BRASILEIRO SA

Meeting: Special 4/14/21 Brazil

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Absorption of Companhia de Desenvolvimento e Modernizacao de Plantas Industriais S.A. (CDMPI)	For	For
Mgmt	2	In the Event of a Second Call the Voting Instructions Contained in this Remote Voting Card May Also be Considered for the Second Call?	None	For

PHARMA MAR SA

Meeting: Annual 4/14/21 Spain

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Approve Consolidated and Standalone Financial Statements	For	For
Mgmt	1.2	Approve Non-Financial Information Statement	For	For
Mgmt	1.3	Approve Allocation of Income and Dividends	For	For
Mgmt	1.4	Approve Discharge of Board	For	For
Mgmt	2	Renew Appointment of PricewaterhouseCoopers as Auditor	For	For
Mgmt	3	Amend Articles Re: Appointments and Remuneration Committee	For	For
Mgmt	4	Add Article 14 of General Meeting Regulations Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	For	For
Mgmt	5	Elect Eduardo Serra Rexach as Director Voter Rationale: A vote AGAINST the reelection of NI-NED Eduardo Serra Rexach is warranted because the board does not meet the 50 percent independence guideline applicable to Spain-incorporated, non-controlled companies.	For	Against
Mgmt	6	Authorize Share Repurchase Program	For	For
Mgmt	7.1	Approve Bonus Matching Plan	For	For
Mgmt	7.2	Approve Restricted Stock Plan	For	For
Mgmt	8	Amend Remuneration Policy Voter Rationale: A vote AGAINST this item is warranted because:* The company has not provided a compelling rationale to the 20 percent increase in the CEO's salary;* The doubling of the CEO's bonus opportunity is not accompanied by a reduction in the qualitative part that represents 60 percent of bonus opportunity; and* When amending the CEO's contract, the board has not taken the opportunity to introduce clawback mechanisms, which falls short of local best practice.	For	Against
Mgmt	9	Authorize Board to Create and Fund Foundations	For	For
Mgmt	10	Advisory Vote on Remuneration Report Voter Rationale: A vote AGAINST this item is warranted because:* As much as 60 percent of the chair/CEO's bonus is based on the board's qualitative assessment, which is considered excessive;* Performance outcome information, especially on the qualitative assessment, is insufficient; and* The chair/CEO's at-risk pay only represents one third of his compensation package.	For	Against
Mgmt	11	Authorize Board to Ratify and Execute Approved Resolutions	For	For
Mgmt	12	Receive Amendments to Board of Directors Regulations		Non Voting

SCANDINAVIAN TOBACCO GROUP A/S

Meeting: Annual 4/14/21 Denmark

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Receive Report of Board		Non Voting
Mgmt	2	Accept Financial Statements and Statutory Reports	For	For
Mgmt	3	Approve Allocation of Income and Dividends of DKK 6.50 Per Share	For	For
Mgmt	4	Approve Remuneration Report (Advisory Vote)	For	For
Mgmt	5	Approve Remuneration of Directors in the Amount of DKK 1.32 Million for Chairman DKK 880 000 for Vice Chairman and DKK 440 000 for Other Directors; Approve Remuneration for Committee Work	For	For
Mgmt	6a	Approve DKK 2.5 Million Reduction in Share Capital via Share Cancellation; Amend Existing Authorizations in Articles Accordingly	For	For
Mgmt	6b	Allow Shareholder Meetings to be Held by Electronic Means Only	For	For
Mgmt	6c	Approve Company Announcements in English	For	For
Mgmt	7a	Reelect Nigel Northridge as Director (Chairman)	For	For
Mgmt	7b	Reelect Henrik Brandt as Director (Vice Chair)	For	For
Mgmt	7c	Reelect Dianne Neal Blixt as Director	For	For
Mgmt	7d	Reelect Marlene Forsell as Director	For	For
Mgmt	7e	Reelect Claus Gregersen as Director	For	For
Mgmt	7f	Reelect Luc Missorten as Director	For	For
Mgmt	7g	Reelect Anders Obel as Director	For	For
Mgmt	7h	Elect Henrik Amsinck as New Director	For	For
Mgmt	8	Ratify PricewaterhouseCoopers as Auditors	For	For

SUBSEA 7 SA

Meeting: Annual/Special 4/14/21 Luxembourg

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Receive Board's and Auditor's Reports		Non Voting
Mgmt	2	Approve Financial Statements	For	For
Mgmt	3	Approve Consolidated Financial Statements	For	For
Mgmt	4	Approve Allocation of Income and Dividends of NOK 2.00 Per Share	For	For
Mgmt	5	Approve Discharge of Directors	For	For
Mgmt	6	Renew Appointment of Ernst & Young S.A as Auditor	For	For
Mgmt	7	<p>Reelect Kristian Siem as Director</p> <p>Voter Rationale: A vote FOR the elections of Dod Fraser and Eldar Saetre is warranted because:* The nominees are elected for a period not exceeding four years;* The candidates appear to possess the necessary qualifications for board membership; and* There is no known controversy concerning the candidatesHowever, a vote AGAINST the reelection of Kristian Siem is warranted due to a lack of gender diversity among the board of directors, whereas he is a member of the nominating committee.</p>	For	Against
Mgmt	8	Reelect Dod Fraser as Director	For	For
Mgmt	9	Elect Eldar Saetre as Director	For	For
Mgmt	1	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights Up to 10 Percent of the Issued Share Capital	For	For
Mgmt	2	Authorize Share Repurchase Program Up to 10 Percent of Issued Capital and Authorize Cancellation of Repurchased Shares	For	For
Mgmt	3	Amend Article 3 Re: Corporate Purpose	For	For
Mgmt	4	Amend Articles 12 and 16 of the Articles of Association	For	For

ARCA CONTINENTAL SAB DE CV

Meeting: Annual 4/15/21 Mexico

Proposal Type	Proposal	Description	MRec	Vote
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	For	For
Mgmt	2	Approve Allocation of Income and Cash Dividends of MXN 2.94 Per Share	For	For
Mgmt	3	Set Maximum Amount of Share Repurchase Reserve	For	For
Mgmt	4	Elect Directors Verify their Independence Classification Approve their Remuneration and Elect Secretaries Voter Rationale: Items 4-5: We decided to vote against following considerations around disclosure and bundled voting items.	For	Against
Mgmt	5	Approve Remuneration of Board Committee Members; Elect Chairman of Audit and Corporate Practices Committee	For	Against
Mgmt	6	Appoint Legal Representatives	For	For
Mgmt	7	Approve Minutes of Meeting	For	For

BANCA MEDIOLANUM SPA

Meeting: Annual 4/15/21 Italy

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	1.2	Approve Allocation of Income	For	For
Mgmt	2.1	Approve Remuneration Policy Voter Rationale: These items warrant a vote AGAINST because the company provides insufficient information on the performance criteria and caps for the short-term variable remuneration.	For	Against
Mgmt	2.2	Approve Second Section of the Remuneration Report	For	For
Mgmt	2.3	Approve Severance Payments Policy Voter Rationale: This item warrants a vote AGAINST because termination payments can theoretically exceed 24 months' pay.	For	Against
Mgmt	3	Approve Executive Incentive Bonus Plan Voter Rationale: These items warrant a vote AGAINST because the company provides insufficient information on the performance criteria and caps for the short-term variable remuneration.	For	Against
S/holder	4.1	Fix Number of Directors	None	For
S/holder	4.2	Fix Board Terms for Directors	None	For
S/holder	4.3.1	Slate 1 Submitted by Ennio Doris Lina Tombolato Massimo Doris Annalisa Doris and FINPROG ITALIA SpA	None	Against
S/holder	4.3.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	None	For
S/holder	4.4	Approve Remuneration of Directors	None	Against
S/holder	5.1.1	Slate 1 Submitted by Ennio Doris Lina Tombolato Massimo Doris Annalisa Doris and FINPROG ITALIA SpA	None	Against
S/holder	5.1.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	None	For
S/holder	5.2	Approve Internal Auditors' Remuneration	None	Against
Mgmt	A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	None	Against

BANCO BPM SPA

Meeting: Annual/Special 4/15/21 Italy

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Allocation of Income	For	For
Mgmt	3.1	Approve Remuneration Policy	For	For
Mgmt	3.2	Approve Second Section of the Remuneration Report	For	For
Mgmt	4	Approve Severance Payments Policy	For	For
Mgmt	5.1	Approve 2021 Short-Term Incentive Plan	For	For
Mgmt	5.2	Approve 2021-2023 Long-Term Incentive Plan	For	For
Mgmt	6	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service 2021 Short-Term Incentive Plan and 2021-2023 Long-Term Incentive Plan	For	For
S/holder	7.a	Shareholder Proposal Submitted by Foundations	None	For
S/holder	7.b.1	Shareholder Proposal Submitted by Institutional Investors (Assogestioni)	None	For
S/holder	7.b.2	Shareholder Proposal Submitted by Foundations	None	Against
Mgmt	1	Amend Company Bylaws	For	For

BILFINGER SE

Meeting: Annual 4/15/21 Germany

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (Non-Voting)		Non Voting
Mgmt	2	Approve Allocation of Income and Dividends of EUR 1.88 per Share	For	For
Mgmt	3.1	Approve Discharge of Management Board Member Thomas Blades for Fiscal Year 2020	For	For
Mgmt	3.2	Approve Discharge of Management Board Member Duncan Hall for Fiscal Year 2020	For	For
Mgmt	3.3	Approve Discharge of Management Board Member Christina Johansson for Fiscal Year 2020	For	For
Mgmt	4.1	Approve Discharge of Supervisory Board Member Eckhard Cordes for Fiscal Year 2020	For	For
Mgmt	4.2	Approve Discharge of Supervisory Board Member Stephan Brueckner for Fiscal Year 2020	For	For
Mgmt	4.3	Approve Discharge of Supervisory Board Member Agnieszka Al-Selwi for Fiscal Year 2020	For	For
Mgmt	4.4	Approve Discharge of Supervisory Board Member Dorothee Deuring for Fiscal Year 2020	For	For
Mgmt	4.5	Approve Discharge of Supervisory Board Member Nicoletta Giadrossi (from Jan. 1 until June 24 2020) for Fiscal Year 2020	For	For
Mgmt	4.6	Approve Discharge of Supervisory Board Member Ralph Heck for Fiscal Year 2020	For	For
Mgmt	4.7	Approve Discharge of Supervisory Board Member Susanne Hupe for Fiscal Year 2020	For	For
Mgmt	4.8	Approve Discharge of Supervisory Board Member Rainer Knerler for Fiscal Year 2020	For	For
Mgmt	4.9	Approve Discharge of Supervisory Board Member Janna Koeke for Fiscal Year 2020	For	For
Mgmt	4.10	Approve Discharge of Supervisory Board Member Frank Lutz for Fiscal Year 2020	For	For

Global Voting Record

Mgmt	4.11	Approve Discharge of Supervisory Board Member Robert Schuchna (from June 24 until Dec. 31 2020) for Fiscal Year 2020	For	For
Mgmt	4.12	Approve Discharge of Supervisory Board Member Joerg Sommer for Fiscal Year 2020	For	For
Mgmt	4.13	Approve Discharge of Supervisory Board Member Jens Tischendorf (from Jan. 1 until June 24 2020) for Fiscal Year 2020	For	For
Mgmt	4.14	Approve Discharge of Supervisory Board Member Bettina Volkens (from June 24 until Dec. 31 2020) for Fiscal Year 2020	For	For
Mgmt	5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2021	For	For
Mgmt	6.1	Elect Roland Busch to the Supervisory Board Voter Rationale: Votes AGAINST the proposed nominees are warranted as their terms of office would exceed four years.Votes AGAINST the non-independent nominees: Eckhard Cordes, Roland Busch, Silke Maurer, and Robert Schuchna are further warranted because of the failure to establish sufficient independence levels.	For	Against
Mgmt	6.2	Elect Eckhard Cordes to the Supervisory Board Voter Rationale: Votes AGAINST the proposed nominees are warranted as their terms of office would exceed four years.Votes AGAINST the non-independent nominees: Eckhard Cordes, Roland Busch, Silke Maurer, and Robert Schuchna are further warranted because of the failure to establish sufficient independence levels.	For	Against
Mgmt	6.3	Elect Frank Lutz to the Supervisory Board Voter Rationale: Votes AGAINST the proposed nominees are warranted as their terms of office would exceed four years.Votes AGAINST the non-independent nominees: Eckhard Cordes, Roland Busch, Silke Maurer, and Robert Schuchna are further warranted because of the failure to establish sufficient independence levels.	For	Against
Mgmt	6.4	Elect Silke Maurer to the Supervisory Board Voter Rationale: Votes AGAINST the proposed nominees are warranted as their terms of office would exceed four years.Votes AGAINST the non-independent nominees: Eckhard Cordes, Roland Busch, Silke Maurer, and Robert Schuchna are further warranted because of the failure to establish sufficient independence levels.	For	Against
Mgmt	6.5	Elect Robert Schuchna to the Supervisory Board Voter Rationale: Votes AGAINST the proposed nominees are warranted as their terms of office would exceed four years.Votes AGAINST the non-independent nominees: Eckhard Cordes, Roland Busch, Silke Maurer, and Robert Schuchna are further warranted because of the failure to establish sufficient independence levels.	For	Against
Mgmt	6.6	Elect Bettina Volkens to the Supervisory Board Voter Rationale: Votes AGAINST the proposed nominees are warranted as their terms of office would exceed four years.Votes AGAINST the non-independent nominees: Eckhard Cordes, Roland Busch, Silke Maurer, and Robert Schuchna are further warranted because of the failure to establish sufficient independence levels.	For	Against
Mgmt	7	Approve Remuneration Policy Voter Rationale: A vote AGAINST the remuneration policy is warranted because:* The policy contains significant scope for discretion via special payments and a modifier under the STI, which falls short of market best practice standards.* Within the STI, the policy only provides a general definition of non-financial goals that would be applicable to the modifier.* The policy does not contain a variable compensation component that measures performance over a multi-year period.	For	Against
Mgmt	8	Approve Remuneration of Supervisory Board	For	For
Mgmt	9	Amend Articles Re: Proof of Entitlement	For	For
Mgmt	10	Approve Issuance of Warrants/Bonds with Warrants Attached/ Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 500 Million; Approve Creation of EUR 13.3 Million Pool of Capital to Guarantee Conversion Rights	For	For

BUCHER INDUSTRIES AG

Meeting: Annual 4/15/21 Switzerland

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Discharge of Board and Senior Management	For	For
Mgmt	3	Approve Allocation of Income and Dividends of CHF 6.50 per Share	For	For
Mgmt	4.1	Amend Articles Re: Opting Out Clause	For	For
Mgmt	4.2	Amend Articles Re: Size of Compensation Committee	For	For
Mgmt	4.3	Amend Articles Re: Remuneration of Directors	For	For
Mgmt	5.1.1	<p>Reelect Anita Hauser as Director Voter Rationale: Board elections (Items 5.1.1-5.1.6)Votes AGAINST the non-independent nominees: Philip Mosimann, Anita Hauser, Michael Hauser, and Heinrich Spoerry are warranted because of the failure to establish a sufficiently independent board.Votes AGAINST Heinrich Spoerry and Michael Hauser are further warranted due to the failure to establish a sufficiently independent audit committee and because Spoerry is the non-independent chair.Votes FOR the independent nominees Martin Hirzel and Valentin Vogt are warranted due to a lack of concerns.Compensation committee elections (Items 5.2.1-5.2.2)A vote AGAINST Anita Hauser is warranted because her election to the board does not warrant support.A vote FOR Valentin Vogt is warranted due to a lack of concerns.</p>	For	Against
Mgmt	5.1.2	<p>Reelect Michael Hauser as Director Voter Rationale: Board elections (Items 5.1.1-5.1.6)Votes AGAINST the non-independent nominees: Philip Mosimann, Anita Hauser, Michael Hauser, and Heinrich Spoerry are warranted because of the failure to establish a sufficiently independent board.Votes AGAINST Heinrich Spoerry and Michael Hauser are further warranted due to the failure to establish a sufficiently independent audit committee and because Spoerry is the non-independent chair.Votes FOR the independent nominees Martin Hirzel and Valentin Vogt are warranted due to a lack of concerns.Compensation committee elections (Items 5.2.1-5.2.2)A vote AGAINST Anita Hauser is warranted because her election to the board does not warrant support.A vote FOR Valentin Vogt is warranted due to a lack of concerns.</p>	For	Against
Mgmt	5.1.3	<p>Reelect Martin Hirzel as Director Reelect Philip Mosimann as Director and Board Chairman Voter Rationale: Board elections (Items 5.1.1-5.1.6)Votes AGAINST the non-independent nominees: Philip Mosimann, Anita Hauser, Michael Hauser, and Heinrich Spoerry are warranted because of the failure to establish a sufficiently independent board.Votes AGAINST Heinrich Spoerry and Michael Hauser are further warranted due to the failure to establish a sufficiently independent audit committee and because Spoerry is the non-independent chair.Votes FOR the independent nominees Martin Hirzel and Valentin Vogt are warranted due to a lack of concerns.Compensation committee elections (Items 5.2.1-5.2.2)A vote AGAINST Anita Hauser is warranted because her election to the board does not warrant support.A vote FOR Valentin Vogt is warranted due to a lack of concerns.</p>	For	For
Mgmt	5.1.4	<p>Reelect Philip Mosimann as Director and Board Chairman Voter Rationale: Board elections (Items 5.1.1-5.1.6)Votes AGAINST the non-independent nominees: Philip Mosimann, Anita Hauser, Michael Hauser, and Heinrich Spoerry are warranted because of the failure to establish a sufficiently independent board.Votes AGAINST Heinrich Spoerry and Michael Hauser are further warranted due to the failure to establish a sufficiently independent audit committee and because Spoerry is the non-independent chair.Votes FOR the independent nominees Martin Hirzel and Valentin Vogt are warranted due to a lack of concerns.Compensation committee elections (Items 5.2.1-5.2.2)A vote AGAINST Anita Hauser is warranted because her election to the board does not warrant support.A vote FOR Valentin Vogt is warranted due to a lack of concerns.</p>	For	Against
Mgmt	5.1.5	<p>Reelect Heinrich Spoerry as Director Voter Rationale: Board elections (Items 5.1.1-5.1.6)Votes AGAINST the non-independent nominees: Philip Mosimann, Anita Hauser, Michael Hauser, and Heinrich Spoerry are warranted because of the failure to establish a sufficiently independent board.Votes AGAINST Heinrich Spoerry and Michael Hauser are further warranted due to the failure to establish a sufficiently independent audit committee and because Spoerry is the non-independent chair.Votes FOR the independent nominees Martin Hirzel and Valentin Vogt are warranted due to a lack of concerns.Compensation committee elections (Items 5.2.1-5.2.2)A vote AGAINST Anita Hauser is warranted because her election to the board does not warrant support.A vote FOR Valentin Vogt is warranted due to a lack of concerns.</p>	For	Against

Global Voting Record

Mgmt	5.1.6	Reelect Valentin Vogt as Director Reappoint Anita Hauser as Member of the Compensation Committee Voter Rationale: Board elections (Items 5.1.1-5.1.6)Votes AGAINST the non-independent nominees: Philip Mosimann, Anita Hauser, Michael Hauser, and Heinrich Spoerry are warranted because of the failure to establish a sufficiently independent board.Votes AGAINST Heinrich Spoerry and Michael Hauser are further warranted due to the failure to establish a sufficiently independent audit committee and because Spoerry is the non-independent chair.Votes FOR the independent nominees Martin Hirzel and Valentin Vogt are warranted due to a lack of concerns.Compensation committee elections (Items 5.2.1-5.2.2)A vote AGAINST Anita Hauser is warranted because her election to the board does not warrant support.A vote FOR Valentin Vogt is warranted due to a lack of concerns.	For	For
Mgmt	5.2.1	Reappoint Valentin Vogt as Member of the Compensation Committee	For	Against
Mgmt	5.2.2	Designate Keller KLG as Independent Proxy	For	For
Mgmt	5.3	Ratify PricewaterhouseCoopers AG as Auditors	For	For
Mgmt	5.4	Approve Variable Remuneration of Executive Committee in the Amount of CHF 2.2 Million	For	For
Mgmt	6.1	Approve Remuneration Report (Non-Binding)	For	For
Mgmt	6.2	Approve Remuneration of Directors in the Amount of CHF 1.3 Million	For	For
Mgmt	6.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 5 Million	For	For
Mgmt	6.4	Transact Other Business (Voting) Voter Rationale: A vote AGAINST is warranted because:* This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and* The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.	For	Against

CAP SA

Meeting:	Annual	4/15/21	Chile		
Proposal Type	Proposal	Description	MRec	Vote	
Mgmt	1	Accept Annual Report Financial Statements Company Status Report and Auditor's Report	For	For	
Mgmt	2	Approve Dividends of USD 0.69 Per Share and Interim Dividends of USD 1 per Share; Approve Dividend Policy	For	For	
Mgmt	3	Elect Directors Voter Rationale: A vote AGAINST this item is warranted because:* The names of the director candidates are not disclosed;* The company has bundled the election of directors into a single voting item; and* Undisclosed bundled director election proposals disenfranchise shareholders voting by proxy.	For	Against	
Mgmt	4	Approve Remuneration of Directors	For	For	
Mgmt	5	Appoint Auditors	For	For	
Mgmt	6	Designate Risk Assessment Companies	For	For	
Mgmt	7	Approve Annual Report Remuneration and Budget of Directors' Committee	For	For	
Mgmt	8	Receive Report Regarding Related-Party Transactions	For	For	
Mgmt	9	Designate Newspaper to Publish Meeting Announcements	For	For	
Mgmt	10	Other Business Voter Rationale: A vote AGAINST this request is warranted since it cannot be known what issues will be raised under this agenda item.	For	Against	

CNH INDUSTRIAL NV

Meeting: Annual 4/15/21 Netherlands

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting		Non Voting
Mgmt	2.a	Receive Explanation on Company's Reserves and Dividend Policy		Non Voting
Mgmt	2.b	Adopt Financial Statements and Statutory Reports	For	For
Mgmt	2.c	Approve Dividends of EUR 0.11 Per Share	For	For
Mgmt	2.d	Approve Discharge of Directors	For	For
Mgmt	3	Approve Remuneration Report Voter Rationale: A vote AGAINST is warranted because:* An excessive one-time lump sum award that compensates for the STI 2020 award but is without further information.* A one time share award without compelling rationale and reduced vesting period.However, we do acknowledge that the remuneration report is in line with market practice regarding disclosure and the company provided clear disclosure on the applicable targets during the 2020 performance year and forward looking targets for the 2021 STI plan.	For	Against
Mgmt	4.a	Reelect Suzanne Heywood as Executive Director	For	For
Mgmt	4.b	Elect Scott W. Wine as Executive Director	For	For
Mgmt	4.c	Reelect Howard W. Buffett as Non-Executive Director	For	For
Mgmt	4.d	Reelect Tufan Erginbilgic as Non-Executive Director	For	For
Mgmt	4.e	Reelect Leo W. Houle as Non-Executive Director	For	For
Mgmt	4.f	Reelect John B. Lanaway as Non-Executive Director	For	For
Mgmt	4.g	Reelect Alessandro Nasi as Non-Executive Director	For	For
Mgmt	4.h	Reelect Lorenzo Simonelli as Non-Executive Director	For	For
Mgmt	4.i	Reelect Vagn Sorensen as Non-Executive Director Voter Rationale: A vote FOR the elections of Scott Wine, Suzanne (Lady) Heywood, Leo Houle, Howard Buffett, Tufan Erginbilgic, John Lanaway, Alessandro Nasi and Lorenzo Simonelli is warranted because:* The nominees are elected for a period not exceeding four years;* The candidates appear to possess the necessary qualifications for board membership; and* There is no known controversy concerning the candidatesA vote AGAINST nominee Vagn Soerensen is warranted as the nominee is considered to be overboarded.	For	Against
Mgmt	5	Ratify Ernst & Young Accountants LLP as Auditors	For	For
Mgmt	6	Authorize Repurchase of Up to 10 Percent of Issued Common Shares	For	For
Mgmt	7	Close Meeting		Non Voting

GENTING SINGAPORE LIMITED

Meeting: Annual 4/15/21 Singapore

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Adopt Financial Statements and Directors' and Auditors' Reports	For	For
Mgmt	2	Approve Final Dividend	For	For
Mgmt	3	Elect Jonathan Asherson as Director	For	For
Mgmt	4	Elect Tan Wah Yeow as Director	For	For
Mgmt	5	Elect Hauw Sze Shiung Winston as Director	For	For
Mgmt	6	Approve Directors' Fees	For	For
Mgmt	7	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	8	Approve Renewal of Mandate for Interested Person Transactions	For	For
Mgmt	9	Authorize Share Repurchase Program	For	For

HOME BANCSHARES INC.

Meeting: Annual 4/15/21 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director John W. Allison	For	For
Mgmt	1.2	Elect Director Brian S. Davis	For	For
Mgmt	1.3	Elect Director Milburn Adams	For	For
Mgmt	1.4	Elect Director Robert H. Adcock Jr.	For	For
Mgmt	1.5	Elect Director Richard H. Ashley	For	For
Mgmt	1.6	Elect Director Mike D. Beebe	For	For
Mgmt	1.7	Elect Director Jack E. Engelkes	For	For
Mgmt	1.8	Elect Director Tracy M. French	For	For
Mgmt	1.9	Elect Director Karen E. Garrett	For	For
Mgmt	1.10	Elect Director James G. Hinkle	For	For
Mgmt	1.11	Elect Director Alex R. Lieblong	For	For
Mgmt	1.12	Elect Director Thomas J. Longe	For	For
Mgmt	1.13	Elect Director Jim Rankin Jr.	For	For
Mgmt	1.14	Elect Director Larry W. Ross	For	For
Mgmt	1.15	Elect Director Donna J. Townsell	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation Voter Rationale: We voted against the resolution due to concerns regarding the structure of executive remuneration.	For	Against
Mgmt	3	Ratify BKD LLP as Auditors	For	For

LVMH MOET HENNESSY LOUIS VUITTON SE

Meeting: Annual/Special 4/15/21 France

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Consolidated Financial Statements and Statutory Reports	For	For
Mgmt	3	Approve Allocation of Income and Dividends of EUR 6.00 per Share	For	For
Mgmt	4	Approve Auditors' Special Report on Related-Party Transactions Voter Rationale: We voted against certain transactions which were not considered in the interests of shareholders.	For	Against

Global Voting Record

Mgmt	5	Reelect Antoine Arnault as Director Voter Rationale: We voted against Items 5-7 due to concerns regarding board independence.	For	Against
Mgmt	6	Reelect Nicolas Bazire as Director	For	Against
Mgmt	7	Reelect Charles de Croisset as Director	For	Against
Mgmt	8	Reelect Yves-Thibault de Silguy as Director	For	For
Mgmt	9	Appoint Olivier Lenel as Alternate Auditor	For	For
Mgmt	10	Approve Amendment of Remuneration Policy of Directors Re: FY 2020	For	For
Mgmt	11	Approve Amendment of Remuneration Policy of Executive Corporate Officers Re: FY 2020 Voter Rationale: We voted against Items 11-14, 16-17 and 27 due to concerns over remuneration practices.	For	Against
Mgmt	12	Approve Compensation of Corporate Officers	For	Against
Mgmt	13	Approve Compensation of Bernard Arnault Chairman and CEO	For	Against
Mgmt	14	Approve Compensation of Antonio Belloni Vice-CEO	For	Against
Mgmt	15	Approve Remuneration Policy of Directors	For	For
Mgmt	16	Approve Remuneration Policy of Chairman and CEO	For	Against
Mgmt	17	Approve Remuneration Policy of Vice-CEO	For	Against
Mgmt	18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
Mgmt	19	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For
Mgmt	20	Authorize Capitalization of Reserves of Up to EUR 20 Million for Bonus Issue or Increase in Par Value	For	For
Mgmt	21	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 20 Million	For	For
Mgmt	22	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 20 Million Voter Rationale: We voted against the capital authorisations presented under Items 22-25 which were not considered in the interests of shareholders.	For	Against
Mgmt	23	Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors up to Aggregate Nominal Amount of EUR 20 Million	For	Against
Mgmt	24	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	For	Against
Mgmt	25	Authorize Capital Increase of Up to EUR 20 Million for Future Exchange Offers	For	Against
Mgmt	26	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	For
Mgmt	27	Authorize up to 1 Percent of Issued Capital for Use in Stock Option Plans	For	Against
Mgmt	28	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For
Mgmt	29	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 21-26 at EUR 20 Million	For	For
Mgmt	30	Amend Article 22 of Bylaws Re: Auditors	For	For

MARVELL TECHNOLOGY INC.Meeting: **Special** **4/15/21** **Bermuda**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Reduce Supermajority Vote Requirement to Approve Merger	For	For
Mgmt	2	Approve Merger Agreement	For	For
Mgmt	3	Adjourn Meeting	For	For

NEL ASAMeeting: **Annual** **4/15/21** **Norway**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting; Registration of Attending Shareholders and Proxies		Non Voting
Mgmt	2	Elect Chairman of Meeting; Designate Inspector(s) of Minutes of Meeting	For	For
Mgmt	3	Approve Notice of Meeting and Agenda	For	For
Mgmt	4	Accept Financial Statements and Statutory Reports	For	For
Mgmt	5	Discuss Company's Corporate Governance Statement		Non Voting
Mgmt	6	Approve Remuneration of Directors in the Amount of NOK 600 000 for Chairman and NOK 325 000 for Other Directors	For	For
Mgmt	7	Approve Remuneration of Nominating Committee; Approve Remuneration of Members of the Audit Committee	For	For
Mgmt	8	Approve Remuneration of Auditors	For	For
Mgmt	9	Approve Remuneration Policy And Other Terms of Employment For Executive Management Voter Rationale: We decided to vote against this proposal, as the policy allows for options to vest in less than 3 years.	For	Against
Mgmt	10.1	Approve Equity Plan Financing Through Issuance of Shares Voter Rationale: We decided to vote against 10.1 and 11.1 as the funds raised through these proposals would be used to fund the an option plan with an insufficient vesting period.	For	Against
Mgmt	10.2	Approve Creation of NOK 29.1 Million Pool of Capital without Preemptive Rights	For	For
Mgmt	11.1	Approve Equity Plan Financing Through Repurchase of Shares	For	Against
Mgmt	11.2	Authorize Share Repurchase Program	For	For
Mgmt	12.1	Reelect Ole Enger as Director (Chairman)	For	For
Mgmt	12.2	Reelect Hanne Blume as Director	For	For
Mgmt	12.3	Reelect Charlotta Falvin as Director Voter Rationale: We decided to vote against this proposal as the director is considered overboarded.	For	Against
Mgmt	12.4	Reelect Finn Jebsen as Director	For	For
Mgmt	12.5	Reelect Beatriz Malo de Molina as Director	For	For
Mgmt	12.6	Reelect Tom Rotjer as Director	For	For
Mgmt	13.1	Elect Fredrik Thoresen (Chair) as Member of Nominating Committee	For	For
Mgmt	13.2	Elect Leif Eriksrod as Member of Nominating Committee	For	For
Mgmt	13.3	Elect Eivind Sars Veddeng as Member of Nominating Committee	For	For

NESTLE SA

Meeting: Annual 4/15/21 Switzerland

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	1.2	Approve Remuneration Report	For	For
Mgmt	2	Approve Discharge of Board and Senior Management	For	For
Mgmt	3	Approve Allocation of Income and Dividends of CHF 2.75 per Share	For	For
Mgmt	4.1.a	Reelect Paul Bulcke as Director and Board Chairman	For	For
Mgmt	4.1.b	Reelect Ulf Schneider as Director	For	For
Mgmt	4.1.c	Reelect Henri de Castries as Director	For	For
Mgmt	4.1.d	Reelect Renato Fassbind as Director	For	For
Mgmt	4.1.e	Reelect Pablo Isla as Director	For	For
Mgmt	4.1.f	Reelect Ann Veneman as Director	For	For
Mgmt	4.1.g	Reelect Eva Cheng as Director	For	For
Mgmt	4.1.h	Reelect Patrick Aebischer as Director	For	For
Mgmt	4.1.i	Reelect Kasper Rorsted as Director	For	For
Mgmt	4.1.j	Reelect Kimberly Ross as Director	For	For
Mgmt	4.1.k	Reelect Dick Boer as Director	For	For
Mgmt	4.1.l	Reelect Dinesh Paliwal as Director	For	For
Mgmt	4.1.m	Reelect Hanne Jimenez de Mora as Director	For	For
Mgmt	4.2	Elect Lindiwe Sibanda as Director	For	For
Mgmt	4.3.1	Appoint Pablo Isla as Member of the Compensation Committee	For	For
Mgmt	4.3.2	Appoint Patrick Aebischer as Member of the Compensation Committee	For	For
Mgmt	4.3.3	Appoint Dick Boer as Member of the Compensation Committee	For	For
Mgmt	4.3.4	Appoint Kasper Rorsted as Member of the Compensation Committee	For	For
Mgmt	4.4	Ratify Ernst & Young AG as Auditors	For	For
Mgmt	4.5	Designate Hartmann Dreyer as Independent Proxy	For	For
Mgmt	5.1	Approve Remuneration of Directors in the Amount of CHF 10 Million	For	For
Mgmt	5.2	Approve Remuneration of Executive Committee in the Amount of CHF 57.5 Million	For	For
Mgmt	6	Approve CHF 6.6 Million Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	For	For
Mgmt	7	Approve Climate Action Plan	For	For
Mgmt	8	Transact Other Business (Voting)	Against	Against

ORKLA ASA

Meeting: Annual 4/15/21 Norway

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting; Elect Chairman of Meeting	For	For
Mgmt	2	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 2.75 Per Share	For	For
Mgmt	3	Approve Guidelines for Incentive-Based Compensation for Executive Management	For	For
Mgmt	4	Discuss Company's Corporate Governance Statement		Non Voting
Mgmt	5.1	Authorize Repurchase of Shares for Use in Employee Incentive Programs	For	For
Mgmt	5.2	Authorize Share Repurchase Program and Reissuance and/or Cancellation of Repurchased Shares	For	For
Mgmt	6.1	Reelect Stein Hagen as Director	For	For
Mgmt	6.2	Reelect Ingrid Blank as Director	For	For
Mgmt	6.3	Reelect Nils Selte as Director Voter Rationale: A vote FOR Items 6.1-6.2, and 6.5-6.7 is warranted due to a lack of concern regarding the composition of the board or its committees. A vote AGAINST candidate Nils Selte is warranted as he serves as a non-independent member and chairman of the audit committee with an insufficient level of independence on the audit committee. A vote AGAINST Item 6.4 is warranted because candidate, Liselott Kilaas is overboarded.	For	Against
Mgmt	6.4	Reelect Liselott Kilaas as Director Voter Rationale: A vote FOR Items 6.1-6.2, and 6.5-6.7 is warranted due to a lack of concern regarding the composition of the board or its committees. A vote AGAINST candidate Nils Selte is warranted as he serves as a non-independent member and chairman of the audit committee with an insufficient level of independence on the audit committee. A vote AGAINST Item 6.4 is warranted because candidate, Liselott Kilaas is overboarded.	For	Against
Mgmt	6.5	Reelect Peter Agnefjall as Director	For	For
Mgmt	6.6	Reelect Anna Mossberg as Director	For	For
Mgmt	6.7	Reelect Anders Kristiansen as Director	For	For
Mgmt	6.8	Reelect Caroline Kjos as Deputy Director	For	For
Mgmt	7	Elect Nils-Henrik Pettersson as Member of Nominating Committee	For	For
Mgmt	8	Approve Remuneration of Directors	For	For
Mgmt	9	Approve Remuneration of Nominating Committee	For	For
Mgmt	10	Approve Remuneration of Auditors	For	For

Global Voting Record

OWENS CORNING

Meeting: Annual 4/15/21 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Brian D. Chambers	For	For
Mgmt	1b	Elect Director Eduardo E. Cordeiro	For	For
Mgmt	1c	Elect Director Adrienne D. Elsner	For	For
Mgmt	1d	Elect Director Alfred E. Festa	For	For
Mgmt	1e	Elect Director Edward F. Lonergan	For	For
Mgmt	1f	Elect Director Maryann T. Mannen	For	For
Mgmt	1g	Elect Director Paul E. Martin	For	For
Mgmt	1h	Elect Director W. Howard Morris	For	For
Mgmt	1i	Elect Director Suzanne P. Nimocks	For	For
Mgmt	1j	Elect Director John D. Williams	For	For
Mgmt	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

PACIFIC BASIN SHIPPING LIMITED

Meeting: Annual 4/15/21 Bermuda

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2.1	Elect Mats Henrik Berglund as Director	For	For
Mgmt	2.2	Elect Patrick Blackwell Paul as Director	For	For
Mgmt	2.3	Elect Alasdair George Morrison as Director	For	For
Mgmt	2.4	Elect Stanley Hutter Ryan as Director	For	For
Mgmt	2.5	Elect John Mackay McCulloch Williamson as Director	For	For
Mgmt	2.6	Authorize Board to Fix Remuneration of Directors	For	For
Mgmt	3	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	4	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	For
Mgmt	5	Authorize Repurchase of Issued Share Capital	For	For

SVENSKA CELLULOSA AB

Meeting: Annual 4/15/21 Sweden

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting; Elect Chairman of Meeting	For	For
Mgmt	2.1	Designate Madeleine Wallmark as Inspector of Minutes of Meeting	For	For
Mgmt	2.2	Designate Anders Oscarsson as Inspector of Minutes of Meeting	For	For
Mgmt	3	Prepare and Approve List of Shareholders	For	For
Mgmt	4	Acknowledge Proper Convening of Meeting	For	For
Mgmt	5	Approve Agenda of Meeting	For	For
Mgmt	6	Receive Financial Statements and Statutory Reports		Non Voting
Mgmt	7a	Accept Financial Statements and Statutory Reports	For	For
Mgmt	7b	Approve Allocation of Income and Dividends of SEK 2 Per Share	For	For

Global Voting Record

Mgmt	7c1	Approve Discharge of Charlotte Bengtsson	For	For
Mgmt	7c2	Approve Discharge of Par Boman	For	For
Mgmt	7c3	Approve Discharge of Lennart Evrell	For	For
Mgmt	7c4	Approve Discharge of Annemarie Gardshol	For	For
Mgmt	7c5	Approve Discharge of Ulf Larsson (as Board Member)	For	For
Mgmt	7c6	Approve Discharge of Martin Lindqvist	For	For
Mgmt	7c7	Approve Discharge of Lotta Lyra	For	For
Mgmt	7c8	Approve Discharge of Bert Nordberg	For	For
Mgmt	7c9	Approve Discharge of Anders Sundstrom	For	For
Mgmt	7c10	Approve Discharge of Barbara M. Thoralfsson	For	For
Mgmt	7c11	Approve Discharge of Employee Representative Roger Bostrom	For	For
Mgmt	7c12	Approve Discharge of Employee Representative Hans Wentjav	For	For
Mgmt	7c13	Approve Discharge of Employee Representative Johanna Viklund Linden	For	For
Mgmt	7c14	Approve Discharge of Deputy Employee Representative Per Andersson	For	For
Mgmt	7c15	Approve Discharge of Deputy Employee Representative Maria Jonsson	For	For
Mgmt	7c16	Approve Discharge of Deputy Employee Representative Stefan Lundkvist	For	For
Mgmt	7c17	Approve Discharge of Ulf Larsson (as CEO)	For	For
Mgmt	8	Determine Number of Directors (10) and Deputy Directors (0) of Board	For	For
Mgmt	9	Determine Number of Auditors (1) and Deputy Auditors (0)	For	For
Mgmt	10.1	Approve Remuneration of Directors in the Amount of SEK 1.9 Million for Chairman and SEK 650 000 for Other Directors; Approve Remuneration for Committee Work	For	For
Mgmt	10.2	Approve Remuneration of Auditors	For	For
Mgmt	11.1	Reelect Charlotte Bengtsson as Director	For	For
Mgmt	11.2	Reelect Par Boman as Director Voter Rationale: A vote FOR candidates Charlotte Bengtsson, Lennart Evrell, Annemarie Gardshol, Ulf Larsson, Martin Lindqvist, Bert Nordberg, Anders Sundstrom and Carina Hakansson is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidates Par Boman and Barbara Thoralfsson is warranted due to their non-independent status on the audit committee with an insufficient level of overall independence. In addition, candidate Par Boman is considered overboarded.	For	Against
Mgmt	11.3	Reelect Lennart Evrell as Director	For	For
Mgmt	11.4	Reelect Annemarie Gardshol as Director	For	For
Mgmt	11.5	Reelect Ulf Larsson as Director	For	For
Mgmt	11.6	Reelect Martin Lindqvist as Director	For	For
Mgmt	11.7	Reelect Bert Nordberg as Director	For	For
Mgmt	11.8	Reelect Anders Sundstrom as Director	For	For
Mgmt	11.9	Reelect Barbara Thoralfsson as Director Voter Rationale: A vote FOR candidates Charlotte Bengtsson, Lennart Evrell, Annemarie Gardshol, Ulf Larsson, Martin Lindqvist, Bert Nordberg, Anders Sundstrom and Carina Hakansson is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidates Par Boman and Barbara Thoralfsson is warranted due to their non-independent status on the audit committee with an insufficient level of overall independence. In addition, candidate Par Boman is considered overboarded.	For	Against
Mgmt	11.10	Elect Carina Hakansson as New Director	For	For

Global Voting Record

Mgmt	12	Reelect Par Boman as Board Chairman Voter Rationale: A vote AGAINST election of Par Boman as chairman of the board is warranted due to excessive number of mandates he holds.	For	Against
Mgmt	13	Ratify Ernst & Young as Auditors	For	For
Mgmt	14	Approve Remuneration Report	For	For
Mgmt	15	Amend Articles Re: Powers of Attorneys and Postal Ballots; Editorial Changes	For	For
Mgmt	16	Close Meeting		Non Voting

TOMTOM NV

Meeting: Annual		4/15/21	Netherlands	
Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting		Non Voting
Mgmt	2	Receive Report of Management Board (Non-Voting)		Non Voting
Mgmt	3	Receive Explanation on Company's Reserves and Dividend Policy		Non Voting
Mgmt	4	Approve Remuneration Report	For	For
Mgmt	5	Adopt Financial Statements	For	For
Mgmt	6	Approve Discharge of Management Board	For	For
Mgmt	7	Approve Discharge of Supervisory Board	For	For
Mgmt	8	Reelect Harold Goddijn to Management Board	For	For
Mgmt	9	Reelect Jack de Kreij to Supervisory Board	For	For
Mgmt	10	Reelect Michael Rhodin to Supervisory Board	For	For
Mgmt	11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
Mgmt	12	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital for General Purposes	For	For
Mgmt	13	Authorize Board to Exclude Preemptive Rights from Share Issuances under Item 12	For	For
Mgmt	14	Grant Board Authority to Issue Shares up to 10 Percent of Issued Capital in Case of Merger Acquisitions and/or (Strategic) Alliances Voter Rationale: A vote AGAINST is warranted because it is not in line with commonly used safeguards regarding volume as this is cumulative to the authorization as requested under Item 12 and 13 (i.e. the management board would be able to issue share up to 20 percent of the issued share capital in total).	For	Against
Mgmt	15	Authorize Board to Exclude Preemptive Rights from Share Issuances under Item 14 Voter Rationale: A vote AGAINST is warranted because it is not in line with commonly used safeguards regarding volume as this is cumulative to the authorization as requested under Item 12 and 13 (i.e. the management board would be able to issue share up to 20 percent of the issued share capital in total).	For	Against
Mgmt	16	Ratify Ernst & Young Accountants LLP as Auditors	For	For
Mgmt	17	Other Business (Non-Voting)		Non Voting
Mgmt	18	Close Meeting		Non Voting

UNICREDIT SPA

Meeting: Annual/Special 4/15/21 Italy

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Allocation of Income	For	For
Mgmt	3	Increase Legal Reserve	For	For
Mgmt	4	Approve Elimination of Negative Reserves	For	For
Mgmt	5	Approve Dividend Distribution	For	For
Mgmt	6	Authorize Share Repurchase Program	For	For
Mgmt	7	Fix Number of Directors	For	For
Mgmt	8.1	Slate 1 Submitted by Management	For	For
S/holder	8.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	None	Against
Mgmt	9	Approve Remuneration of Directors	For	For
S/holder	10	Appoint Ciro Di Carluccio as Alternate Auditor	None	For
Mgmt	11	Approve 2021 Group Incentive System	For	For
Mgmt	12	Approve Remuneration Policy Voter Rationale: This item warrants a vote AGAINST because of the problematic pay package of the new CEO, which may imply a significant increase compared to the remuneration of the previous CEO and would feature a fully guaranteed bonus for 2021.	For	Against
Mgmt	13	Approve Severance Payments Policy	For	For
Mgmt	14	Approve Second Section of the Remuneration Report	For	For
Mgmt	15	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	For
Mgmt	1	Authorize Board to Increase Capital to Service 2021 Group Incentive System	For	For
Mgmt	2	Amend Company Bylaws Re: Clause 6	For	For
Mgmt	3	Authorize Cancellation of Repurchased Shares	For	For
Mgmt	A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	None	Against

CNP ASSURANCES SA

Meeting: Annual/Special 4/16/21 France

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Consolidated Financial Statements and Statutory Reports	For	For
Mgmt	3	Approve Allocation of Income and Dividends of EUR 1.57 per Share	For	For
Mgmt	4	Approve Transaction with La Banque Postale Re: Partnership Agreement	For	For
Mgmt	5	Approve Transaction with Ostrum AM Re: Management of Securities Portfolios	For	For
Mgmt	6	Approve Transaction with LBPAM Re: Management of High Yield Securities Portfolios	For	For
Mgmt	7	Approve Transaction with LBPAM Re: Transfer of Management Mandate to Ostrum AM	For	For
Mgmt	8	Approve Transaction with la Caisse des Depots et Consignations Re: Forest Management Mandates	For	For
Mgmt	9	Approve Transaction with la Caisse des Depots et Consignations Re: Acquisition of Assets in Orange Concessions	For	For
Mgmt	10	Approve Auditors' Special Report on Related-Party Transactions	For	For

Global Voting Record

Mgmt	11	Approve Remuneration Policy of Chairman of the Board	For	For
Mgmt	12	Approve Remuneration policy of CEO	For	For
Mgmt	13	Approve Remuneration Policy of Directors	For	For
Mgmt	14	Approve Compensation Report of Corporate Officers	For	For
Mgmt	15	Approve Compensation of Jean Paul Faugere Chairman of the Board	For	For
Mgmt	16	Approve Compensation of Veronique Weill Chairman of the Board	For	For
Mgmt	17	Approve Compensation of CEO	For	For
Mgmt	18	<p>Ratify Appointment of La Banque Postale as Director Voter Rationale: * Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 24-26). * Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (17.6 percent vs 33.3 percent recommended) (Items 18-23). * A Vote AGAINST the (re)election of Perrine Kaltwasser as non-independent nominee is warranted given the lack of independence at the audit committee (Item 19). * A Vote AGAINST the (re)election of Philippe Heim as non-independent nominee is warranted given the lack of independence at the remuneration committee (Item 20).</p>	For	Against
Mgmt	19	<p>Reelect La Banque Postale as Director Voter Rationale: * Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 24-26). * Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (17.6 percent vs 33.3 percent recommended) (Items 18-23). * A Vote AGAINST the (re)election of Perrine Kaltwasser as non-independent nominee is warranted given the lack of independence at the audit committee (Item 19). * A Vote AGAINST the (re)election of Philippe Heim as non-independent nominee is warranted given the lack of independence at the remuneration committee (Item 20).</p>	For	Against
Mgmt	20	<p>Ratify Appointment of Philippe Heim as Director Voter Rationale: * Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 24-26). * Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (17.6 percent vs 33.3 percent recommended) (Items 18-23). * A Vote AGAINST the (re)election of Perrine Kaltwasser as non-independent nominee is warranted given the lack of independence at the audit committee (Item 19). * A Vote AGAINST the (re)election of Philippe Heim as non-independent nominee is warranted given the lack of independence at the remuneration committee (Item 20).</p>	For	Against
Mgmt	21	<p>Reelect Yves Brassart as Director Voter Rationale: * Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 24-26). * Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (17.6 percent vs 33.3 percent recommended) (Items 18-23). * A Vote AGAINST the (re)election of Perrine Kaltwasser as non-independent nominee is warranted given the lack of independence at the audit committee (Item 19). * A Vote AGAINST the (re)election of Philippe Heim as non-independent nominee is warranted given the lack of independence at the remuneration committee (Item 20).</p>	For	Against
Mgmt	22	<p>Ratify Appointment Nicolas Eyt as Director Voter Rationale: * Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 24-26). * Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (17.6 percent vs 33.3 percent recommended) (Items 18-23). * A Vote AGAINST the (re)election of Perrine Kaltwasser as non-independent nominee is warranted given the lack of independence at the audit committee (Item 19). * A Vote AGAINST the (re)election of Philippe Heim as non-independent nominee is warranted given the lack of independence at the remuneration committee (Item 20).</p>	For	Against

Global Voting Record

Mgmt	23	Reelect Nicolat Eyt as Director Voter Rationale: * Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 24-26). * Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (17.6 percent vs 33.3 percent recommended) (Items 18-23). * A Vote AGAINST the (re)election of Perrine Kaltwasser as non-independent nominee is warranted given the lack of independence at the audit committee (Item 19). * A Vote AGAINST the (re)election of Philippe Heim as non-independent nominee is warranted given the lack of independence at the remuneration committee (Item 20).	For	Against
Mgmt	24	Ratify Appointment of Veronique Weill as Director	For	For
Mgmt	25	Reelect Veronique Weill as Director	For	For
Mgmt	26	Reelect Rose Marie Lerberghe as Director	For	For
Mgmt	27	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
Mgmt	28	Authorize up to 0 5 Percent of Issued Capital for Use in Restricted Stock Plans Voter Rationale: A vote AGAINST this resolution is warranted because: * No information is available on the existence of performance conditions; * The vesting period is not sufficiently long-term oriented; and * The performance period is not disclosed.	For	Against
Mgmt	29	Amend Article 1 of Bylaws Re: Corporate Purpose	For	For
Mgmt	30	Amend Articles 23 and 26 of Bylaws to Comply with Legal Changes	For	For
Mgmt	31	Authorize Filing of Required Documents/Other Formalities	For	For

DUKE ROYALTY LTD.

Meeting:	Special	4/16/21	Guernsey		
Proposal Type	Proposal	Description	MRec	Vote	
Mgmt	1	Authorise Issue of Equity without Pre-emptive Rights in Connection with the Fundraising	For	For	

ELEKTA AB

Meeting:	Special	4/16/21	Sweden		
Proposal Type	Proposal	Description	MRec	Vote	
Mgmt	1	Elect Chairman of Meeting	For	For	
Mgmt	2	Prepare and Approve List of Shareholders	For	For	
Mgmt	3	Approve Agenda of Meeting	For	For	
Mgmt	4.1	Designate Per Colleen as Inspector of Minutes of Meeting	For	For	
Mgmt	4.2	Designate Caroline Sjosten as Inspector of Minutes of Meeting	For	For	
Mgmt	5	Acknowledge Proper Convening of Meeting	For	For	
Mgmt	6	Approve Extra Dividends of SEK 0.90 Per Share	For	For	

FAIR OAKS INCOME LIMITED

Meeting:	Special	4/16/21	Guernsey		
Proposal Type	Proposal	Description	MRec	Vote	
Mgmt	1	Adopt Articles of Incorporation	For	For	
Mgmt	2	Approve the Re-designation of 2017 Shares as 2021 Shares	For	For	
Mgmt	3	Authorise Issue of Shares without Pre-emptive Rights Pursuant to the Placing Programme	For	For	

HENKEL AG & CO. KGAA

Meeting: Annual 4/16/21 Germany

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Allocation of Income and Dividends of EUR 1.83 per Ordinary Share and EUR 1.85 per Preferred Share	For	For
Mgmt	3	Approve Discharge of Personally Liable Partner for Fiscal Year 2020	For	For
Mgmt	4	Approve Discharge of Supervisory Board for Fiscal Year 2020	For	For
Mgmt	5	Approve Discharge of Shareholders' Committee for Fiscal Year 2020	For	For
Mgmt	6	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2021	For	For
Mgmt	7	Elect James Rowan to the Shareholders' Committee	For	For
Mgmt	8	Approve Remuneration Policy	For	For
Mgmt	9	Amend Articles Re: Remuneration of Supervisory Board and Shareholders' Committee	For	For
Mgmt	10	Approve Remuneration of Supervisory Board and Shareholders' Committee	For	For
Mgmt	11	Amend Articles Re: Electronic Participation in the General Meeting	For	For

ISHARES II PLC - ISHARES CORE UK GILTS UCITS ETF

Meeting: Annual 4/16/21 Ireland

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Ratify Deloitte as Auditors	For	For
Mgmt	3	Authorise Board to Fix Remuneration of Auditors	For	For
Mgmt	4	Re-elect Ros O'Shea as Director	For	For
Mgmt	5	Re-elect Jessica Irschick as Director	For	For
Mgmt	6	Re-elect Barry O'Dwyer as Director	For	For
Mgmt	7	Re-elect Paul McGowan as Director	For	For
Mgmt	8	Re-elect Paul McNaughton as Director	For	For
Mgmt	9	Re-elect Deirdre Somers as Director	For	For
Mgmt	10	Re-elect Teresa O'Flynn as Director	For	For
Mgmt	1	Approve Proposed Updates to the Constitution	For	For

ISHARES II PLC - ISHARES GLOBAL CLEAN ENERGY UCITS ETFMeeting: **Annual** 4/16/21 Ireland

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Ratify Deloitte as Auditors	For	For
Mgmt	3	Authorise Board to Fix Remuneration of Auditors	For	For
Mgmt	4	Re-elect Ros O'Shea as Director	For	For
Mgmt	5	Re-elect Jessica Irschick as Director	For	For
Mgmt	6	Re-elect Barry O'Dwyer as Director	For	For
Mgmt	7	Re-elect Paul McGowan as Director	For	For
Mgmt	8	Re-elect Paul McNaughton as Director	For	For
Mgmt	9	Re-elect Deirdre Somers as Director	For	For
Mgmt	10	Re-elect Teresa O'Flynn as Director	For	For
Mgmt	1	Approve Proposed Updates to the Constitution	For	For

ISHARES II PLC - ISHARES INDEX-LINKED GILTS UCITS ETFMeeting: **Annual** 4/16/21 Ireland

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Ratify Deloitte as Auditors	For	For
Mgmt	3	Authorise Board to Fix Remuneration of Auditors	For	For
Mgmt	4	Re-elect Ros O'Shea as Director	For	For
Mgmt	5	Re-elect Jessica Irschick as Director	For	For
Mgmt	6	Re-elect Barry O'Dwyer as Director	For	For
Mgmt	7	Re-elect Paul McGowan as Director	For	For
Mgmt	8	Re-elect Paul McNaughton as Director	For	For
Mgmt	9	Re-elect Deirdre Somers as Director	For	For
Mgmt	10	Re-elect Teresa O'Flynn as Director	For	For
Mgmt	1	Approve Proposed Updates to the Constitution	For	For

MORI HILLS REIT INVESTMENT CORP.Meeting: **Special** 4/16/21 Japan

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Amend Articles to Amend Provisions on Deemed Approval System - Amend Asset Management Compensation	For	For
Mgmt	2	Elect Executive Director Isobe Hideyuki	For	For
Mgmt	3.1	Elect Supervisory Director Tamura Masakuni	For	For
Mgmt	3.2	Elect Supervisory Director Nishimura Koji	For	For
Mgmt	3.3	Elect Supervisory Director Ishijima Miyako	For	For
Mgmt	3.4	Elect Supervisory Director Kitamura Emi	For	For

QUAERO CAPITAL FUNDS (LUX) - ARGONAUT

Meeting: Annual 4/16/21 Luxembourg

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Receive Board's and Auditor's Reports		Non Voting
Mgmt	2	Approve Financial Statements	For	For
Mgmt	3	Approve Allocation of Income and Dividends	For	For
Mgmt	4	Approve Remuneration of Directors Yvar Mentha and Rachel Hill of EUR 12 500 Gross Amount	For	For
Mgmt	5	Approve Discharge of Directors	For	For
Mgmt	6.1	Notification of the Resignation of Cristofer Gelli as Director		Non Voting
Mgmt	6.2	Ratification of the Co-optation of Dominique Dubois as Director	For	For
Mgmt	6.3	Re-elect Thierry Callout as Director	For	For
Mgmt	6.4	Re-elect Francesco Samson as Director	For	For
Mgmt	6.5	Re-elect Yvar Mentha as Director	For	For
Mgmt	6.6	Re-elect Rachel Hill as Director	For	For
Mgmt	6.7	Re-elect Dominique Dubois as Director	For	For
Mgmt	6.8	Re-elect Jean Keller as Director	For	For
Mgmt	7	Renew Appointment of PriceWaterhouseCoopers as Auditor	For	For

SUNGROW POWER SUPPLY CO. LTD.

Meeting: Special 4/16/21 China

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Company's Eligibility for Issuance of Shares to Specific Targets	For	For
Mgmt	2.1	Approve Share Type and Par Value	For	For
Mgmt	2.2	Approve Issue Manner and Issue Time	For	For
Mgmt	2.3	Approve Target Subscribers and Subscription Method	For	For
Mgmt	2.4	Approve Pricing Reference Date Basis of Pricing and Issue Price	For	For
Mgmt	2.5	Approve Issue Size	For	For
Mgmt	2.6	Approve Lock-up Period	For	For
Mgmt	2.7	Approve Amount and Use of Proceeds	For	For
Mgmt	2.8	Approve Distribution Arrangement of Undistributed Earnings	For	For
Mgmt	2.9	Approve Listing Exchange	For	For
Mgmt	2.10	Approve Resolution Validity Period	For	For
Mgmt	3	Approve Plan for Issuance of Shares to Specific Targets	For	For
Mgmt	4	Approve Demonstration Analysis Report in Connection to Issuance of Shares to Specific Targets	For	For
Mgmt	5	Approve Feasibility Analysis Report on the Use of Proceeds	For	For
Mgmt	6	Approve Report on the Usage of Previously Raised Funds	For	For
Mgmt	7	Approve Counter-dilution Measures in Connection to the Issuance of Shares to Specific Targets	For	For
Mgmt	8	Approve Shareholder Return Plan	For	For
Mgmt	9	Approve Authorization of Board to Handle All Related Matters	For	For
Mgmt	10	Approve Provision of Guarantee	For	For
Mgmt	11	Approve Provision of Financial Assistance	For	For

Global Voting Record

VONOVIA SE

Meeting: Annual 4/16/21 Germany

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (Non-Voting)		Non Voting
Mgmt	2	Approve Allocation of Income and Dividends of EUR 1.69 per Share	For	For
Mgmt	3	Approve Discharge of Management Board for Fiscal Year 2020	For	For
Mgmt	4	Approve Discharge of Supervisory Board for Fiscal Year 2020	For	For
Mgmt	5	Ratify KPMG AG as Auditors for Fiscal Year 2021	For	For
Mgmt	6	Approve Remuneration Policy	For	For
Mgmt	7	Approve Remuneration of Supervisory Board	For	For
Mgmt	8	Approve Creation of EUR 283 Million Pool of Capital with Partial Exclusion of Preemptive Rights	For	For
Mgmt	9	Approve Issuance of Warrants/Bonds with Warrants Attached/ Convertible Bonds with Partial Exclusion of Preemptive Rights up to Aggregate Nominal Amount of EUR 12 Billion; Approve Creation of EUR 283 Million Pool of Capital to Guarantee Conversion Rights	For	For

BAJAJ FINANCE LIMITED

Meeting: Special 4/19/21 India

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Amend Employee Stock Option Scheme 2009	For	For
Mgmt	2	Approve Grant of Options to Employees of Holding and/or Subsidiary Company(ies) under the Amended Employee Stock Option Scheme 2009	For	For

BANCO BILBAO VIZCAYA ARGENTARIA SA

Meeting: Annual 4/19/21 Spain

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Approve Consolidated and Standalone Financial Statements	For	For
Mgmt	1.2	Approve Non-Financial Information Statement	For	For
Mgmt	1.3	Approve Treatment of Net Loss	For	For
Mgmt	1.4	Approve Discharge of Board	For	For
Mgmt	2.1	Reelect Jose Miguel Andres Torrecillas as Director	For	For
Mgmt	2.2	Reelect Jaime Felix Caruana Lacorte as Director	For	For
Mgmt	2.3	Reelect Belen Garijo Lopez as Director	For	For
Mgmt	2.4	Reelect Jose Maldonado Ramos as Director	For	For
Mgmt	2.5	Reelect Ana Cristina Peralta Moreno as Director	For	For
Mgmt	2.6	Reelect Juan Pi Llorens as Director	For	For
Mgmt	2.7	Reelect Jan Paul Marie Francis Verplancke as Director	For	For
Mgmt	3	Approve Dividends	For	For
Mgmt	4	Approve Special Dividends	For	For
Mgmt	5	Authorize Issuance of Convertible Bonds Debentures Warrants and Other Debt Securities without Preemptive Rights up to EUR 8 Billion	For	For
Mgmt	6	Approve Reduction in Share Capital via Amortization of Treasury Shares	For	For
Mgmt	7	Approve Remuneration Policy	For	For
Mgmt	8	Fix Maximum Variable Compensation Ratio	For	For
Mgmt	9	Renew Appointment of KPMG Auditores as Auditor	For	For
Mgmt	10	Amend Article 21 Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	For	For
Mgmt	11	Amend Article 5 of General Meeting Regulations Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	For	For
Mgmt	12	Authorize Board to Ratify and Execute Approved Resolutions	For	For
Mgmt	13	Advisory Vote on Remuneration Report	For	For

BRUNELLO CUCINELLI SPA

Meeting: Annual 4/19/21 Italy

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	1.2	Approve Allocation of Income	For	For
Mgmt	2	Approve Second Section of the Remuneration Report Voter Rationale: We voted against this, as the annual bonus is to increase in a year when financial performance decreased from the prior year.	For	Against
Mgmt	3.1	Approve PricewaterhouseCoopers SpA as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	3.2	Approve KPMG SpA as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders Voter Rationale: We decided to vote against this proposal, as not enough information was disclosed around this proposal.	None	Against

Global Voting Record

CARRIER GLOBAL CORP.

Meeting: Annual 4/19/21 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director John V. Faraci	For	For
Mgmt	1b	Elect Director Jean-Pierre Garnier	For	For
Mgmt	1c	Elect Director David Gitlin	For	For
Mgmt	1d	Elect Director John J. Greisch	For	For
Mgmt	1e	Elect Director Charles M. Holley Jr.	For	For
Mgmt	1f	Elect Director Michael M. McNamara	For	For
Mgmt	1g	Elect Director Michael A. Todman	For	For
Mgmt	1h	Elect Director Virginia M. Wilson	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
Mgmt	4	Advisory Vote on Say on Pay Frequency	One Year	One Year

HUTCHISON PORT HOLDINGS TRUST

Meeting: Annual 4/19/21 Singapore

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Adopt Trustee's Report Statement by the Manager Audited Financial Statements and Auditors' Report	For	For
Mgmt	2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Directors of Trustee Manager to Fix Their Remuneration	For	For
Mgmt	3	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	For	For

ADOBE INC.

Meeting: Annual 4/20/21 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Amy Banse	For	For
Mgmt	1b	Elect Director Melanie Boulden	For	For
Mgmt	1c	Elect Director Frank Calderoni	For	For
Mgmt	1d	Elect Director James Daley	For	For
Mgmt	1e	Elect Director Laura Desmond	For	For
Mgmt	1f	Elect Director Shantanu Narayen	For	For
Mgmt	1g	Elect Director Kathleen Oberg	For	For
Mgmt	1h	Elect Director Dheeraj Pandey	For	For
Mgmt	1i	Elect Director David Ricks	For	For
Mgmt	1j	Elect Director Daniel Rosensweig	For	For
Mgmt	1k	Elect Director John Warnock	For	For
Mgmt	2	Amend Omnibus Stock Plan	For	For
Mgmt	3	Ratify KPMG LLP as Auditors	For	For
Mgmt	4	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

BANCO SANTANDER MEXICO SA INSTITUCION DE BANCA MULTIPLEMeeting: **Special** **4/20/21** **Mexico**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	<p>Authorize Issuance of Subordinated Debentures Voter Rationale: A vote AGAINST these items is warranted because: The proposals would allow for the issuance of debt securities convertible into equity, which may cause dilution to current shareholders; and* The company has not provided a compelling rationale or the terms of conversion for such authority.</p>	For	Against
Mgmt	2	<p>Authorize Increase in Capital Represented by Shares that will be Held in Treasury Voter Rationale: A vote AGAINST these items is warranted because: The proposals would allow for the issuance of debt securities convertible into equity, which may cause dilution to current shareholders; and* The company has not provided a compelling rationale or the terms of conversion for such authority.</p>	For	Against
Mgmt	3	<p>Amend Articles to Reflect Changes in Capital Voter Rationale: A vote AGAINST these items is warranted because: The proposals would allow for the issuance of debt securities convertible into equity, which may cause dilution to current shareholders; and* The company has not provided a compelling rationale or the terms of conversion for such authority.</p>	For	Against
Mgmt	4	<p>Authorize Board to Ratify and Execute Approved Resolutions Voter Rationale: A vote AGAINST this closing formality is warranted in light of the vote recommendations for the previous items.</p>	For	Against

BANK OF AMERICA CORPORATIONMeeting: **Annual** **4/20/21** **USA**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Sharon L. Allen	For	For
Mgmt	1b	Elect Director Susan S. Bies	For	For
Mgmt	1c	Elect Director Frank P. Bramble Sr.	For	For
Mgmt	1d	Elect Director Pierre J.P. de Weck	For	For
Mgmt	1e	Elect Director Arnold W. Donald	For	For
Mgmt	1f	Elect Director Linda P. Hudson	For	For
Mgmt	1g	Elect Director Monica C. Lozano	For	For
Mgmt	1h	Elect Director Thomas J. May	For	For
Mgmt	1i	Elect Director Brian T. Moynihan	For	For
Mgmt	1j	Elect Director Lionel L. Nowell III	For	For
Mgmt	1k	Elect Director Denise L. Ramos	For	For
Mgmt	1l	Elect Director Clayton S. Rose	For	For
Mgmt	1m	Elect Director Michael D. White	For	For
Mgmt	1n	Elect Director Thomas D. Woods	For	For
Mgmt	1o	Elect Director R. David Yost	For	For
Mgmt	1p	Elect Director Maria T. Zuber	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
Mgmt	4	Amend Omnibus Stock Plan	For	For
S/holder	5	Amend Proxy Access Right Voter Rationale: We decided to vote for this to make proxy rights accessible to a greater number of shareholders.	Against	For
S/holder	6	Provide Right to Act by Written Consent Voter Rationale: We decide to vote for this to give shareholders opportunity to raise important matters.	Against	For
S/holder	7	Approve Change in Organizational Form Voter Rationale: We decided to vote against this in light of the company's policies which promote responsible and sustainable conduct.	Against	Against
S/holder	8	Request on Racial Equity Audit Voter Rationale: We decided to vote against this as the company recently made a substantial investment promoting racial equity.	Against	Against

BREEDON GROUP PLCMeeting: **Annual** **4/20/21** **Jersey**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Ratify KPMG LLP as Auditors	For	For
Mgmt	3	Authorise Board to Fix Remuneration of Auditors	For	For
Mgmt	4	Approve Remuneration Report	For	For
Mgmt	5	Approve Performance Share Plan	For	For
Mgmt	6	Elect James Brotherton as Director	For	For
Mgmt	7	Elect Helen Miles as Director	For	For
Mgmt	8	Re-elect Amit Bhatia as Director	For	For
Mgmt	9	Re-elect Carol Hui as Director	For	For
Mgmt	10	Re-elect Moni Mannings as Director	For	For
Mgmt	11	Re-elect Clive Watson as Director	For	For
Mgmt	12	Re-elect Rob Wood as Director	For	For
Mgmt	13	Authorise Issue of Equity	For	For
Mgmt	14	Authorise Issue of Equity without Pre-emptive Rights	For	For
Mgmt	15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
Mgmt	16	Authorise Market Purchase of Ordinary Shares	For	For

CAREL INDUSTRIES SPA

Meeting: Annual/Special 4/20/21 Italy

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Amend Company Bylaws Re: Articles 17 and 23	For	For
Mgmt	1.1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	1.2	Approve Allocation of Income	For	For
Mgmt	2.1	Fix Number of Directors	For	For
Mgmt	2.2	Fix Board Terms for Directors	For	For
S/holder	2.3.1	Slate Submitted by Luigi Rossi Luciani Sapa and Luigi Nalini Sapa Voter Rationale: We decided to vote against 2.3.1 and 3.1.1, as it is not in shareholders interests to vote for slates submitted by majority shareholders.	None	Against
S/holder	2.3.2	Slate Submitted by Institutional Investors (Assogestioni) Voter Rationale: We decided to vote for this as it is in the best interest of minority shareholders.	None	For
S/holder	2.4.a	Elect Luigi Rossi Luciani as Board Chair Voter Rationale: We decided to vote for 2.4.a and 2.4.b as it is in the best interest of shareholders.	None	For
S/holder	2.4.b	Elect Luigi Nalini as Board Vice-Chairman	None	For
Mgmt	2.5	Approve Remuneration of Directors	For	For
S/holder	3.1.1	Slate Submitted by Luigi Rossi Luciani Sapa and Luigi Nalini Sapa	None	Against
S/holder	3.1.2	Slate Submitted by Institutional Investors (Assogestioni) Voter Rationale: We decided to vote for this as it is in the best interest of minority shareholders.	None	For
S/holder	3.2	Appoint Chairman of Internal Statutory Auditors	None	For
Mgmt	3.3	Approve Internal Auditors' Remuneration	For	For
Mgmt	4.1	Approve Remuneration Policy	For	For
Mgmt	4.2	Approve Second Section of the Remuneration Report	For	For
Mgmt	5	Approve Performance Share Plan Voter Rationale: We decided to vote against 5 and A, due to a lack of disclosure.	For	Against
Mgmt	6	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	For
Mgmt	A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	None	Against

GETINGE AB

Meeting: Annual 4/20/21 Sweden

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting		Non Voting
Mgmt	2	Elect Chairman of Meeting	For	For
Mgmt	3	Designate Inspector(s) of Minutes of Meeting		Non Voting
Mgmt	4	Prepare and Approve List of Shareholders	For	For
Mgmt	5	Approve Agenda of Meeting	For	For
Mgmt	6	Acknowledge Proper Convening of Meeting	For	For
Mgmt	7	Receive Financial Statements and Statutory Reports		Non Voting
Mgmt	8	Receive Board's and Board Committee's Reports		Non Voting

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Mgmt	9	Receive CEO Report		Non Voting
Mgmt	10	Accept Financial Statements and Statutory Reports	For	For
Mgmt	11	Approve Allocation of Income and Dividends of SEK 3 Per Share	For	For
Mgmt	12.a	Approve Discharge of Carl Bennet	For	For
Mgmt	12.b	Approve Discharge of Johan Bygge	For	For
Mgmt	12.c	Approve Discharge of Cecilia Daun Wennborg	For	For
Mgmt	12.d	Approve Discharge of Barbro Friden	For	For
Mgmt	12.e	Approve Discharge of Dan Frohm	For	For
Mgmt	12.f	Approve Discharge of Sofia Hasselberg	For	For
Mgmt	12.g	Approve Discharge of Johan Malmquist	For	For
Mgmt	12.h	Approve Discharge of Malin Persson	For	For
Mgmt	12.i	Approve Discharge of Johan Stern	For	For
Mgmt	12.j	Approve Discharge of Mattias Perjos	For	For
Mgmt	12.k	Approve Discharge of Rickard Karlsson	For	For
Mgmt	12.l	Approve Discharge of Ake Larsson	For	For
Mgmt	12.m	Approve Discharge of Peter Jormalm	For	For
Mgmt	12.n	Approve Discharge of Fredrik Brattborn	For	For
Mgmt	13.a	Determine Number of Members (10) and Deputy Members (0) of Board	For	For
Mgmt	13.b	Determine Number of Auditors (1) and Deputy Auditors (0)	For	For
Mgmt	14.a	Approve Remuneration of Directors in the Aggregate Amount of SEK 6.5 Million; Approve Remuneration for Committee Work	For	For
Mgmt	14.b	Approve Remuneration of Auditors	For	For
Mgmt	15.a	<p>Reelect Carl Bennet as Director Voter Rationale: A vote FOR candidates Barbro Friden, Sofia Hasselberg, Malin Persson, Kristian Samuelsson and Mattias Perjos (CEO) is warranted, as there are no concerns regarding their reelection. A vote AGAINST Johan Malmquist, Carl Bennet and Dan Frohm is warranted due to their non-independent status while they also sit on the remuneration committee which has an insufficient level of independence. Moreover, Carl Bennet is overboarded. A vote AGAINST candidate Cecilia Daun Wennborg is warranted, as she sits on excessive number of outside boards. A vote AGAINST Johan Bygge is warranted as he is non-independent while he also chairs the audit committee.</p>	For	Against
Mgmt	15.b	<p>Reelect Johan Bygge as Director Voter Rationale: A vote FOR candidates Barbro Friden, Sofia Hasselberg, Malin Persson, Kristian Samuelsson and Mattias Perjos (CEO) is warranted, as there are no concerns regarding their reelection. A vote AGAINST Johan Malmquist, Carl Bennet and Dan Frohm is warranted due to their non-independent status while they also sit on the remuneration committee which has an insufficient level of independence. Moreover, Carl Bennet is overboarded. A vote AGAINST candidate Cecilia Daun Wennborg is warranted, as she sits on excessive number of outside boards. A vote AGAINST Johan Bygge is warranted as he is non-independent while he also chairs the audit committee.</p>	For	Against
Mgmt	15.c	<p>Reelect Cecilia Daun Wennborg as Director Voter Rationale: A vote FOR candidates Barbro Friden, Sofia Hasselberg, Malin Persson, Kristian Samuelsson and Mattias Perjos (CEO) is warranted, as there are no concerns regarding their reelection. A vote AGAINST Johan Malmquist, Carl Bennet and Dan Frohm is warranted due to their non-independent status while they also sit on the remuneration committee which has an insufficient level of independence. Moreover, Carl Bennet is overboarded. A vote AGAINST candidate Cecilia Daun Wennborg is warranted, as she sits on excessive number of outside boards. A vote AGAINST Johan Bygge is warranted as he is non-independent while he also chairs the audit committee.</p>	For	Against

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Mgmt	15.d	<p>Reelect Barbro Friden as Director</p> <p>Reelect Dan Frohm as Director</p> <p>Voter Rationale: A vote FOR candidates Barbro Friden, Sofia Hasselberg, Malin Persson, Kristian Samuelsson and Mattias Perjos (CEO) is warranted, as there are no concerns regarding their reelection. A vote AGAINST Johan Malmquist, Carl Bennet and Dan Frohm is warranted due to their non-independent status while they also sit on the remuneration committee which has an insufficient level of independence. Moreover, Carl Bennet is overboarded. A vote AGAINST candidate Cecilia Daun Wennborg is warranted, as she sits on excessive number of outside boards. A vote AGAINST Johan Bygge is warranted as he is non-independent while he also chairs the audit committee.</p>	For	For
Mgmt	15.e	<p>Reelect Sofia Hasselberg as Director</p> <p>Reelect Johan Malmquist as Director</p> <p>Voter Rationale: A vote FOR candidates Barbro Friden, Sofia Hasselberg, Malin Persson, Kristian Samuelsson and Mattias Perjos (CEO) is warranted, as there are no concerns regarding their reelection. A vote AGAINST Johan Malmquist, Carl Bennet and Dan Frohm is warranted due to their non-independent status while they also sit on the remuneration committee which has an insufficient level of independence. Moreover, Carl Bennet is overboarded. A vote AGAINST candidate Cecilia Daun Wennborg is warranted, as she sits on excessive number of outside boards. A vote AGAINST Johan Bygge is warranted as he is non-independent while he also chairs the audit committee.</p>	For	Against
Mgmt	15.f	<p>Reelect Mattias Perjos as Director</p> <p>Reelect Johan Malmquist as Board Chairman</p> <p>Voter Rationale: A vote AGAINST the reelection of Johan Malmquist as board chairman is warranted, as he is classified as non-independent director while he sits on the remuneration committee which has an insufficient level of independence.</p>	For	For
Mgmt	15.g	<p>Elect Kristian Samuelsson as New Director</p> <p>Reelect Johan Malmquist as Board Chairman</p> <p>Voter Rationale: A vote AGAINST this item is warranted because the performance periods of LTI awards are less than three years.</p>	For	Against
Mgmt	15.h	<p>Approve Remuneration Policy And Other Terms of Employment For Executive Management</p> <p>Voter Rationale: A vote AGAINST this item is warranted because the policy allows short performance periods under the LTIs, while the policy also has a mandate which authorizes payments on a discretionary basis.</p>	For	For
Mgmt	15.i	<p>Approve Remuneration Report</p> <p>Voter Rationale: A vote AGAINST this item is warranted because the performance periods of LTI awards are less than three years.</p>	For	Against
Mgmt	15.j	<p>Approve Remuneration Policy And Other Terms of Employment For Executive Management</p> <p>Voter Rationale: A vote AGAINST this item is warranted because the policy allows short performance periods under the LTIs, while the policy also has a mandate which authorizes payments on a discretionary basis.</p>	For	Against
Mgmt	15.k	<p>Ratify PricewaterhouseCoopers as Auditors</p>	For	For
Mgmt	16	<p>Approve Remuneration Report</p> <p>Voter Rationale: A vote AGAINST this item is warranted because the performance periods of LTI awards are less than three years.</p>	For	Against
Mgmt	17	<p>Approve Remuneration Policy And Other Terms of Employment For Executive Management</p> <p>Voter Rationale: A vote AGAINST this item is warranted because the policy allows short performance periods under the LTIs, while the policy also has a mandate which authorizes payments on a discretionary basis.</p>	For	Against
Mgmt	18	<p>Close Meeting</p>		Non Voting
Mgmt	19			

INFRASTRUTTURE WIRELESS ITALIANE SPA

Meeting: Annual 4/20/21 Italy

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Allocation of Income	For	For
Mgmt	3	Approve Remuneration Policy	For	For
Mgmt	4	Approve Second Section of the Remuneration Report	For	For
Mgmt	5	Integrate Remuneration of Auditors	For	For
S/holder	6.1	Slate Submitted by Daphne 3 SpA and Central Tower Holding Company BV Voter Rationale: An instruction against this item was entered due to our support for the candidates nominated under Item 6.2. Under Italian voting procedures shareholders can support only one slate of directors nominated by shareholders	None	Against
S/holder	6.2	Slate Submitted by Institutional Investors (Assogestioni)	None	For
S/holder	7	Appoint Chairman of Internal Statutory Auditors	None	For
S/holder	8	Approve Internal Auditors' Remuneration	None	For
Mgmt	9	Elect Directors (Bundled) and Approve Their Remuneration	For	For

KINGFA SCI. & TECH. CO. LTD.

Meeting: Annual 4/20/21 China

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Report of the Board of Directors	For	For
Mgmt	2	Approve Report of the Board of Supervisors	For	For
Mgmt	3	Approve Annual Report and Summary	For	For
Mgmt	4	Approve Financial Statements	For	For
Mgmt	5	Approve Profit Distribution Plan	For	For
Mgmt	6	Approve to Appoint Financial and Internal Control Auditor	For	For
Mgmt	7	Approve Guarantee Provision Plan Voter Rationale: A vote AGAINST is warranted because the level of guarantee to be provided to some of its subsidiaries is disproportionate to the level of ownership in the said subsidiaries. The company has failed to provide any justifications in the meeting circular.	For	Against
Mgmt	8	Approve Related Party Transaction	For	For
Mgmt	9	Approve Credit Line Application Voter Rationale: A vote AGAINST is warranted because there is lack of disclosure on the pertinent details of this loan request.	For	Against
Mgmt	10	Approve Adjustment of Allowance of Independent Directors	For	For
Mgmt	11	Approve Shareholder Return Plan	For	For

L'OREAL SA

Meeting: Annual/Special 4/20/21 France

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Consolidated Financial Statements and Statutory Reports	For	For
Mgmt	3	Approve Allocation of Income and Dividends of EUR 4 per Share and an Extra of EUR 0.40 per Share to Long Term Registered Shares	For	For
Mgmt	4	Elect Nicolas Hieronimus as Director	For	For
Mgmt	5	Elect Alexandre Ricard as Director	For	For
Mgmt	6	Reelect Francoise Bettencourt Meyers as Director	For	For
Mgmt	7	Reelect Paul Bulcke as Director	For	For
Mgmt	8	Reelect Virginie Morgon as Director	For	For
Mgmt	9	Approve Compensation Report of Corporate Officers	For	For
Mgmt	10	Approve Compensation of Jean-Paul Agon Chairman and CEO	For	For
Mgmt	11	Approve Remuneration Policy of Directors	For	For
Mgmt	12	Approve Remuneration Policy of Jean-Paul Agon Chairman and CEO Until April 30 2021	For	For
Mgmt	13	Approve Remuneration Policy of Nicolas Hieronimus CEO Since May 1 2021	For	For
Mgmt	14	Approve Remuneration Policy of Jean-Paul Agon Chairman of the Board Since May 1 2021 Voter Rationale: Items 14-15: We decided to vote against following considerations around disclosure and performance-alignment.	For	Against
Mgmt	15	Approve Amendment of Employment Contract of Nicolas Hieronimus CEO Since May 1 2021	For	Against
Mgmt	16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
Mgmt	17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up a Maximum Nominal Share Capital value of EUR 156 764 042.40	For	For
Mgmt	18	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	For	For
Mgmt	19	Authorize Capital Increase of up to 2 Percent of Issued Capital for Contributions in Kind	For	For
Mgmt	20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For
Mgmt	21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	For	For
Mgmt	22	Amend Article 9.2 of Bylaws Re: Written Consultation	For	For
Mgmt	23	Authorize Filing of Required Documents/Other Formalities	For	For

Global Voting Record

MOODYS CORPORATION

Meeting: Annual 4/20/21 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Jorge A. Bermudez	For	For
Mgmt	1b	Elect Director Therese Esperdy	For	For
Mgmt	1c	Elect Director Robert Fauber	For	For
Mgmt	1d	Elect Director Vincent A. Forlenza	For	For
Mgmt	1e	Elect Director Kathryn M. Hill	For	For
Mgmt	1f	Elect Director Lloyd W. Howell Jr.	For	For
Mgmt	1g	Elect Director Raymond W. McDaniel Jr.	For	For
Mgmt	1h	Elect Director Leslie F. Seidman	For	For
Mgmt	1i	Elect Director Bruce Van Saun	For	For
Mgmt	2	Ratify KPMG LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	4	Approve 2020 Decarbonization Plan	For	For

NEXTERA ENERGY PARTNERS LP

Meeting: Annual 4/20/21 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Susan D. Austin	For	For
Mgmt	1b	Elect Director Robert J. Byrne	For	For
Mgmt	1c	Elect Director Peter H. Kind	For	For
Mgmt	1d	Elect Director James L. Robo Voter Rationale: We decided to vote against following considerations around board independence.	For	Against
Mgmt	2	Ratify Deloitte & Touche LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation Voter Rationale: We decided to vote against on a precautionary basis as the disclosures regarding the resolution were insufficient to enable us to make an informed voting decision.	For	Against

Global Voting Record

NORTHERN TRUST CORPORATION

Meeting: Annual 4/20/21 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Linda Walker Bynoe	For	For
Mgmt	1b	Elect Director Susan Crown	For	For
Mgmt	1c	Elect Director Dean M. Harrison	For	For
Mgmt	1d	Elect Director Jay L. Henderson	For	For
Mgmt	1e	Elect Director Marcy S. Klevorn	For	For
Mgmt	1f	Elect Director Siddharth N. (Bobby) Mehta	For	For
Mgmt	1g	Elect Director Michael G. O'Grady	For	For
Mgmt	1h	Elect Director Jose Luis Prado	For	For
Mgmt	1i	Elect Director Thomas E. Richards	For	For
Mgmt	1j	Elect Director Martin P. Slark	For	For
Mgmt	1k	Elect Director David H. B. Smith Jr.	For	For
Mgmt	1l	Elect Director Donald Thompson	For	For
Mgmt	1m	Elect Director Charles A. Tribbett III	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify KPMG LLP as Auditors	For	For

PETRONAS GAS BHD.

Meeting: Annual 4/20/21 Malaysia

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Elect Abdul Razak Abdul Majid as Director	For	For
Mgmt	2	Elect Farina Farikhullah Khan as Director	For	For
Mgmt	3	Elect Adnan Zainol Abidin as Director	For	For
Mgmt	4	Elect Yeow Kian Chai as Director	For	For
Mgmt	5	Elect Abdul Aziz Othman as Director	For	For
Mgmt	6	Approve Directors' Fees and Allowances	For	For
Mgmt	7	Approve KPMG PLT as Auditors and Authorize Board to Fix Their Remuneration	For	For

PUBLIC SERVICE ENTERPRISE GROUP INCORPORATED

Meeting: **Annual** **4/20/21** **USA**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Ralph Izzo	For	For
Mgmt	1.2	Elect Director Shirley Ann Jackson	For	For
Mgmt	1.3	Elect Director Willie A. Deese	For	For
Mgmt	1.4	Elect Director David Lilley	For	For
Mgmt	1.5	Elect Director Barry H. Ostrowsky	For	For
Mgmt	1.6	Elect Director Scott G. Stephenson	For	For
Mgmt	1.7	Elect Director Laura A. Sugg	For	For
Mgmt	1.8	Elect Director John P. Surma	For	For
Mgmt	1.9	Elect Director Susan Tomasky	For	For
Mgmt	1.10	Elect Director Alfred W. Zollar	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify Deloitte & Touche LLP as Auditors	For	For
Mgmt	4	Approve Non-Employee Director Restricted Stock Plan	For	For
Mgmt	5	Approve Omnibus Stock Plan	For	For

SIKA AG

Meeting: Annual 4/20/21 Switzerland

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Allocation of Income and Dividends of CHF 2.50 per Share	For	For
Mgmt	3	Approve Discharge of Board of Directors	For	For
Mgmt	4.1.1	Reelect Paul Haelg as Director	For	For
Mgmt	4.1.2	Reelect Monika Ribar as Director	For	For
Mgmt	4.1.3	Reelect Daniel Sauter as Director	For	For
Mgmt	4.1.4	Reelect Christoph Tobler as Director	For	For
Mgmt	4.1.5	Reelect Justin Howell as Director	For	For
Mgmt	4.1.6	Reelect Thierry Vanlancker as Director	For	For
Mgmt	4.1.7	Reelect Viktor Balli as Director	For	For
Mgmt	4.2	Elect Paul Schuler as Director	For	For
Mgmt	4.3	Reelect Paul Haelg as Board Chairman	For	For
Mgmt	4.4.1	Appoint Daniel Sauter as Member of the Nomination and Compensation Committee	For	For
Mgmt	4.4.2	Appoint Justin Howell as Member of the Nomination and Compensation Committee	For	For
Mgmt	4.4.3	Appoint Thierry Vanlancker as Member of the Nomination and Compensation Committee	For	For
Mgmt	4.5	Ratify Ernst & Young AG as Auditors	For	For
Mgmt	4.6	Designate Jost Windlin as Independent Proxy	For	For
Mgmt	5.1	Approve Remuneration Report (Non-Binding)	For	For
Mgmt	5.2	Approve Remuneration of Directors in the Amount of CHF 3.3 Million	For	For
Mgmt	5.3	Approve Remuneration of Executive Committee in the Amount of CHF 21.5 Million	For	For
Mgmt	6	Transact Other Business (Voting) Voter Rationale: A vote against was considered warranted on a precautionary basis as the content of any other business discussed at the meeting could not be known at the time of voting.	For	Against

Global Voting Record

U.S. BANCORP

Meeting: Annual 4/20/21 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Warner L. Baxter	For	For
Mgmt	1b	Elect Director Dorothy J. Bridges	For	For
Mgmt	1c	Elect Director Elizabeth L. Buse	For	For
Mgmt	1d	Elect Director Andrew Cecere	For	For
Mgmt	1e	Elect Director Kimberly N. Ellison-Taylor	For	For
Mgmt	1f	Elect Director Kimberly J. Harris	For	For
Mgmt	1g	Elect Director Roland A. Hernandez	For	For
Mgmt	1h	Elect Director Olivia F. Kirtley	For	For
Mgmt	1i	Elect Director Karen S. Lynch	For	For
Mgmt	1j	Elect Director Richard P. McKenney	For	For
Mgmt	1k	Elect Director Yusuf I. Mehdi	For	For
Mgmt	1l	Elect Director John P. Wiehoff	For	For
Mgmt	1m	Elect Director Scott W. Wine	For	For
Mgmt	2	Ratify Ernst & Young LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

VERBUND AG

Meeting: Annual 4/20/21 Austria

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (Non-Voting)		Non Voting
Mgmt	2	Approve Allocation of Income and Dividends of EUR 0.75 per Share	For	For
Mgmt	3	Approve Discharge of Management Board for Fiscal Year 2020	For	For
Mgmt	4	Approve Discharge of Supervisory Board for Fiscal Year 2020	For	For
Mgmt	5	Ratify Deloitte as Auditors for Fiscal Year 2021	For	For
Mgmt	6	Approve Remuneration Report	For	For
Mgmt	7	Approve Remuneration of Supervisory Board Members	For	For
Mgmt	8.1	New/Amended Proposals from Shareholders Voter Rationale: We decided to vote against 8.1 and 8.2, as it is not in shareholder interest to vote on items that are not previously disclosed to them.	None	Against
Mgmt	8.2	New/Amended Proposals from Management and Supervisory Board	None	Against

XP POWER LTD.Meeting: **Annual** **4/20/21** **Singapore**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Final Dividend	For	For
Mgmt	3	Re-elect James Peters as Director	For	For
Mgmt	4	Re-elect Terry Twigger as Director	For	For
Mgmt	5	Re-elect Andy Sng as Director	For	For
Mgmt	6	Re-elect Pauline Lafferty as Director	For	For
Mgmt	7	Re-elect Gavin Griggs as Director	For	For
Mgmt	8	Re-elect Polly Williams as Director	For	For
Mgmt	9	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For
Mgmt	10	Authorise Board to Fix Remuneration of Auditors	For	For
Mgmt	11	Approve Remuneration Report	For	For
Mgmt	12	Authorise Issue of Equity	For	For
Mgmt	13	Authorise Issue of Equity without Pre-emptive Rights	For	For
Mgmt	14	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
Mgmt	15	Authorise Market Purchase of Ordinary Shares	For	For

ANANT RAJ LTD.Meeting: **Special** **4/21/21** **India**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Issuance of Fully Convertible Warrants on Preferential Basis to Promoter and Non-Promoter Category	For	For
Mgmt	2	Approve Appointment and Remuneration of Amit Sarin as Managing Director	For	For
Mgmt	3	Elect Aman Sarin as Director and Approve Appointment and Remuneration of Aman Sarin as Whole-Time Director and CEO Voter Rationale: We decided to vote against 3 and 4 to limit the promoter family's presence on the board.	For	Against
Mgmt	4	Elect Ashim Sarin as Director and Approve Appointment and Remuneration of Ashim Sarin as Whole-time Director and Chief Operating Officer	For	Against
Mgmt	5	Elect Rajesh Tuteja as Director	For	For
Mgmt	6	Elect Kulpreet Sond as Director	For	For

ASCOM HOLDING AG

Meeting: Annual 4/21/21 Switzerland

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Accept Consolidated Financial Statements and Statutory Reports	For	For
Mgmt	3	Approve Remuneration Report Voter Rationale: A vote AGAINST the remuneration report is warranted because:* Executives received a discretionary payment in the context of the COVID-19 pandemic. Special bonuses are a breach of market best practice and the company failed to provide a compelling rationale.* Performance targets are not disclosed which makes it difficult to assess the rigor of the remuneration system.	For	Against
Mgmt	4	Approve Allocation of Income and Omission of Dividends	For	For
Mgmt	5	Approve Discharge of Board of Directors	For	For
Mgmt	6.1.1	Reelect Valentin Rueda as Director	For	For
Mgmt	6.1.2	Reelect Nicole Tschudi as Director	For	For
Mgmt	6.1.3	Reelect Laurent Dubois as Director	For	For
Mgmt	6.1.4	Reelect Juerg Fedier as Director	For	For
Mgmt	6.1.5	Reelect Michael Reitermann as Director	For	For
Mgmt	6.1.6	Reelect Andreas Schoenenberger as Director	For	For
Mgmt	6.2	Reelect Valentin Rueda as Board Chairman	For	For
Mgmt	6.3.1	Reappoint Nicole Tschudi as Member of the Compensation and Nomination Committee	For	For
Mgmt	6.3.2	Reappoint Laurent Dubois as Member of the Compensation and Nomination Committee	For	For
Mgmt	6.4	Ratify PricewaterhouseCoopers AG as Auditors	For	For
Mgmt	6.5	Designate Franz Mueller as Independent Proxy	For	For
Mgmt	7.1	Approve Remuneration of Directors in the Amount of CHF 700 000	For	For
Mgmt	7.2.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 1.2 Million	For	For
Mgmt	7.2.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 1.2 Million	For	For
Mgmt	7.2.3	Approve Long-Term Incentive Remuneration of Executive Committee in the Amount of CHF 500 000	For	For
Mgmt	8	Transact Other Business (Voting)	For	Against

Global Voting Record

BANKINTER SA

Meeting: Annual 4/21/21 Spain

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Consolidated and Standalone Financial Statements	For	For
Mgmt	2	Approve Non-Financial Information Statement	For	For
Mgmt	3	Approve Discharge of Board	For	For
Mgmt	4	Approve Allocation of Income and Dividends	For	For
Mgmt	5.1	Amend Article 18 Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	For	For
Mgmt	5.2	Amend Articles Re: Board Committees	For	For
Mgmt	5.3	Amend Article 41 Re: Payment of Dividends	For	For
Mgmt	6	Amend Article 10 of General Meeting Regulations Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	For	For
Mgmt	7	Renew Appointment of PricewaterhouseCoopers as Auditor	For	For
Mgmt	8.1	Elect Cristina Garcia-Peri Alvarez as Director	For	For
Mgmt	8.2	Reelect Pedro Guerrero Guerrero as Director	For	For
Mgmt	8.3	Reelect Marcelino Botin-Sanz de Sautuola y Naveda as Director	For	For
Mgmt	8.4	Reelect Fernando Maria Masaveu Herrero as Director	For	For
Mgmt	8.5	Fix Number of Directors at 11	For	For
Mgmt	9	Approve Restricted Capitalization Reserve	For	For
Mgmt	10.1	Approve Remuneration Policy	For	For
Mgmt	10.2	Approve Delivery of Shares under FY 2020 Variable Pay Scheme	For	For
Mgmt	10.3	Fix Maximum Variable Compensation Ratio	For	For
Mgmt	11	Authorize Board to Ratify and Execute Approved Resolutions	For	For
Mgmt	12	Advisory Vote on Remuneration Report	For	For
Mgmt	13	Receive Amendments to Board of Directors Regulations		Non Voting

CEMENTIR HOLDING NV

Meeting: Annual 4/21/21 Netherlands

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting		Non Voting
Mgmt	2.a	Receive Director's Board Report (Non-Voting)		Non Voting
Mgmt	2.b	Approve Remuneration Report Voter Rationale: This item warrants a vote AGAINST because:* The remuneration report does not provide caps for the CEO's short-term incentives.* The short-term variable remuneration does not contain clear award levels for other executives.* The quantum of the CEO's pay package is reason for concern under the P4P methodology without the company providing compelling arguments that could possibly mitigate this concern.* The company does not provide sufficient information on the performance targets long-term incentive plan.	For	Against
Mgmt	2.c	Adopt Financial Statements and Statutory Reports	For	For
Mgmt	2.d	Receive Explanation on Company's Reserves and Dividend Policy		Non Voting
Mgmt	2.e	Approve Dividends of EUR 0.14 Per Share	For	For
Mgmt	2.f	Approve Discharge of Directors	For	For
Mgmt	3	Approve Remuneration Policy Voter Rationale: This item warrants a vote AGAINST because:* The remuneration policy does not provide caps for the chairman/CEO's short-term incentives.* The short-term variable remuneration does not contain clear award levels for the other executives.* The company does not provide sufficient information on the performance targets long-term incentive plan.* There is no disclosure on contractual terms such as severance agreements, termination arrangements or notice periods.	For	Against
Mgmt	4	Close Meeting		Non Voting

DE'LONGHI SPA

Meeting: Annual 4/21/21 Italy

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	1.2	Approve Allocation of Income	For	For
Mgmt	2.1	Approve Remuneration Policy Voter Rationale: A vote AGAINST is warranted as the company fails to disclose sufficient information on the LTI Cash plans.	For	Against
Mgmt	2.2	Approve Second Section of the Remuneration Report	For	For
Mgmt	3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares Voter Rationale: This item warrants a vote AGAINST because the board would be granted the authorization to make use of derivatives for the entire amount of the repurchase program which exceeds our endorsed guidelines.	For	Against
Mgmt	A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	None	Against

Global Voting Record

EQT CORPORATION

Meeting: Annual 4/21/21 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Lydia I. Beebe	For	For
Mgmt	1.2	Elect Director Philip G. Behrman	For	For
Mgmt	1.3	Elect Director Lee M. Canaan	For	For
Mgmt	1.4	Elect Director Janet L. Carrig	For	For
Mgmt	1.5	Elect Director Kathryn J. Jackson	For	For
Mgmt	1.6	Elect Director John F. McCartney	For	For
Mgmt	1.7	Elect Director James T. McManus II	For	For
Mgmt	1.8	Elect Director Anita M. Powers	For	For
Mgmt	1.9	Elect Director Daniel J. Rice IV	For	For
Mgmt	1.10	Elect Director Toby Z. Rice	For	For
Mgmt	1.11	Elect Director Stephen A. Thorington	For	For
Mgmt	1.12	Elect Director Hallie A. Vanderhider	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify Ernst & Young LLP as Auditors	For	For

JAFRON BIOMEDICAL CO. LTD.

Meeting: Annual 4/21/21 China

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Annual Report and Summary	For	For
Mgmt	2	Approve Report of the Board of Directors	For	For
Mgmt	3	Approve Report of the Board of Supervisors	For	For
Mgmt	4	Approve Financial Statements	For	For
Mgmt	5	Approve Financial Report	For	For
Mgmt	6	Approve Profit Distribution	For	For
Mgmt	7	Approve Determination of Remuneration for Non-Independent Directors and Senior Management Members for 2020 and Remuneration Plan for 2021	For	For
Mgmt	8	Approve Determination of Remuneration of Independent Directors for 2020 and Remuneration Plan for 2021	For	For
Mgmt	9	Approve Determination of Remuneration of Non-Employee Representative Supervisors for 2020 and Remuneration Plan for 2021	For	For
Mgmt	10	Approve Determination of Remuneration of Employee Representative Supervisors for 2020 and Remuneration Plan for 2021	For	For
Mgmt	11	Approve to Appoint Auditor	For	For

Global Voting Record

KEPPEL DC REIT

Meeting: Annual 4/21/21 Singapore

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Adopt Trustee's Report Statement by the Manager Audited Financial Statements and Auditors' Report	For	For
Mgmt	2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Manager to Fix Their Remuneration	For	For
Mgmt	3	Elect Tan Tin Wee as Director	For	For
Mgmt	4	Elect Thomas Pang Thieng Hwi as Director	For	For
Mgmt	5	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	For	For

KOMERCNI BANKA A.S.

Meeting: Annual 4/21/21 Czech Republic

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Management Board Report on Company's Operations and State of Its Assets in Fiscal 2020	For	For
Mgmt	2	Receive Report on Act Providing for Business Undertaking in Capital Market		Non Voting
Mgmt	3	Receive Management Board Report on Related Entities		Non Voting
Mgmt	4	Receive Standalone and Consolidated Financial Statements and Proposal for Allocation of Income		Non Voting
Mgmt	5	Receive Supervisory Board Reports on Financial Statements Its Activities and Management Board Report on Related Entities; Proposal on Allocation of Income		Non Voting
Mgmt	6	Receive Audit Committee Report		Non Voting
Mgmt	7	Approve Financial Statements	For	For
Mgmt	8	Approve Allocation of Income and Omission of Dividends	For	For
Mgmt	9	Approve Consolidated Financial Statements	For	For
Mgmt	10	Amend Articles of Association	For	For
Mgmt	11.1	Elect Petr Dvorak as Supervisory Board Member	For	For
Mgmt	11.2	Elect Alvaro Huete Gomez as Supervisory Board Member Voter Rationale: We decided to vote against 11.2, 11.3 and 11.4 due to concerns around board independence.	For	Against
Mgmt	11.3	Elect Giovanni Luca Soma as Supervisory Board Member	For	Against
Mgmt	11.4	Elect Jarmila Spurova as Supervisory Board Member	For	Against
Mgmt	12	Elect Giovanni Luca Soma as Member of Audit Committee	For	For
Mgmt	13	Approve Remuneration Report	For	For
Mgmt	14	Ratify Deloitte Audit s.r.o. as Auditor	For	For

Global Voting Record

NSI NV

Meeting: Annual		4/21/21	Netherlands		
Proposal Type	Proposal	Description		MRec	Vote
Mgmt	1	Open Meeting			Non Voting
Mgmt	2	Receive Report of Management Board (Non-Voting)			Non Voting
Mgmt	3	Receive Report of Supervisory Board (Non-Voting)			Non Voting
Mgmt	3.a	Approve Remuneration Report		For	For
Mgmt	4	Adopt Financial Statements		For	For
Mgmt	5	Receive Explanation on Company's Dividend Policy			Non Voting
Mgmt	6	Approve Dividends of EUR 2.16 Per Share		For	For
Mgmt	7	Approve Discharge of Management Board		For	For
Mgmt	8	Approve Discharge of Supervisory Board		For	For
Mgmt	9	Reelect Alianne de Jong to Management Board		For	For
Mgmt	10	Reelect Margreet Haandrikman to Supervisory Board		For	For
Mgmt	11.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital		For	For
		Grant Board Authority to Issue Shares up to Additional 10 Percent of Issued Capital			
Mgmt	11.b	Voter Rationale: A vote AGAINST is warranted because:* These proposals, in addition to the ones requested under Items 11a and 11c, are up to 20 percent of the issued share capital and is considered excessive.		For	Against
Mgmt	11.c	Authorize Board to Exclude Preemptive Rights from Share Issuances under Item 11.a		For	For
		Authorize Board to Exclude Preemptive Rights from Share Issuances under Item 11.b			
Mgmt	11.d	Voter Rationale: A vote AGAINST is warranted because:* These proposals, in addition to the ones requested under Items 11a and 11c, are up to 20 percent of the issued share capital and is considered excessive.		For	Against
Mgmt	11.e	Authorize Repurchase of Up to 10 Percent of Issued Share Capital		For	For
Mgmt	12	Outlook for 2021			Non Voting
Mgmt	13	Other Business (Non-Voting)			Non Voting
Mgmt	14	Close Meeting			Non Voting

REGIONS FINANCIAL CORPORATION

Meeting: Annual 4/21/21 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Carolyn H. Byrd	For	For
Mgmt	1b	Elect Director Don DeFosset	For	For
Mgmt	1c	Elect Director Samuel A. Di Piazza Jr.	For	For
Mgmt	1d	Elect Director Zhanna Golodryga	For	For
Mgmt	1e	Elect Director John D. Johns	For	For
Mgmt	1f	Elect Director Ruth Ann Marshall	For	For
Mgmt	1g	Elect Director Charles D. McCrary	For	For
Mgmt	1h	Elect Director James T. Prokopanko	For	For
Mgmt	1i	Elect Director Lee J. Styslinger III	For	For
Mgmt	1j	Elect Director Jose S. Suquet	For	For
Mgmt	1k	Elect Director John M. Turner Jr.	For	For
Mgmt	1l	Elect Director Timothy Vines	For	For
Mgmt	2	Ratify Ernst & Young LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation Voter Rationale: A vote AGAINST this proposal is warranted. A quantitative pay-for-performance misalignment is driven by a significant increase in pension value, which accounts for nearly half of the reported CEO pay. Nevertheless, there are concerns regarding the relative ROATCE metric targeting only median performance and undisclosed forward-looking ROATCE goals. Further, the compensation committee made significant modifications to closing-cycle performance awards which increased earnouts from 53 to 99 percent of target. Such modifications to closing-cycle equity awards are considered problematic.	For	Against

SALMONES CAMANCHACA SA

Meeting: Annual 4/21/21 Chile

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Financial Statements and Statutory Reports	For	For
Mgmt	2.1	Elect Jorge Fernandez Garcia as Director	For	For
Mgmt	2.2	Elect Francisco Cifuentes Correa as Director	For	For
Mgmt	2.3	Elect Ricardo Garcia Holtz as Director	For	For
Mgmt	2.4	Elect Felipe Sandoval Precht as Director	For	For
Mgmt	2.5	Elect Tore Valderhaug as Director	For	For
Mgmt	2.6	Elect Rodrigo Errazuriz as Director	For	For
Mgmt	2.7	Elect Joaqu�n Villarino as Director	For	For
Mgmt	3	Approve Remuneration of Directors	For	For
Mgmt	4	Approve Remuneration and Budget of Directors' Committee	For	For
Mgmt	5	Receive Report Regarding Related-Party Transactions		Non Voting
Mgmt	6	Appoint EY Audit as Auditors	For	For
Mgmt	7	Transact Other Business		Non Voting

SIG COMBIBLOC GROUP AG

Meeting: Annual 4/21/21 Switzerland

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Discharge of Board and Senior Management	For	For
Mgmt	3	Approve Allocation of Income and Omission of Dividends	For	For
Mgmt	4	Approve Dividends of CHF 0.42 per Share from Capital Contribution Reserves	For	For
Mgmt	5.1	Approve Remuneration Report (Non-Binding)	For	For
Mgmt	5.2	Approve Remuneration of Directors in the Amount of CHF 2.3 Million	For	For
Mgmt	5.3	Approve Remuneration of Executive Committee in the Amount of CHF 17 Million	For	For
Mgmt	6.1.1	Reelect Andreas Umbach as Director	For	For
Mgmt	6.1.2	Reelect Werner Bauer as Director	For	For
Mgmt	6.1.3	Reelect Wah-Hui Chu as Director	For	For
Mgmt	6.1.4	Reelect Colleen Goggins as Director	For	For
Mgmt	6.1.5	Reelect Mariel Hoch as Director	For	For
Mgmt	6.1.6	Reelect Matthias Waehren as Director	For	For
Mgmt	6.1.7	Reelect Nigel Wright as Director	For	For
Mgmt	6.1.8	Elect Abdallah al Obeikan as Director	For	For
Mgmt	6.1.9	Elect Martine Snels as Director	For	For
Mgmt	6.2	Reelect Andreas Umbach as Board Chairman	For	For
Mgmt	6.3.1	Reappoint Wah-Hui Chu as Member of the Compensation Committee	For	For
Mgmt	6.3.2	Reappoint Colleen Goggins as Member of the Compensation Committee	For	For
Mgmt	6.3.3	Reappoint Mariel Hoch as Member of the Compensation Committee	For	For
Mgmt	7	Approve Creation of CHF 675 042 Pool of Capital with Partial Exclusion of Preemptive Rights	For	For
Mgmt	8	Amend Articles Re: Opting Out Clause	For	For
Mgmt	9	Designate Keller KLG as Independent Proxy	For	For
Mgmt	10	Ratify PricewaterhouseCoopers AG as Auditors	For	For
Mgmt	11	Transact Other Business (Voting) Voter Rationale: We decided to vote against this proposal due to lack of disclosure.	For	Against

SIMCORP A/S

Meeting: Special 4/21/21 Denmark

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Amend Corporate Purpose	For	For
Mgmt	2	Other Business		Non Voting

Global Voting Record

THE SHERWIN-WILLIAMS COMPANY

Meeting: Annual 4/21/21 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Kerri B. Anderson	For	For
Mgmt	1b	Elect Director Arthur F. Anton	For	For
Mgmt	1c	Elect Director Jeff M. Fetting	For	For
Mgmt	1d	Elect Director Richard J. Kramer	For	For
Mgmt	1e	Elect Director John G. Morikis	For	For
Mgmt	1f	Elect Director Christine A. Poon	For	For
Mgmt	1g	Elect Director Aaron M. Powell	For	For
Mgmt	1h	Elect Director Michael H. Thaman	For	For
Mgmt	1i	Elect Director Matthew Thornton III	For	For
Mgmt	1j	Elect Director Steven H. Wunning	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify Ernst & Young LLP as Auditors	For	For

TRI POINTE HOMES INC.

Meeting: Annual 4/21/21 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Douglas F. Bauer	For	For
Mgmt	1.2	Elect Director Lawrence B. Burrows	For	For
Mgmt	1.3	Elect Director Daniel S. Fulton	For	For
Mgmt	1.4	Elect Director Steven J. Gilbert	For	For
Mgmt	1.5	Elect Director Vicki D. McWilliams	For	For
Mgmt	1.6	Elect Director Constance B. Moore	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify Ernst & Young LLP as Auditors	For	For

AGCO CORPORATION

Meeting: Annual 4/22/21 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Roy V. Armes	For	For
Mgmt	1.2	Elect Director Michael C. Arnold	For	For
Mgmt	1.3	Elect Director Sondra L. Barbour	For	For
Mgmt	1.4	Elect Director P. George Benson	For	For
Mgmt	1.5	Elect Director Suzanne P. Clark	For	For
Mgmt	1.6	Elect Director Bob De Lange	For	For
Mgmt	1.7	Elect Director Eric P. Hansotia	For	For
Mgmt	1.8	Elect Director George E. Minnich	For	For
Mgmt	1.9	Elect Director Mallika Srinivasan	For	For
Mgmt	1.10	Elect Director Matthew Tsien	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify KPMG LLP as Auditor	For	For

Global Voting Record

AKZO NOBEL NV

Meeting: Annual 4/22/21 Netherlands

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting		Non Voting
Mgmt	2.a	Receive Report of Management Board (Non-Voting)		Non Voting
Mgmt	3.a	Adopt Financial Statements	For	For
Mgmt	3.b	Discuss on the Company's Dividend Policy		Non Voting
Mgmt	3.c	Approve Dividends of EUR 1.95 Per Share	For	For
Mgmt	3.d	Approve Remuneration Report Voter Rationale: We decided to vote against following considerations around disclosure and performance-alignment.	For	Against
Mgmt	4.a	Approve Discharge of Management Board	For	For
Mgmt	4.b	Approve Discharge of Supervisory Board	For	For
Mgmt	5.a	Amend Remuneration Policy for Management Board	For	For
Mgmt	5.b	Amend Remuneration Policy for Supervisory Board	For	For
Mgmt	6.a	Reelect T.F.J. Vanlancker to Management Board	For	For
Mgmt	7.a	Reelect P.W. Thomas to Supervisory Board	For	For
Mgmt	8.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	For
Mgmt	8.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	For
Mgmt	9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
Mgmt	10	Authorize Cancellation of Repurchased Shares	For	For
Mgmt	11	Close Meeting		Non Voting

AMERICAN NATIONAL GROUP INC.

Meeting: Annual 4/22/21 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director William C. Ansell	For	For
Mgmt	1.2	Elect Director Arthur O. Dummer	For	For
Mgmt	1.3	Elect Director Irwin M. Herz Jr.	For	For
Mgmt	1.4	Elect Director E. Douglas McLeod	For	For
Mgmt	1.5	Elect Director Frances A. Moody-Dahlberg	For	For
Mgmt	1.6	Elect Director Ross R. Moody	For	For
Mgmt	1.7	Elect Director James P. Payne	For	For
Mgmt	1.8	Elect Director E. J. "Jere" Pederson	For	For
Mgmt	1.9	Elect Director James E. Pozzi	For	For
Mgmt	1.10	Elect Director James D. Yarbrough	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify Deloitte & Touche LLP as Auditors	For	For

Global Voting Record

AUTONATION INC.

Meeting: **Annual** **4/22/21** **USA**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Mike Jackson	For	For
Mgmt	1b	Elect Director Rick L. Burdick	For	For
Mgmt	1c	Elect Director David B. Edelson	For	For
Mgmt	1d	Elect Director Steven L. Gerard	For	For
Mgmt	1e	Elect Director Robert R. Grusky	For	For
Mgmt	1f	Elect Director Norman K. Jenkins	For	For
Mgmt	1g	Elect Director Lisa Lutoff-Perlo	For	For
Mgmt	1h	Elect Director G. Mike Mikan	For	For
Mgmt	1i	Elect Director Jacqueline A. Travisano	For	For
Mgmt	2	Ratify KPMG LLP as Auditor	For	For
S/holder	3	Provide Right to Call A Special Meeting Voter Rationale: We voted for this as it provides shareholders with more accessibility.	Against	For

BANCA GENERALI SPA

Meeting: Annual 4/22/21 Italy

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Accept Financial Statements and Statutory Reports	For	For
Mgmt	1b	Approve Allocation of Income	For	For
S/holder	2a	Fix Number of Directors Voter Rationale: We decided to vote for this as disclosure around this was adequate and provides no point for concern.	None	For
S/holder	2b.1	Slate 1 Submitted by Assicurazioni Generali SpA Voter Rationale: We decided to vote against 2b.1 and 3a.1 as it is not in shareholders interest to vote for slates submitted by majority shareholders.	None	Against
S/holder	2b.2	Slate 2 Submitted by Institutional Investors (Assogestioni) Voter Rationale: We voted for 2b.2 and 3a.2 as it is in the best interest of minority shareholders.	None	For
S/holder	2c	Approve Remuneration of Directors Voter Rationale: We voted for 2c and 3b as it is in the interest of shareholders.	None	For
S/holder	3a.1	Slate 1 Submitted by Assicurazioni Generali SpA	None	Against
S/holder	3a.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	None	For
S/holder	3b	Approve Internal Auditors' Remuneration	None	For
Mgmt	4	Approve Remuneration Policy	For	For
Mgmt	5	Approve Second Section of the Remuneration Report	For	For
Mgmt	6	Approve Fixed-Variable Compensation Ratio	For	For
Mgmt	7	Approve Long-Term Incentive Plan	For	For
Mgmt	8	Approve Network Loyalty Plan	For	For
Mgmt	9	Approve Share-based Incentive System	For	For
Mgmt	10	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service 2021 Network Loyalty Plan 2021 Long-term Incentive Plan and the 2021 Incentive System	For	For
Mgmt	11	Revoke Auditors; Approve New Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders Voter Rationale: We decided to vote against this due to lack of disclosure.	None	Against

BANK OF THE PHILIPPINE ISLANDSMeeting: **Annual** **4/22/21** **Philippines**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Minutes of Previous Meeting	For	For
Mgmt	2	Approve Annual Report	For	For
Mgmt	3	Ratify Acts of the Board of Directors and Officers	For	For
Mgmt	4.1	Elect Jaime Augusto Zobel de Ayala as Director	For	For
Mgmt	4.2	Elect Fernando Zobel de Ayala as Director	For	For
Mgmt	4.3	Elect Romeo L. Bernardo as Director	For	For
Mgmt	4.4	Elect Ignacio R. Bunye as Director	For	For
Mgmt	4.5	Elect Cezar P. Consing as Director	For	For
Mgmt	4.6	Elect Ramon R. del Rosario Jr. as Director	For	For
Mgmt	4.7	Elect Octavio V. Espiritu as Director	For	For
Mgmt	4.8	Elect Rebecca G. Fernando as Director	For	For
Mgmt	4.9	Elect Jose Teodoro K. Limcaoco as Director	For	For
Mgmt	4.10	Elect Aurelio R. Montinola III as Director	For	For
Mgmt	4.11	Elect Mercedita S. Nollado as Director	For	For
Mgmt	4.12	Elect Antonio Jose U. Periquet as Director	For	For
Mgmt	4.13	Elect Cesar V. Purisima as Director	For	For
Mgmt	4.14	Elect Eli M. Remolona Jr. as Director	For	For
Mgmt	4.15	Elect Maria Dolores B. Yuvienco as Director	For	For
Mgmt	5	Elect Isla Lipana & Co. as Independent Auditors and Fix Their Remuneration	For	For
Mgmt	6a	Approve Merger of BPI Family Savings Bank Inc. into the Bank of the Philippine Islands	For	For
Mgmt	6b	Approve Increase in Authorized Capital Stock and Corresponding Amendment of Article VII of the Bank's Articles of Incorporation	For	For
Mgmt	7	Approve Other Matters Voter Rationale: A vote AGAINST this resolution is warranted because the company did not disclose the other matters that will be taken up under this resolution.	For	Against

CATCO REINSURANCE OPPORTUNITIES FUND LIMITEDMeeting: **Annual** **4/22/21** **Bermuda**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Remuneration Report	For	For
Mgmt	3	Re-elect James Keyes as Director	For	For
Mgmt	4	Re-elect Margaret Gadow as Director	For	For
Mgmt	5	Re-elect Arthur Jones as Director	For	For
Mgmt	6	Ratify KPMG Audit Limited as Auditors	For	For
Mgmt	7	Authorise Board to Fix Remuneration of Auditors	For	For

Global Voting Record

COMET HOLDING AG

Meeting: Annual 4/22/21 Switzerland

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Allocation of Income and Dividends of CHF 1.30 per Share	For	For
Mgmt	3	Approve Discharge of Board and Senior Management	For	For
Mgmt	4.1	Reelect Heinz Kundert as Director	For	For
Mgmt	4.2	Reelect Gian-Luca Bona as Director	For	For
Mgmt	4.3	Reelect Mariel Hoch as Director	For	For
Mgmt	4.4	Reelect Patrick Jany as Director	For	For
Mgmt	4.5	Elect Tosja Zywiets as Director	For	For
Mgmt	4.6	Elect Thilo von Selchow as Director	For	For
Mgmt	4.7	Reelect Heinz Kundert as Board Chairman	For	For
Mgmt	5.1	Reappoint Mariel Hoch as Member of the Compensation Committee	For	For
Mgmt	5.2	Appoint Thilo von Selchow as Member of the Compensation Committee	For	For
Mgmt	6	Designate Patrick Glauser as Independent Proxy	For	For
Mgmt	7	Ratify Ernst & Young AG as Auditors	For	For
Mgmt	8.1	Approve Remuneration of Directors in the Amount of CHF 800 000	For	For
Mgmt	8.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 3.5 Million	For	For
Mgmt	8.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 598 538	For	For
Mgmt	8.4	Approve Remuneration Report	For	For
Mgmt	9	Transact Other Business (Voting) Voter Rationale: A vote against the item is considered warranted as the nature of any other business to be introduced at the meeting could not be known at the time of voting.	For	Against

DEXUS

Meeting: Special 4/22/21 Australia

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Unstapling of the Units in DXO DDF DIT and DOT Pursuant to Each of Their Constitutions	For	For
Mgmt	2	Approve Amendments to the Constitutions	For	For
Mgmt	3	Approve Simplification for All Purposes	For	For

Global Voting Record

DIASORIN SPA

Meeting: Annual/Special 4/22/21 Italy

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	1.2	Approve Allocation of Income	For	For
Mgmt	2.1	Approve Remuneration Policy Voter Rationale: We decided to vote against 2.1 and A due to the lack of disclosure surrounding the proposals.	For	Against
Mgmt	2.2	Approve Second Section of the Remuneration Report	For	For
Mgmt	3	Approve Stock Option Plan	For	For
Mgmt	4	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	For
Mgmt	1	Amend Company Bylaws: Articles 3 8 9-bis 11 and 18	For	For
Mgmt	A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	None	Against

EUROFINS SCIENTIFIC SE

Meeting: Annual/Special 4/22/21 Luxembourg

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Receive and Approve Board's Reports	For	For
Mgmt	2	Receive and Approve Director's Special Report Re: Operations Carried Out Under the Authorized Capital Established	For	For
Mgmt	3	Receive and Approve Auditor's Reports	For	For
Mgmt	4	Approve Consolidated Financial Statements and Statutory Reports	For	For
Mgmt	5	Approve Financial Statements	For	For
Mgmt	6	Approve Allocation of Income	For	For
Mgmt	7	Approve Discharge of Directors	For	For
Mgmt	8	Approve Discharge of Auditors	For	For
Mgmt	9	Approve Remuneration Report	For	For
Mgmt	10	Reelect Pascal Rakovsky as Director	For	For
Mgmt	11	Elect Ivo Rauh as Director	For	For
Mgmt	12	Elect Evie Roos as Director	For	For
Mgmt	13	Renew Appointment of Deloitte Audit as Auditor	For	For
Mgmt	14	Approve Remuneration of Directors	For	For
Mgmt	15	Acknowledge Information on Repurchase Program	For	For
Mgmt	16	Authorize Board to Ratify and Execute Approved Resolutions	For	For
Mgmt	1	Increase Authorized Share Capital and Amend Articles of Association Voter Rationale: We voted against Special Resolutions 1 and 2 which were not considered in the interests of minority shareholders.	For	Against
Mgmt	2	Approve Creation of Class C Beneficiary Units and Amend Articles of Association	For	Against
Mgmt	3	Amend Articles 15.3 16.3 and 21 of the Articles of Association	For	For
Mgmt	4	Authorize Board to Ratify and Execute Approved Resolutions	For	For

FAR EAST HOSPITALITY REAL ESTATE INVESTMENT TRUSTMeeting: **Annual** **4/22/21** **Singapore**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Adopt Report of the Trustee Reports of the Manager and Trustee-Manager Statement by the CEO of the Trustee-Manager Audited Financial Statements and Auditors' Report	For	For
Mgmt	2	Approve Ernst & Young LLP as Auditors and Authorize Managers to Fix Their Remuneration	For	For
Mgmt	3	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	For	For

GECINA SAMeeting: **Annual** **4/22/21** **France**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Consolidated Financial Statements and Statutory Reports	For	For
Mgmt	3	Approve Transfer of Revaluation Surplus of Transferred Assets to Specific Reserves Account	For	For
Mgmt	4	Approve Allocation of Income and Dividends of EUR 5.30 per Share	For	For
Mgmt	5	Approve Stock Dividend Program	For	For
Mgmt	6	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transaction	For	For
Mgmt	7	Approve Remuneration of Directors in the Aggregate Amount of EUR 700 000	For	For
Mgmt	8	Approve Compensation of Corporate Officers	For	For
Mgmt	9	Approve Compensation of Bernard Carayon Chairman of the Board Until Apr. 23 2020	For	For
Mgmt	10	Approve Compensation of Jerome Brunel Chairman of the Board Since Apr. 23 2020	For	For
Mgmt	11	Approve Compensation of CEO	For	For
Mgmt	12	Approve Remuneration Policy of Board Members	For	For
Mgmt	13	Approve Remuneration Policy of Chairman of the Board	For	For
Mgmt	14	Approve Remuneration Policy of CEO	For	For
Mgmt	15	Ratify Appointment of Carole Le Gall as Censor	For	For
Mgmt	16	Reelect Laurence Danon Arnaud as Director	For	For
Mgmt	17	Reelect Ivanhoe Cambridge as Director	For	For
Mgmt	18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
Mgmt	19	Authorize Filing of Required Documents/Other Formalities	For	For

Global Voting Record

HEINEKEN HOLDING NV

Meeting: Annual 4/22/21 Netherlands

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Receive Board Report (Non-Voting)		Non Voting
Mgmt	2	Approve Remuneration Report	For	For
Mgmt	3	Adopt Financial Statements	For	For
Mgmt	4	Receive Explanation on Company's Reserves and Dividend Policy		Non Voting
Mgmt	5	Approve Discharge of Directors	For	For
Mgmt	6.a	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
Mgmt	6.b	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	For	For
Mgmt	6.c	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	For
Mgmt	7.a	Reelect M. Das as Non-Executive Director Voter Rationale: A vote AGAINST is warranted because:* The nominees are considered to be non-independent; and* The overall independence of the board is only 11 percent, which is below the 33 percent required to be elected.	For	Against
Mgmt	7.b	Reelect Alexander de Carvalho as Non-Executive Director Voter Rationale: A vote AGAINST is warranted because:* The nominees are considered to be non-independent; and* The overall independence of the board is only 11 percent, which is below the 33 percent required to be elected.	For	Against
Mgmt	8	Ratify Deloitte Accountants B.V. as Auditors	For	For

HUMANA INC.

Meeting: Annual 4/22/21 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Kurt J. Hilzinger	For	For
Mgmt	1b	Elect Director Raquel C. Bono	For	For
Mgmt	1c	Elect Director Bruce D. Broussard	For	For
Mgmt	1d	Elect Director Frank A. D'Amelio	For	For
Mgmt	1e	Elect Director Wayne A. I. Frederick	For	For
Mgmt	1f	Elect Director John W. Garratt	For	For
Mgmt	1g	Elect Director David A. Jones Jr.	For	For
Mgmt	1h	Elect Director Karen W. Katz	For	For
Mgmt	1i	Elect Director Marcy S. Klevorn	For	For
Mgmt	1j	Elect Director William J. McDonald	For	For
Mgmt	1k	Elect Director Jorge S. Mesquita	For	For
Mgmt	1l	Elect Director James J. O'Brien	For	For
Mgmt	1m	Elect Director Marissa T. Peterson	For	For
Mgmt	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

INTUITIVE SURGICAL INC.

Meeting: **Annual** **4/22/21** **USA**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Craig H. Barratt	For	For
Mgmt	1b	Elect Director Joseph C. Beery	For	For
Mgmt	1c	Elect Director Gary S. Guthart	For	For
Mgmt	1d	Elect Director Amal M. Johnson	For	For
Mgmt	1e	Elect Director Don R. Kania	For	For
Mgmt	1f	Elect Director Amy L. Ladd	For	For
Mgmt	1g	Elect Director Keith R. Leonard Jr.	For	For
Mgmt	1h	Elect Director Alan J. Levy	For	For
Mgmt	1i	Elect Director Jami Dover Nachtsheim	For	For
Mgmt	1j	Elect Director Monica P. Reed	For	For
Mgmt	1k	Elect Director Mark J. Rubash	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
Mgmt	4	Amend Omnibus Stock Plan Voter Rationale: We decided to vote against this in light of the costs involved.	For	Against

JOHNSON & JOHNSON

Meeting: Annual 4/22/21 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Mary C. Beckerle	For	For
Mgmt	1b	Elect Director D. Scott Davis	For	For
Mgmt	1c	Elect Director Ian E. L. Davis	For	For
Mgmt	1d	Elect Director Jennifer A. Doudna	For	For
Mgmt	1e	Elect Director Alex Gorsky	For	For
Mgmt	1f	Elect Director Marillyn A. Hewson	For	For
Mgmt	1g	Elect Director Hubert Joly	For	For
Mgmt	1h	Elect Director Mark B. McClellan	For	For
Mgmt	1i	Elect Director Anne M. Mulcahy	For	For
Mgmt	1j	Elect Director Charles Prince	For	For
Mgmt	1k	Elect Director A. Eugene Washington	For	For
Mgmt	1l	Elect Director Mark A. Weinberger	For	For
Mgmt	1m	Elect Director Nadja Y. West	For	For
Mgmt	1n	Elect Director Ronald A. Williams	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation Voter Rationale: A vote AGAINST this proposal is warranted. The company has provided insufficient disclosure in the proxy statement regarding multiple years of large litigation-related expenses, including \$4 billion charges in each of 2019 and 2020 for opioid-related litigation and Talc-related litigation, respectively, and an additional \$1 billion in 2020 related to opioid litigation. While adjusted incentive metrics are commonly used in incentive programs, investors may expect recognition and explanation by the committee of the magnitude of the adjustment to 2019 and 2020 incentive program metric results and the impact on executives' awards.	For	Against
Mgmt	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
S/holder	4	Report on Government Financial Support and Access to COVID-19 Vaccines and Therapeutics Voter Rationale: A vote FOR this proposal is warranted, as reporting on the impact of public funding on the company's pricing and access plans would allow shareholders to better assess the company's management of related risks throughout the expected lifetime of the vaccine.	Against	For
S/holder	5	Require Independent Board Chair Voter Rationale: A vote FOR this proposal is warranted. The material financial accruals resulting from the ongoing talc product liability claims and the proposed opioid settlement agreement, in addition to ongoing reputational risks facing the company, suggest that shareholders would benefit from the most robust form of independent board oversight, in the form of an independent board chair, at the next CEO transition.	Against	For
S/holder	6	Report on Civil Rights Audit	Against	Against
S/holder	7	Adopt Policy on Bonus Banking	Against	Against

Global Voting Record

KFORCE INC.

Meeting: Annual 4/22/21 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director David L. Dunkle	For	For
Mgmt	1.2	Elect Director Mark F. Furlong	For	For
Mgmt	1.3	Elect Director Catherine H. Cloudman	For	For
Mgmt	1.4	Elect Director Derrick D. Brooks	For	For
Mgmt	2	Ratify Deloitte & Touche LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	4	Approve Omnibus Stock Plan	For	For

LINCOLN ELECTRIC HOLDINGS INC.

Meeting: Annual 4/22/21 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Curtis E. Espeland	For	For
Mgmt	1.2	Elect Director Patrick P. Goris	For	For
Mgmt	1.3	Elect Director Stephen G. Hanks	For	For
Mgmt	1.4	Elect Director Michael F. Hilton	For	For
Mgmt	1.5	Elect Director G. Russell Lincoln	For	For
Mgmt	1.6	Elect Director Kathryn Jo Lincoln	For	For
Mgmt	1.7	Elect Director William E. MacDonald III	For	For
Mgmt	1.8	Elect Director Christopher L. Mapes	For	For
Mgmt	1.9	Elect Director Phillip J. Mason	For	For
Mgmt	1.10	Elect Director Ben P. Patel	For	For
Mgmt	1.11	Elect Director Hellene S. Runtagh	For	For
Mgmt	1.12	Elect Director Kellye L. Walker	For	For
Mgmt	2	Ratify Ernst & Young LLP as Auditor	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

Global Voting Record

LOCKHEED MARTIN CORPORATION

Meeting: Annual 4/22/21 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Daniel F. Akerson	For	For
Mgmt	1.2	Elect Director David B. Burritt	For	For
Mgmt	1.3	Elect Director Bruce A. Carlson	For	For
Mgmt	1.4	Elect Director Joseph F. Dunford Jr.	For	For
Mgmt	1.5	Elect Director James O. Ellis Jr.	For	For
Mgmt	1.6	Elect Director Thomas J. Falk	For	For
Mgmt	1.7	Elect Director Ilene S. Gordon	For	For
Mgmt	1.8	Elect Director Vicki A. Hollub	For	For
Mgmt	1.9	Elect Director Jeh C. Johnson	For	For
Mgmt	1.10	Elect Director Debra L. Reed-Klages	For	For
Mgmt	1.11	Elect Director James D. Taiclet	For	For
Mgmt	2	Ratify Ernst & Young LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
S/holder	4	Provide Right to Act by Written Consent Voter Rationale: We voted in favour of the resolution which we considered to be in the interests of shareholders.	Against	For
S/holder	5	Report on Human Rights Due Diligence Voter Rationale: We supported the resolution as, in our view, the additional information requested would enhance the company's sustainability disclosure framework.	Against	For

MORANT WRIGHT SAKURA FUND

Meeting: Annual 4/22/21 Ireland

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Ratify KPMG as Auditors	For	For
Mgmt	2	Authorise Board to Fix Remuneration of Auditors	For	For

NEWMARKET CORPORATION

Meeting: Annual 4/22/21 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Phyllis L. Cothran	For	For
Mgmt	1.2	Elect Director Mark M. Gambill	For	For
Mgmt	1.3	Elect Director Bruce C. Gottwald	For	For
Mgmt	1.4	Elect Director Thomas E. Gottwald	For	For
Mgmt	1.5	Elect Director Patrick D. Hanley	For	For
Mgmt	1.6	Elect Director H. Hiter Harris III	For	For
Mgmt	1.7	Elect Director James E. Rogers	For	For
Mgmt	2	Ratify PricewaterhouseCoopers LLP as Auditor	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

Global Voting Record

NORTHWESTERN CORPORATION

Meeting: **Annual** **4/22/21** **USA**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Anthony T. Clark	For	For
Mgmt	1.2	Elect Director Dana J. Dykhouse	For	For
Mgmt	1.3	Elect Director Jan R. Horsfall	For	For
Mgmt	1.4	Elect Director Britt E. Ide	For	For
Mgmt	1.5	Elect Director Linda G. Sullivan	For	For
Mgmt	1.6	Elect Director Robert C. Rowe	For	For
Mgmt	1.7	Elect Director Mahvash Yazdi	For	For
Mgmt	1.8	Elect Director Jeffrey W. Yingling	For	For
Mgmt	2	Ratify Deloitte & Touche LLP as Auditors	For	For
Mgmt	3	Amend Omnibus Stock Plan	For	For
Mgmt	4	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	5	Other Business Voter Rationale: A vote AGAINST this proposal is warranted, as proposals which are detrimental to shareholder value may arise without shareholders having the opportunity to make a fully informed vote on the issue.	For	Against

Global Voting Record

PFIZER INC.

Meeting: Annual 4/22/21 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Ronald E. Blaylock	For	For
Mgmt	1.2	Elect Director Albert Bourla	For	For
Mgmt	1.3	Elect Director Susan Desmond-Hellmann	For	For
Mgmt	1.4	Elect Director Joseph J. Echevarria	For	For
Mgmt	1.5	Elect Director Scott Gottlieb	For	For
Mgmt	1.6	Elect Director Helen H. Hobbs	For	For
Mgmt	1.7	Elect Director Susan Hockfield	For	For
Mgmt	1.8	Elect Director Dan R. Littman	For	For
Mgmt	1.9	Elect Director Shantanu Narayen	For	For
Mgmt	1.10	Elect Director Suzanne Nora Johnson	For	For
Mgmt	1.11	Elect Director James Quincey	For	For
Mgmt	1.12	Elect Director James C. Smith	For	For
Mgmt	2	Ratify KPMG LLP as Auditor	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
S/holder	4	Require Independent Board Chair	Against	Against
S/holder	5	Report on Political Contributions and Expenditures Voter Rationale: A vote FOR this proposal is warranted, as more comprehensive information regarding Pfizer's political contribution spending and nonprofit organization participation would enable shareholders to have a more comprehensive understanding of how the company oversees and manages risks related to its political partnerships.	Against	For
S/holder	6	Report on Access to COVID-19 Products Voter Rationale: A vote FOR this proposal is warranted as shareholders would benefit from more information about company decisions impacting access to the COVID-19 vaccine and how it is managing related risks.	Against	For

REXEL SA

Meeting: Annual/Special 4/22/21 France

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Consolidated Financial Statements and Statutory Reports	For	For
Mgmt	3	Approve Treatment of Losses and Dividends of EUR 0.46 per Share	For	For
Mgmt	4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	For
Mgmt	5	Approve Remuneration Policy of Chairman of the Board	For	For
Mgmt	6	Approve Remuneration Policy of Directors	For	For
Mgmt	7	Approve Remuneration Policy of CEO	For	For
Mgmt	8	Approve Compensation Report of Corporate Officers	For	For
Mgmt	9	Approve Compensation of Ian Meakins Chairman of the Board	For	For
Mgmt	10	Approve Compensation of Patrick Berard CEO	For	For
Mgmt	11	Reelect Francois Henrot as Director	For	For
Mgmt	12	Reelect Marcus Alexanderson as Director	For	For
Mgmt	13	Reelect Maria Richter as Director	For	For
Mgmt	14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
Mgmt	15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For
Mgmt	16	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 720 Million	For	For
Mgmt	17	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 140 Million	For	For
Mgmt	18	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 140 Million	For	For
Mgmt	19	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 16-18	For	For
Mgmt	20	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	For
Mgmt	21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For
Mgmt	22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans for International Employees	For	For
Mgmt	23	Authorize Capitalization of Reserves of Up to EUR 200 Million for Bonus Issue or Increase in Par Value	For	For
Mgmt	24	Amend Articles 14 28 and 30 of Bylaws to Comply with Legal Changes	For	For
Mgmt	25	Approve Remuneration Policy of Guillaume Texier CEO	For	For
Mgmt	26	Elect Guillaume Texier as Director	For	For
Mgmt	27	Authorize Filing of Required Documents/Other Formalities	For	For

SIEGFRIED HOLDING AG

Meeting: Annual 4/22/21 Switzerland

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2.1	Approve Allocation of Income	For	For
Mgmt	2.2	Approve CHF 13.2 Million Reduction in Share Capital via Reduction of Nominal Value and Repayment of CHF 3.00 per Share	For	For
Mgmt	3	Approve Discharge of Board of Directors	For	For
Mgmt	4	Approve Creation of CHF 10.6 Million Pool of Capital without Preemptive Rights	For	For
Mgmt	5.1	Approve Remuneration of Directors in the Amount of CHF 1.9 Million	For	For
Mgmt	5.2.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 3.5 Million for Fiscal 2022	For	For
Mgmt	5.2.2	Approve Short-Term Performance-Based Remuneration of Executive Committee in the Amount of CHF 482 591 for Fiscal 2020	For	For
Mgmt	5.2.3	Approve Long-Term Performance-Based Remuneration of Executive Committee in the Amount of CHF 8 Million for Fiscal 2021 Voter Rationale: Fixed compensation and short-term variable compensation (5.2.1-5.2.2)Votes FOR these items are warranted because the proposals appear to be in line with market practice and do not raise significant concerns.Long-term variable compensation (5.2.3)A vote AGAINST this item is warranted because:* The proposal represents a significant potential increase in remuneration, and the company has not provided a detailed explanation therefor.	For	Against
Mgmt	6.1.1	Reelect Ulla Schmidt as Director	For	For
Mgmt	6.1.2	Reelect Isabelle Welton as Director	For	For
Mgmt	6.1.3	Reelect Colin Bond as Director	For	For
Mgmt	6.1.4	Reelect Wolfram Carius as Director	For	For
Mgmt	6.1.5	Reelect Andreas Casutt as Director	For	For
Mgmt	6.1.6	Reelect Reto Garzetti as Director	For	For
Mgmt	6.1.7	Reelect Martin Schmid as Director	For	For
Mgmt	6.2	Reelect Andreas Casutt as Board Chairman	For	For
Mgmt	6.3.1	Reappoint Isabelle Welton as Member of the Compensation Committee	For	For
Mgmt	6.3.2	Reappoint Reto Garzetti as Member of the Compensation Committee	For	For
Mgmt	6.3.3	Reappoint Martin Schmid as Member of the Compensation Committee	For	For
Mgmt	7	Designate Rolf Freiermuth as Independent Proxy	For	For
Mgmt	8	Ratify PricewaterhouseCoopers AG as Auditors	For	For
Mgmt	9	Transact Other Business (Voting) Voter Rationale: A vote AGAINST is warranted because:* This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and* The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.	For	Against

Global Voting Record

SIGNATURE BANK

Meeting: Annual 4/22/21 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Kathryn A. Byrne	For	For
Mgmt	1.2	Elect Director Maggie Timoney	For	For
Mgmt	1.3	Elect Director George Tsunis	For	For
Mgmt	2	Ratify KPMG LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	4	Authorize Share Repurchase Program	For	For
Mgmt	5	Increase Authorized Common Stock	For	For
Mgmt	6	Amend Omnibus Stock Plan	For	For

SILICON LABORATORIES INC.

Meeting: Annual 4/22/21 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director G. Tyson Tuttle	For	For
Mgmt	1.2	Elect Director Sumit Sadana	For	For
Mgmt	1.3	Elect Director Gregg Lowe	For	For
Mgmt	2	Ratify Ernst & Young LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	4	Amend Omnibus Stock Plan	For	For
Mgmt	5	Amend Qualified Employee Stock Purchase Plan	For	For

SINGAPORE TECHNOLOGIES ENGINEERING LTD.Meeting: **Annual** **4/22/21** **Singapore**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Adopt Financial Statements and Directors' and Auditors' Reports	For	For
Mgmt	2	Approve Final Dividend	For	For
Mgmt	3	Elect Vincent Chong Sy Feng as Director	For	For
Mgmt	4	Elect Lim Ah Doo as Director	For	For
Mgmt	5	Elect Lim Sim Seng as Director	For	For
Mgmt	6	Elect Ong Su Kiat Melvyn as Director	For	For
Mgmt	7	Elect Ng Bee Bee (May) as Director	For	For
Mgmt	8	Approve Directors' Remuneration	For	For
Mgmt	9	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	10	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	For	For
Mgmt	11	Approve Grant of Awards and Issuance of Shares Under the Singapore Technologies Engineering Performance Share Plan 2020 and the Singapore Technologies Engineering Restricted Share Plan 2020	For	For
Mgmt	12	Approve Renewal of Mandate for Interested Person Transactions	For	For
Mgmt	13	Authorize Share Repurchase Program	For	For
Mgmt	14	Approve Kwa Chong Seng to Continue Office as Independent Director for Purposes of Rule 210(5)(d)(iii)(A) of the Listing Manual of Singapore Exchange Securities Trading Limited (Tier 1)	For	For
Mgmt	15	Approve Kwa Chong Seng to Continue Office as Independent Director for Purposes of Rule 210(5)(d)(iii)(B) of the Listing Manual of Singapore Exchange Securities Trading Limited (Tier 2)	For	For

TELE2 ABMeeting: **Annual** **4/22/21** **Sweden**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Elect Chairman of Meeting	For	For
Mgmt	2.1	Designate Ossian Ekdahl as Inspector of Minutes of Meeting	For	For
Mgmt	2.2	Designate Jan Sarlvik as Inspector of Minutes of Meeting	For	For
Mgmt	3	Prepare and Approve List of Shareholders	For	For
Mgmt	4	Approve Agenda of Meeting	For	For
Mgmt	5	Acknowledge Proper Convening of Meeting	For	For
Mgmt	6	Receive Financial Statements and Statutory Reports		Non Voting
Mgmt	7	Accept Financial Statements and Statutory Reports	For	For
Mgmt	8	Approve Allocation of Income and Ordinary Dividends of SEK 6 Per Share	For	For
Mgmt	9a	Approve Discharge of Carla Smits-Nusteling	For	For
Mgmt	9b	Approve Discharge of Andrew Barron	For	For
Mgmt	9c	Approve Discharge of Anders Bjorkman	For	For
Mgmt	9d	Approve Discharge of Georgi Ganev	For	For
Mgmt	9e	Approve Discharge of Cynthia Gordon	For	For
Mgmt	9f	Approve Discharge of Eva Lindqvist	For	For
Mgmt	9g	Approve Discharge of Lars-Ake Norling	For	For
Mgmt	9h	Approve Discharge of Anders Nilsson (CEO)	For	For

Global Voting Record

Mgmt	9i	Approve Discharge of Kjell Johnsen (CEO)	For	For
Mgmt	10	Determine Number of Members (7) and Deputy Members of Board	For	For
Mgmt	11a	Approve Remuneration of Directors in the Aggregate Amount of SEK 6.6 Million	For	For
Mgmt	11b	Approve Remuneration of Auditors	For	For
Mgmt	12a	Reelect Andrew Barron as Director	For	For
Mgmt	12b	Elect Stina Bergfors as New Director	For	For
Mgmt	12c	Reelect Georgi Ganev as Director	For	For
Mgmt	12d	Elect Sam Kini as New Director	For	For
Mgmt	12e	Reelect Eva Lindqvist as Director	For	For
Mgmt	12f	Reelect Lars-Ake Norling as Director	For	For
Mgmt	12g	Reelect Carla Smits-Nusteling as Director	For	For
Mgmt	13	Reelect Carla Smits-Nusteling as Board Chairman	For	For
Mgmt	14a	Determine Number of Auditors and Deputy Auditors	For	For
Mgmt	14b	Ratify Deloitte as Auditors	For	For
Mgmt	15	Approve Remuneration Report	For	For
Mgmt	16a	Approve Performance Share Matching Plan LTI 2021	For	For
Mgmt	16b	Approve Equity Plan Financing Through Issuance of Class C Shares	For	For
Mgmt	16c	Approve Equity Plan Financing Through Repurchase of Class C Shares	For	For
Mgmt	16d	Approve Equity Plan Financing Through Transfer of Class B Shares to Participants	For	For
Mgmt	16e	Approve Equity Plan Financing Through Reissuance of Class B Shares	For	For
Mgmt	16f	Authorize Share Swap Agreement Voter Rationale: We decided to vote against following considerations around cost and shareholder rights.	For	Against
Mgmt	17	Authorize Share Repurchase Program	For	For
S/holder	18a	Investigate if Current Board Members and Leadership Team Fulfil Relevant Legislative and Regulatory Requirements as well as the Demands of the Public Opinions' Ethical Values Voter Rationale: 18a-19b. We decided to vote against these shareholder proposals following company-specific considerations and limited background provided on the proposals.	None	Against
S/holder	18b	In the Event that the Investigation Clarifies that there is Need Relevant Measures Shall be Taken to Ensure that the Requirements are Fulfilled	None	Against
S/holder	18c	The Investigation and Any Measures Should be Presented as soon as possible however Not Later than AGM 2022	None	Against
S/holder	19a	Give Full Compensation to Private Customers who have Lost their Pool of Phone Call	None	Against
S/holder	19b	Instruct the Executive Management to Prepare a Code of Conduct for the Customer Service Department	None	Against
Mgmt	20	Close Meeting		Non Voting

TELEPERFORMANCE SA

Meeting: Annual/Special 4/22/21 France

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Consolidated Financial Statements and Statutory Reports	For	For
Mgmt	3	Approve Allocation of Income and Dividends of EUR 2.40 per Share	For	For
Mgmt	4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	For
Mgmt	5	Approve Compensation of Corporate Officers	For	For
Mgmt	6	Approve Compensation of Daniel Julien Chairman and CEO Voter Rationale: We decided to vote against proposal 6 and 7, as although targets were lowered due to the pandemic, the bonus cap remained the same.	For	Against
Mgmt	7	Approve Compensation of Olivier Rigaudy Vice-CEO	For	Against
Mgmt	8	Approve Remuneration Policy of Directors	For	For
Mgmt	9	Approve Remuneration Policy of the Chairman and CEO	For	For
Mgmt	10	Approve Remuneration Policy of the Vice-CEO	For	For
Mgmt	11	Reelect Daniel Julien as Director Voter Rationale: We decided to vote against this proposal as the Chairman and CEO roles are combined.	For	Against
Mgmt	12	Reelect Emily Abrera as Director	For	For
Mgmt	13	Reelect Alain Boulet as Director	For	For
Mgmt	14	Reelect Robert Paszczak as Director	For	For
Mgmt	15	Reelect Stephen Wunningham as Director	For	For
Mgmt	16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
Mgmt	17	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For
Mgmt	18	Authorize Capitalization of Reserves of Up to EUR 142 Million for Bonus Issue or Increase in Par Value	For	For
Mgmt	19	Amend Article 21 of Bylaws Re: Transactions	For	For
Mgmt	20	Authorize Filing of Required Documents/Other Formalities	For	For

TEXAS INSTRUMENTS INCORPORATED

Meeting: Annual 4/22/21 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Mark A. Blinn	For	For
Mgmt	1b	Elect Director Todd M. Bluedorn	For	For
Mgmt	1c	Elect Director Janet F. Clark	For	For
Mgmt	1d	Elect Director Carrie S. Cox	For	For
Mgmt	1e	Elect Director Martin S. Craighead	For	For
Mgmt	1f	Elect Director Jean M. Hobby	For	For
Mgmt	1g	Elect Director Michael D. Hsu	For	For
Mgmt	1h	Elect Director Ronald Kirk	For	For
Mgmt	1i	Elect Director Pamela H. Patsley	For	For
Mgmt	1j	Elect Director Robert E. Sanchez	For	For
Mgmt	1k	Elect Director Richard K. Templeton	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify Ernst & Young LLP as Auditors	For	For
S/holder	4	Provide Right to Act by Written Consent Voter Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.	Against	For

THULE GROUP AB

Meeting: Annual 4/22/21 Sweden

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Elect Chairman of Meeting	For	For
Mgmt	2.a	Designate John Hernander as Inspector of Minutes of Meeting	For	For
Mgmt	2.b	Designate Adam Gerge as Inspector of Minutes of Meeting	For	For
Mgmt	3	Prepare and Approve List of Shareholders	For	For
Mgmt	4	Approve Agenda of Meeting	For	For
Mgmt	5	Acknowledge Proper Convening of Meeting	For	For
Mgmt	6.a	Receive Financial Statements and Statutory Reports		Non Voting
Mgmt	6.b	Receive Consolidated Accounts and Group Auditor's Report		Non Voting
Mgmt	6.c	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management		Non Voting
Mgmt	6.d	Receive Board's Report		Non Voting
Mgmt	7.a	Accept Financial Statements and Statutory Reports	For	For
Mgmt	7.b	Approve Allocation of Income and Dividends of SEK 15.50 Per Share	For	For
Mgmt	7.c1	Approve Discharge of Board Chairman Bengt Baron	For	For
Mgmt	7.c2	Approve Discharge of Board Member Mattias Ankarberg	For	For
Mgmt	7.c3	Approve Discharge of Board Member Hans Eckerstrom	For	For
Mgmt	7.c4	Approve Discharge of Board Member Helene Mellquist	For	For
Mgmt	7.c5	Approve Discharge of Board Member Therese Reutersward	For	For
Mgmt	7.c6	Approve Discharge of Board Member Helene Willberg	For	For
Mgmt	7.c7	Approve Discharge of President Magnus Welander	For	For
Mgmt	8	Determine Number of Members (6) and Deputy Members (0) of Board	For	For
Mgmt	9	Approve Remuneration of Directors in the Amount of SEK 1.15 Million for Chairman and SEK 400 000 for Other Directors; Approve Remuneration for Committee Work	For	For
Mgmt	10.1	Reelect Bengt Baron as Director	For	For
Mgmt	10.2	Reelect Mattias Ankarberg as Director	For	For
Mgmt	10.3	Reelect Hans Eckerstrom as Director	For	For
Mgmt	10.4	Reelect Helene Mellquist as Director	For	For
Mgmt	10.5	Reelect Therese Reutersward as Director	For	For
Mgmt	10.6	Reelect Helene Willberg as Director	For	For
Mgmt	10.7	Reelect Bengt Baron as Board Chairman	For	For
Mgmt	11	Approve Remuneration of Auditors	For	For
Mgmt	12	Ratify PricewaterhouseCoopers as Auditors	For	For
Mgmt	13	Approve Remuneration Policy And Other Terms of Employment For Executive Management	For	For
Mgmt	14	Approve Remuneration Report	For	For
Mgmt	15	Amend Articles Re: Postal Voting	For	For

TPI POLENE PUBLIC CO. LTD.

Meeting: Annual 4/22/21 Thailand

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Minutes of Previous Meeting	For	For
Mgmt	2	Acknowledge Operating Report		Non Voting
Mgmt	3	Acknowledge Audit Committee's Report		Non Voting
Mgmt	4	Approve Financial Statements	For	For
Mgmt	5	Approve Allocation of Legal Reserve and Dividend Payment	For	For
Mgmt	6	Approve KPMG Phoomchai Audit Limited as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	7.1	Elect Pramuan Leophairatana as Director Voter Rationale: A vote AGAINST Pramuan Leophairatana (Item 7.1) is warranted because he is an executive director and the board does not have formal remuneration and nomination committees and the board is not majority independent. A vote FOR all other nominees is warranted given the absence of any known issues concerning the nominees.	For	Against
Mgmt	7.2	Elect Malinee Leophairatana as Director	For	For
Mgmt	7.3	Elect Pornpol Suwanamas as Director	For	For
Mgmt	7.4	Elect Tavich Taychanavakul as Director	For	For
Mgmt	7.5	Elect Pises Iamsakulrat as Director	For	For
Mgmt	8	Acknowledge Remuneration of Directors		Non Voting
Mgmt	9	Other Business Voter Rationale: A vote AGAINST this resolution is warranted given the lack of information.	For	Against

VEOLIA ENVIRONNEMENT SA

Meeting: Annual/Special 4/22/21 France

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Consolidated Financial Statements and Statutory Reports	For	For
Mgmt	3	Approve Non-Deductible Expenses	For	For
Mgmt	4	Approve Allocation of Income and Dividends of EUR 0.70 per Share	For	For
Mgmt	5	Approve Auditors' Special Report on Related-Party Transactions	For	For
Mgmt	6	Reelect Caisse des Depots et Consignations as Director	For	For
Mgmt	7	Reelect Marion Guillou as Director	For	For
Mgmt	8	Elect Pierre-Andre de Chalendar as Director	For	For
Mgmt	9	Approve Amendment of the Economic Performance Criterion Related to the Acquisition of Performance Shares Allocated to the Chairman and CEO under Plan No. 1 Voter Rationale: We voted against Items 9 and 12 due to concerns over remuneration practices at the company.	For	Against
Mgmt	10	Approve Amendment of the Economic Performance Criterion Related to the Acquisition of Performance Shares Allocated to the Chairman and CEO under Plan No. 2	For	For
Mgmt	11	Approve Amendment of the Economic Performance Criterion Related to the Acquisition of Performance Shares Allocated to the Chairman and CEO under Plan No. 3	For	For
Mgmt	12	Approve Compensation of Antoine Frerot Chairman and CEO	For	Against
Mgmt	13	Approve Compensation of Corporate Officers	For	For
Mgmt	14	Approve Remuneration Policy of Chairman and CEO	For	For
Mgmt	15	Approve Remuneration Policy of Corporate Officers	For	For
Mgmt	16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
Mgmt	17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 868 Million	For	For
Mgmt	18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 868 Million	For	For
Mgmt	19	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 17 and 18	For	For
Mgmt	20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For
Mgmt	21	Approve Issuance of Equity or Equity-Linked Securities Reserved for Employees and Corporate Officers up to Aggregate Nominal Amount of EUR 17 358 340	For	For
Mgmt	22	Authorize up to 0.5 Percent of Issued Capital for Use in Restricted Stock Plans	For	For
Mgmt	23	Amend Article 11 of Bylaws Re: Employee Representative	For	For
Mgmt	24	Amend Article 11.2 of Bylaws Re: Board Composition	For	For
Mgmt	25	Authorize Filing of Required Documents/Other Formalities	For	For

VINA CONCHA Y TORO SA

Meeting: Annual/Special 4/22/21 Chile

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Allocation of Income and Dividends of CLP 29.80 Per Share	For	For
Mgmt	3	Approve Dividend Policy	For	For
Mgmt	3	Approve Remuneration of Directors	For	For
Mgmt	4	Receive Report on Board's Expenses	For	For
Mgmt	5	Receive Directors' Committee Report on Activities and Expenses	For	For
Mgmt	6	Approve Remuneration and Budget of Directors' Committee	For	For
Mgmt	7	Appoint Auditors	For	For
Mgmt	8	Designate Risk Assessment Companies	For	For
Mgmt	9	Designate Newspaper to Publish Meeting Announcements	For	For
Mgmt	10	Receive Report Regarding Related-Party Transactions	For	For
Mgmt	11	Other Business Voter Rationale: A vote against the item is considered warranted as the nature of any other business to be introduced at the meeting could not be known at the time of voting.	For	Against
Mgmt	1	Add New Article Two Bis and New Section to Article Fourth Re: Certification as B Company	For	For
Mgmt	2	Authorize Share Repurchase Program	For	For
Mgmt	3	Set Maximum Amount Objective and Duration of Share Repurchase Program	For	For
Mgmt	4	Adopt Necessary Agreements to Implement Share Repurchase Program	For	For
Mgmt	5	Authorize Board to Ratify and Execute Approved Resolutions	For	For

VISCOFAN SA

Meeting: Annual 4/22/21 Spain

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Consolidated and Standalone Financial Statements	For	For
Mgmt	2	Approve Consolidated and Standalone Management Reports and Non-Financial Information Statement	For	For
Mgmt	3	Approve Discharge of Board	For	For
Mgmt	4	Approve Allocation of Income and Dividends	For	For
Mgmt	5	Renew Appointment of PricewaterhouseCoopers as Auditor	For	For
Mgmt	6.1	Approve Company's Balance Sheet as of Dec. 31 2020	For	For
Mgmt	6.2	Approve Segregation Agreement of Viscofan SA to Fully-Owned Subsidiary Viscofan Espana SLU	For	For
Mgmt	6.3	Approve Segregation of Viscofan SA to Fully-Owned Subsidiary Viscofan Espana SLU	For	For
Mgmt	6.4	Adhere to Special Fiscal Regime of Neutrality Tax	For	For
Mgmt	6.5	Authorize Board to Ratify and Execute Approved Resolutions Re: Segregation	For	For
Mgmt	7	Approve Remuneration Policy	For	For
Mgmt	8	Advisory Vote on Remuneration Report	For	For
Mgmt	9	Authorize Board to Ratify and Execute Approved Resolutions	For	For

WOLTERS KLUWER NV

Meeting: Annual 4/22/21 Netherlands

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting		Non Voting
Mgmt	2.a	Receive Report of Management Board (Non-Voting)		Non Voting
Mgmt	2.b	Receive Report of Supervisory Board (Non-Voting)		Non Voting
Mgmt	2.c	Approve Remuneration Report	For	For
Mgmt	3.a	Adopt Financial Statements	For	For
Mgmt	3.b	Receive Explanation on Company's Dividend Policy		Non Voting
Mgmt	3.c	Approve Dividends of EUR 1.36 Per Share	For	For
Mgmt	4.a	Approve Discharge of Management Board	For	For
Mgmt	4.b	Approve Discharge of Supervisory Board	For	For
Mgmt	5.a	Reelect Frans Cremers to Supervisory Board	For	For
Mgmt	5.b	Reelect Ann Ziegler to Supervisory Board	For	For
Mgmt	6	Reelect Kevin Entricken to Management Board	For	For
Mgmt	7	Approve Remuneration Policy for Management Board	For	For
Mgmt	8.a	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	For	For
Mgmt	8.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	For
Mgmt	9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
Mgmt	10	Authorize Cancellation of Repurchased Shares	For	For
Mgmt	11	Other Business (Non-Voting)		Non Voting
Mgmt	12	Close Meeting		Non Voting

ABBOTT LABORATORIES

Meeting: Annual 4/23/21 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Robert J. Alpern	For	For
Mgmt	1.2	Elect Director Roxanne S. Austin	For	For
Mgmt	1.3	Elect Director Sally E. Blount	For	For
Mgmt	1.4	Elect Director Robert B. Ford	For	For
Mgmt	1.5	Elect Director Michelle A. Kumbier	For	For
Mgmt	1.6	Elect Director Darren W. McDew	For	For
Mgmt	1.7	Elect Director Nancy McKinstry	For	For
Mgmt	1.8	Elect Director William A. Osborn	For	For
Mgmt	1.9	Elect Director Michael F. Roman	For	For
Mgmt	1.10	Elect Director Daniel J. Starks	For	For
Mgmt	1.11	Elect Director John G. Stratton	For	For
Mgmt	1.12	Elect Director Glenn F. Tilton	For	For
Mgmt	1.13	Elect Director Miles D. White	For	For
Mgmt	2	Ratify Ernst & Young LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	4a	Adopt Majority Voting Standard for Amendments of the Articles of Incorporation and Effect Other Ministerial Changes	For	For
Mgmt	4b	Adopt Majority Voting Standard for Certain Extraordinary Transactions	For	For
S/holder	5	Report on Lobbying Payments and Policy Voter Rationale: We decided to vote against this as the company has appropriate disclosures in place.	Against	Against
S/holder	6	Report on Racial Justice Voter Rationale: We decided to vote for this to promote transparency around this.	Against	For
S/holder	7	Require Independent Board Chair Voter Rationale: We decided to vote for this to encourage independent leadership.	Against	For

Global Voting Record

CORTICEIRA AMORIM SGPS SA

Meeting: Annual 4/23/21 Portugal

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Individual Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Consolidated Financial Statements and Statutory Reports	For	For
Mgmt	3	Approve Company's Corporate Governance Report	For	For
Mgmt	4	Approve Sustainability Report	For	For
Mgmt	5	Approve Allocation of Income	For	For
Mgmt	6	Appraise Management and Supervision of Company and Approve Vote of Confidence to Corporate Bodies	For	For
Mgmt	7	Authorize Repurchase of Shares	For	For
Mgmt	8	Authorize Reissuance of Repurchased Shares	For	For
Mgmt	9	Change Board Structure from Latin Model to Anglo-Saxon Model	For	For
Mgmt	10	Amend Articles	For	For
Mgmt	11.A	Elect General Meeting Board	For	For
Mgmt	11.B	Elect Directors	For	For
Mgmt	11.C	Appoint Ernst & Young Audit & Associados - SROC SA as Auditor	For	For
Mgmt	12	Approve Statement on Remuneration Policy	For	For

FLOW TRADERS NV

Meeting: Annual 4/23/21 Netherlands

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting		Non Voting
Mgmt	2.a	Receive Report of Management Board and Supervisory Board (Non-Voting)		Non Voting
Mgmt	2.b	Adopt Financial Statements and Statutory Reports	For	For
Mgmt	2.c	Receive Explanation on Company's Reserves and Dividend Policy		Non Voting
Mgmt	2.d	Approve Dividends of EUR 6.50 Per Share	For	For
Mgmt	2.e	Approve Remuneration Report	For	For
Mgmt	2.f	Approve Remuneration Policy for Supervisory Board	For	For
Mgmt	2.g	Approve Remuneration Policy for Management Board	For	For
Mgmt	3	Approve Discharge of Management Board	For	For
Mgmt	4	Approve Discharge of Supervisory Board	For	For
Mgmt	5.a	Elect Linda Hovius to Supervisory Board	For	For
Mgmt	5.b	Elect Ilonka Jankovich to Supervisory Board	For	For
Mgmt	5.c	Reelect Rudolf Ferscha to Supervisory Board	For	For
Mgmt	6.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	For
Mgmt	6.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	For
Mgmt	7	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
Mgmt	8	Approve Cancellation of Repurchased Shares	For	For
Mgmt	9	Ratify Ernst & Young Accountants LLP as Auditors	For	For
Mgmt	10	Close Meeting		Non Voting

GREAT WALL MOTOR CO. LTD.

Meeting: Annual 4/23/21 China

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve 2020 Audited Financial Report	For	For
Mgmt	2	Approve 2020 Report of the Board of Directors	For	For
Mgmt	3	Approve 2020 Profit Distribution Proposal	For	For
Mgmt	4	Approve 2020 Annual Report and Its Summary Report	For	For
Mgmt	5	Approve 2020 Report of the Independent Directors	For	For
Mgmt	6	Approve 2020 Report of the Supervisory Committee	For	For
Mgmt	7	Approve 2021 Operating Strategies	For	For
Mgmt	8	Approve Deloitte Touche Tohmatsu Certified Public Accountants LLP as External Auditor and Authorize Board to Fix Their Remuneration Voter Rationale: A vote AGAINST this proposal is warranted given that the non-audit fees exceeded the total audit fees paid to the company's audit firm in the latest fiscal year without satisfactory explanation.	For	Against
Mgmt	9	Approve 2021 Plan of Guarantees to be Provided by the Company Voter Rationale: A vote AGAINST this resolution is warranted due to lack of information to assess and justify the risk of the proposed guarantees to other controlled subsidiaries.	For	Against
Mgmt	10	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for A Shares and H Shares Voter Rationale: A vote AGAINST this resolution is warranted for the following:* The general share issuance limit is greater than 10 percent of the relevant class of shares.* The company has not specified the discount limit.	For	Against
Mgmt	11	Approve Authorization of the Board to Repurchase A Shares and H Shares of the Company	For	For

GREAT WALL MOTOR CO. LTD.

Meeting: Special 4/23/21 China

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Authorization of the Board to Repurchase A Shares and H Shares of the Company	For	For

GRUPO FINANCIERO BANORTE SAB DE CV

Meeting: Annual 4/23/21 Mexico

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.a	Approve CEO's Report on Financial Statements and Statutory Reports	For	For
Mgmt	1.b	Approve Board's Report on Policies and Accounting Information and Criteria Followed in Preparation of Financial Information	For	For
Mgmt	1.c	Approve Board's Report on Operations and Activities Undertaken by Board	For	For
Mgmt	1.d	Approve Report on Activities of Audit and Corporate Practices Committee	For	For
Mgmt	1.e	Approve All Operations Carried out by Company and Ratify Actions Carried out by Board CEO and Audit and Corporate Practices Committee	For	For
Mgmt	2	Approve Allocation of Income	For	For
Mgmt	3	Receive Auditor's Report on Tax Position of Company		Non Voting

Global Voting Record

Mgmt	4.a1	Elect Carlos Hank Gonzalez as Board Chairman	For	For
Mgmt	4.a2	Elect Juan Antonio Gonzalez Moreno as Director	For	For
Mgmt	4.a3	Elect David Juan Villarreal Montemayor as Director	For	For
Mgmt	4.a4	Elect Jose Marcos Ramirez Miguel as Director	For	For
Mgmt	4.a5	Elect Carlos de la Isla Corry as Director	For	For
Mgmt	4.a6	Elect Everardo Elizondo Almaguer as Director	For	For
Mgmt	4.a7	Elect Carmen Patricia Armendariz Guerra as Director	For	For
Mgmt	4.a8	Elect Clemente Ismael Reyes Retana Valdes as Director	For	For
Mgmt	4.a9	Elect Alfredo Elias Ayub as Director	For	For
Mgmt	4.a10	Elect Adrian Sada Cueva as Director Voter Rationale: Items 4a10 & 4a13: We decided to vote against following considerations around overboarding.	For	Against
Mgmt	4.a11	Elect David Penaloza Alanis as Director	For	For
Mgmt	4.a12	Elect Jose Antonio Chedraui Eguia as Director	For	For
Mgmt	4.a13	Elect Alfonso de Angoitia Noriega as Director	For	Against
Mgmt	4.a14	Elect Thomas Stanley Heather Rodriguez as Director	For	For
Mgmt	4.a15	Elect Graciela Gonzalez Moreno as Alternate Director	For	For
Mgmt	4.a16	Elect Juan Antonio Gonzalez Marcos as Alternate Director	For	For
Mgmt	4.a17	Elect Alberto Halabe Hamui as Alternate Director	For	For
Mgmt	4.a18	Elect Gerardo Salazar Viezca as Alternate Director	For	For
Mgmt	4.a19	Elect Alberto Perez-Jacome Friscione as Alternate Director	For	For
Mgmt	4.a20	Elect Diego Martinez Rueda-Chapital as Alternate Director	For	For
Mgmt	4.a21	Elect Roberto Kelleher Vales as Alternate Director	For	For
Mgmt	4.a22	Elect Cecilia Goya de Riviello Meade as Alternate Director	For	For
Mgmt	4.a23	Elect Isaac Becker Kabacnik as Alternate Director	For	For
Mgmt	4.a24	Elect Jose Maria Garza Trevino as Alternate Director	For	For
Mgmt	4.a25	Elect Carlos Cesarman Kolteniuk as Alternate Director	For	For
Mgmt	4.a26	Elect Humberto Tafolla Nunez as Alternate Director	For	For
Mgmt	4.a27	Elect Guadalupe Phillips Margain as Alternate Director	For	For
Mgmt	4.a28	Elect Ricardo Maldonado Yanez as Alternate Director	For	For
Mgmt	4.b	Elect Hector Avila Flores (Non-Member) as Board Secretary	For	For
Mgmt	4.c	Approve Directors Liability and Indemnification	For	For
Mgmt	5	Approve Remuneration of Directors	For	For
Mgmt	6	Elect Thomas Stanley Heather Rodriguez as Chairman of Audit and Corporate Practices Committee	For	For
Mgmt	7.1	Approve Report on Share Repurchase	For	For
Mgmt	7.2	Set Aggregate Nominal Amount of Share Repurchase Reserve	For	For
Mgmt	8	Authorize Board to Ratify and Execute Approved Resolutions	For	For

GRUPO FINANCIERO BANORTE SAB DE CV

Meeting: Special		4/23/21	Mexico		
Proposal Type	Proposal	Description	MRec	Vote	
Mgmt	1	Amend Article 2; Approve Certification of the Company's Bylaws	For	For	
Mgmt	2	Approve Modifications of Sole Responsibility Agreement	For	For	
Mgmt	3	Authorize Board to Ratify and Execute Approved Resolutions	For	For	

KKR REAL ESTATE FINANCE TRUST INC.

Meeting: Annual 4/23/21 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Terrance R. Ahern Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Ralph Rosenberg, Terrance Ahern, Todd Fisher, and Christen (Chris) Lee for failing to establish a board on which a majority of the directors are independent. WITHHOLD votes are further warranted for Ralph Rosenberg and Todd Fisher for serving as non-independent members of a key board committee. WITHHOLD votes are warranted for governance committee members Ralph Rosenberg, Irene Esteves, and Todd Fisher given the board's failure to remove, or subject to a sunset requirement, restrictions on binding shareholder proposals and the supermajority vote requirement to enact certain changes to the governing documents, which adversely impact shareholder rights. A vote FOR the remaining director nominees is warranted.	For	Withhold
Mgmt	1.2	Elect Director Irene M. Esteves Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Ralph Rosenberg, Terrance Ahern, Todd Fisher, and Christen (Chris) Lee for failing to establish a board on which a majority of the directors are independent. WITHHOLD votes are further warranted for Ralph Rosenberg and Todd Fisher for serving as non-independent members of a key board committee. WITHHOLD votes are warranted for governance committee members Ralph Rosenberg, Irene Esteves, and Todd Fisher given the board's failure to remove, or subject to a sunset requirement, restrictions on binding shareholder proposals and the supermajority vote requirement to enact certain changes to the governing documents, which adversely impact shareholder rights. A vote FOR the remaining director nominees is warranted.	For	Withhold
Mgmt	1.3	Elect Director Todd A. Fisher Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Ralph Rosenberg, Terrance Ahern, Todd Fisher, and Christen (Chris) Lee for failing to establish a board on which a majority of the directors are independent. WITHHOLD votes are further warranted for Ralph Rosenberg and Todd Fisher for serving as non-independent members of a key board committee. WITHHOLD votes are warranted for governance committee members Ralph Rosenberg, Irene Esteves, and Todd Fisher given the board's failure to remove, or subject to a sunset requirement, restrictions on binding shareholder proposals and the supermajority vote requirement to enact certain changes to the governing documents, which adversely impact shareholder rights. A vote FOR the remaining director nominees is warranted.	For	Withhold
Mgmt	1.4	Elect Director Jonathan A. Langer	For	For
Mgmt	1.5	Elect Director Christen E.J. Lee Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Ralph Rosenberg, Terrance Ahern, Todd Fisher, and Christen (Chris) Lee for failing to establish a board on which a majority of the directors are independent. WITHHOLD votes are further warranted for Ralph Rosenberg and Todd Fisher for serving as non-independent members of a key board committee. WITHHOLD votes are warranted for governance committee members Ralph Rosenberg, Irene Esteves, and Todd Fisher given the board's failure to remove, or subject to a sunset requirement, restrictions on binding shareholder proposals and the supermajority vote requirement to enact certain changes to the governing documents, which adversely impact shareholder rights. A vote FOR the remaining director nominees is warranted.	For	Withhold
Mgmt	1.6	Elect Director Paula Madoff	For	For
Mgmt	1.7	Elect Director Deborah H. McAneny	For	For

Global Voting Record

Mgmt	1.8	Elect Director Ralph F. Rosenberg Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Ralph Rosenberg, Terrance Ahern, Todd Fisher, and Christen (Chris) Lee for failing to establish a board on which a majority of the directors are independent. WITHHOLD votes are further warranted for Ralph Rosenberg and Todd Fisher for serving as non-independent members of a key board committee. WITHHOLD votes are warranted for governance committee members Ralph Rosenberg, Irene Esteves, and Todd Fisher given the board's failure to remove, or subject to a sunset requirement, restrictions on binding shareholder proposals and the supermajority vote requirement to enact certain changes to the governing documents, which adversely impact shareholder rights. A vote FOR the remaining director nominees is warranted.	For	Withhold
Mgmt	2	Ratify Deloitte & Touche LLP as Auditors	For	For

MERCK KGAA

Meeting: Annual 4/23/21 Germany

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (Non-Voting)		Non Voting
Mgmt	2	Accept Financial Statements and Statutory Reports for Fiscal Year 2020	For	For
Mgmt	3	Approve Allocation of Income and Dividends of EUR 1.40 per Share	For	For
Mgmt	4	Approve Discharge of Executive Board Fiscal Year 2020	For	For
Mgmt	5	Approve Discharge of Supervisory Board for Fiscal Year 2020	For	For
Mgmt	6	Ratify KPMG AG as Auditors for Fiscal Year 2021	For	For
Mgmt	7	Amend Articles Re: Supervisory Board Approval of Transactions with Related Parties	For	For
Mgmt	8	Approve Remuneration Policy	For	For
Mgmt	9	Approve Remuneration of Supervisory Board	For	For
Mgmt	10	Approve Eleven Affiliation Agreements	For	For

POWSZECHNA KASA OSZCZEDNOSCI BANK POLSKI SA

Meeting: Special 4/23/21 Poland

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting		Non Voting
Mgmt	2	Elect Meeting Chairman	For	For
Mgmt	3	Acknowledge Proper Convening of Meeting		Non Voting
Mgmt	4	Approve Agenda of Meeting	For	For
Mgmt	5	Approve Allocation of Supplementary Capital to Special Fund to Cover Losses from Settlements on Mortgage Loan Agreements	For	For
Mgmt	6	Authorize Share Repurchase Program; Approve Creation of Reserve Capital for Purposes of Share Repurchase Program	For	For
Mgmt	7	Close Meeting		Non Voting

RENAULT SA

Meeting: Annual/Special 4/23/21 France

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Consolidated Financial Statements and Statutory Reports	For	For
Mgmt	3	Approve Treatment of Losses	For	For
Mgmt	4	Receive Auditor's Special Reports Re: Remuneration of Redeemable Shares	For	For
Mgmt	5	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	For
Mgmt	6	Reelect Yu Serizawa as Director	For	For
Mgmt	7	Reelect Thomas Courbe as Director	For	For
Mgmt	8	Reelect Miriem Bensalah Chaqroun as Director	For	For
Mgmt	9	Reelect Marie-Annick Darmaillac as Director	For	For
Mgmt	10	Elect Bernard Delpit as Director	For	For
Mgmt	11	Elect Frederic Mazzella as Director	For	For
Mgmt	12	Elect Noel Desgrippes as Representative of Employee Shareholders to the Board	For	For
Mgmt	13	Approve Compensation of Corporate Officers	For	For
Mgmt	14	Approve Compensation of Jean-Dominique Senard Chairman of the Board	For	For
Mgmt	15	Approve Compensation of Luca de Meo CEO	For	For
Mgmt	16	Approve Compensation of Clotilde Delbos Interim-CEO	For	For
Mgmt	17	Approve Remuneration Policy of of Chairman of the Board	For	For
Mgmt	18	Approve Remuneration Policy of CEO	For	For
Mgmt	19	Approve Remuneration Policy of Directors	For	For
Mgmt	20	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
Mgmt	21	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For
Mgmt	22	Authorize Filing of Required Documents/Other Formalities	For	For

SANY HEAVY INDUSTRY CO. LTD.Meeting: **Annual** **4/23/21** **China**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Report of the Board of Directors	For	For
Mgmt	2	Approve Report of the Board of Supervisors	For	For
Mgmt	3	Approve Annual Report and Summary	For	For
Mgmt	4	Approve Financial Statements	For	For
Mgmt	5	Approve Profit Distribution	For	For
Mgmt	6	Approve Remuneration Assessment Plan of Directors and Supervisors	For	For
Mgmt	7	Approve Application of Bank Credit Lines	For	For
Mgmt	8	Approve Daily Related Party Transaction	For	For
Mgmt	9	Approve Related Party Transaction in Connection to Establishment of Sanyi Jinpiao Supply Chain Collective Fund Trust Plan Voter Rationale: A vote AGAINST is warranted because there is lack of disclosure on the pertinent details of this proposal.	For	Against
Mgmt	10	Approve to Appoint Auditor	For	For
Mgmt	11	Approve Financial Derivates Business	For	For
Mgmt	12	Approve Use of Idle Own Funds for Financial Products Voter Rationale: A vote AGAINST is warranted because the proposed investment could expose the company to unnecessary risks.	For	Against
Mgmt	13	Approve Report of the Independent Directors	For	For

VISIONOX TECHNOLOGY INC.Meeting: **Special** **4/23/21** **China**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Provision of Guarantee for Wholly-owned Subsidiary	For	For
Mgmt	2	Approve Provision of Guarantee for Controlled Subsidiary Voter Rationale: A vote AGAINST is warranted because the level of guarantee to be provided to the guaranteed entity is disproportionate to the level of ownership in the said entity. The company has failed to provide any justifications in the meeting circular.	For	Against
Mgmt	3	Approve Provision of Guarantee and Additional Mortgage for Controlled Subsidiary Voter Rationale: A vote AGAINST is warranted because the level of guarantee to be provided to the guaranteed entity is disproportionate to the level of ownership in the said entity. The company has failed to provide any justifications in the meeting circular.	For	Against

FASTENAL COMPANY

Meeting: Annual 4/24/21 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Scott A. Satterlee	For	For
Mgmt	1b	Elect Director Michael J. Ancius	For	For
Mgmt	1c	Elect Director Stephen L. Eastman	For	For
Mgmt	1d	Elect Director Daniel L. Florness	For	For
Mgmt	1e	Elect Director Rita J. Heise	For	For
Mgmt	1f	Elect Director Hsenghung Sam Hsu	For	For
Mgmt	1g	Elect Director Daniel L. Johnson	For	For
Mgmt	1h	Elect Director Nicholas J. Lundquist	For	For
Mgmt	1i	Elect Director Reyne K. Wisecup	For	For
Mgmt	2	Ratify KPMG LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

COOR SERVICE MANAGEMENT HOLDING AB

Meeting: Annual 4/26/21 Sweden

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Elect Chairman of Meeting	For	For
Mgmt	2	Designate Inspector(s) of Minutes of Meeting	For	For
Mgmt	3	Prepare and Approve List of Shareholders	For	For
Mgmt	4	Approve Agenda of Meeting	For	For
Mgmt	5	Acknowledge Proper Convening of Meeting	For	For
Mgmt	6	Receive Financial Statements and Statutory Reports		Non Voting
Mgmt	7.a	Accept Financial Statements and Statutory Reports	For	For
Mgmt	7.b	Approve Allocation of Income and Dividends of SEK 4.40 Per Share	For	For
Mgmt	7.c1	Approve Discharge of Anders Ehrling	For	For
Mgmt	7.c2	Approve Discharge of Mats Granryd	For	For
Mgmt	7.c3	Approve Discharge of Mats Jonsson	For	For
Mgmt	7.c4	Approve Discharge of Monica Lindstedt	For	For
Mgmt	7.c5	Approve Discharge of Kristina Schauman	For	For
Mgmt	7.c6	Approve Discharge of Heidi Skaaret	For	For
Mgmt	7.c7	Approve Discharge of Mikael Stohr (as Board Member)	For	For
Mgmt	7.c8	Approve Discharge of Glenn Evans (Employee Representative)	For	For
Mgmt	7.c9	Approve Discharge of Linus Johansson (Employee Representative)	For	For
Mgmt	7.c10	Approve Discharge of Rikard Milde (Employee Representative)	For	For
Mgmt	7.c11	Approve Discharge of AnnaCarin Grandin (CEO)	For	For
Mgmt	7.c12	Approve Discharge of Mikael Stohr (as CEO)	For	For
Mgmt	8	Approve Remuneration of Directors in the Amount of SEK 825 000 for Chairman and SEK 295 000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors	For	For
Mgmt	9	Determine Number of Members (7) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors (0)	For	For
Mgmt	10.1	Reelect Anders Ehrling as Director	For	For
Mgmt	10.2	Reelect Mats Granryd as Director	For	For

Global Voting Record

Mgmt	10.3	Reelect Mats Jonsson as Director	For	For
Mgmt	10.4	Reelect Monica Lindstedt as Director	For	For
Mgmt	10.5	Reelect Kristina Schauman as Director	For	For
Mgmt	10.6	Reelect Heidi Skaaret as Director	For	For
Mgmt	10.7	Elect Magnus Meyer as New Director	For	For
Mgmt	10.8	Reelect Mats Granryd as Board Chairman	For	For
Mgmt	10.9	Ratify PricewaterhouseCoopers as Auditors	For	For
Mgmt	11	Approve Remuneration Report	For	For
Mgmt	12.a	Approve Performance Share Matching Plan LTIP 2021 for Key Employees	For	For
Mgmt	12.b	Approve Equity Plan Financing	For	For
Mgmt	12.c	Approve Alternative Equity Plan Financing Voter Rationale: We decided to vote against this proposal in support of 12.b .	For	Against
Mgmt	13	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	For
Mgmt	14	Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights	For	For
Mgmt	15	Amend Articles Re: Participation at General Meeting; Postal Voting; Proxies; Editorial Changes	For	For

Global Voting Record

ING GROEP NV

Meeting: Annual 4/26/21 Netherlands

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting		Non Voting
Mgmt	2A	Receive Report of Executive Board (Non-Voting)		Non Voting
Mgmt	2B	Receive Announcements on Sustainability		Non Voting
Mgmt	2C	Receive Report of Supervisory Board (Non-Voting)		Non Voting
Mgmt	2D	Approve Remuneration Report	For	For
Mgmt	2E	Adopt Financial Statements and Statutory Reports	For	For
Mgmt	3A	Receive Explanation on Profit Retention and Distribution Policy		Non Voting
Mgmt	3B	Approve Dividends of EUR 0.12 Per Share	For	For
Mgmt	4A	Approve Discharge of Executive Board	For	For
Mgmt	4B	Approve Discharge of Supervisory Board	For	For
Mgmt	5	Approve Increase Maximum Ratio Between Fixed and Variable Components of Remuneration	For	For
Mgmt	6	Amend Articles Re: Implementation of the Dutch Management and Supervision of Legal Entities Act	For	For
Mgmt	7A	Reelect Steven van Rijswijk to Executive Board	For	For
Mgmt	7B	Elect Ljiljana Cortan to Executive Board	For	For
Mgmt	8A	Reelect Hans Wijers to Supervisory Board	For	For
Mgmt	8B	Reelect Margarete Haase to Supervisory Board	For	For
Mgmt	8C	Elect Lodewijk Hijmans van den Bergh to Supervisory Board	For	For
Mgmt	9A	Grant Board Authority to Issue Shares	For	For
Mgmt	9B	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Restricting/Excluding Preemptive Rights	For	For
Mgmt	10	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For

M.D.C. HOLDINGS INC.

Meeting: Annual 4/26/21 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Raymond T. Baker Voter Rationale: We withheld our vote due to concerns over remuneration practices at the company.	For	Withhold
Mgmt	1.2	Elect Director David E. Blackford	For	For
Mgmt	1.3	Elect Director Courtney L. Mizel	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Approve Omnibus Stock Plan	For	For
Mgmt	4	Ratify Ernst & Young LLP as Auditors	For	For

POLYMETAL INTERNATIONAL PLC

Meeting: Annual 4/26/21 Jersey

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	Do Not Vote
Mgmt	2	Approve Remuneration Report	For	Do Not Vote
Mgmt	3	Approve Final Dividend	For	Do Not Vote
Mgmt	4	Re-elect Ian Cockerill as Director	For	Do Not Vote
Mgmt	5	Re-elect Vitaly Nesis as Director	For	Do Not Vote
Mgmt	6	Re-elect Manuel (Ollie) De Sousa-Oliveira as Director	For	Do Not Vote
Mgmt	7	Re-elect Konstantin Yanakov as Director	For	Do Not Vote
Mgmt	8	Re-elect Giacomo Baizini as Director	For	Do Not Vote
Mgmt	9	Re-elect Tracey Kerr as Director	For	Do Not Vote
Mgmt	10	Re-elect Italia Boninelli as Director	For	Do Not Vote
Mgmt	11	Re-elect Victor Flores as Director	For	Do Not Vote
Mgmt	12	Re-elect Andrea Abt as Director	For	Do Not Vote
Mgmt	13	Reappoint Deloitte LLP as Auditors	For	Do Not Vote
Mgmt	14	Authorise Board to Fix Remuneration of Auditors	For	Do Not Vote
Mgmt	15	Authorise Issue of Equity	For	Do Not Vote
Mgmt	16	Authorise Issue of Equity without Pre-emptive Rights	For	Do Not Vote
Mgmt	17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	Do Not Vote
Mgmt	18	Authorise Market Purchase of Ordinary Shares	For	Do Not Vote

REPLY SPA

Meeting: Annual/Special 4/26/21 Italy

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Accept Financial Statements and Statutory Reports	For	For
Mgmt	1b	Approve Allocation of Income	For	For
Mgmt	2a	Fix Number of Directors and Duration of Their Term	For	For
S/holder	2b.1	Slate Submitted by Alika Srl	None	Against
S/holder	2b.2	Slate Submitted by Institutional Investors (Assogestioni)	None	For
Mgmt	2c	Elect Board Chair	None	Against
Mgmt	2d	Approve Remuneration of Directors	For	For
S/holder	3a.1	Slate Submitted by Alika Srl	None	Against
S/holder	3a.2	Slate Submitted by Institutional Investors (Assogestioni)	None	For
Mgmt	3b	Approve Internal Auditors' Remuneration	For	For
Mgmt	4	Authorize Share Repurchase Program and Reissuance of Repurchased Shares Voter Rationale: This item warrants a vote AGAINST because:* The maximum volume of the share repurchase program exceeds 10 percent of outstanding issued share capital.* The holding limit of up to 10 percent of share capital in treasury may be exceeded.	For	Against
Mgmt	5	Approve Second Section of the Remuneration Report	For	For
Mgmt	6	Approve Issuance of Shares to Be Subscribed through a Contribution in Kind; Amend Articles of Association Re: Article 5	For	For
Mgmt	A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	None	Against

SITC INTERNATIONAL HOLDINGS CO. LTD.

Meeting: Annual 4/26/21 Cayman Islands

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Final Dividend	For	For
Mgmt	3	Elect Yang Xianxiang as Director	For	For
Mgmt	4	Elect Liu Kecheng as Director	For	For
Mgmt	5	Elect Liu Ka Ying Rebecca as Director	For	For
Mgmt	6	Elect Tse Siu Ngan as Director	For	For
Mgmt	7	Elect Hu Mantian as Director	For	For
Mgmt	8	Elect Yang Xin as Director	For	For
Mgmt	9	Authorize Board to Fix Remuneration of Directors	For	For
Mgmt	10	Approve Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	11	Authorize Repurchase of Issued Share Capital	For	For
Mgmt	12	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights Voter Rationale: A vote AGAINST these resolutions is warranted for the following:* The aggregate share issuance limit is greater than 10 percent of the relevant class of shares.* The company has not specified the discount limit.	For	Against
Mgmt	13	Authorize Reissuance of Repurchased Shares Voter Rationale: A vote AGAINST these resolutions is warranted for the following:* The aggregate share issuance limit is greater than 10 percent of the relevant class of shares.* The company has not specified the discount limit.	For	Against

ULKER BISKUVI SANAYI AS

Meeting: Annual 4/26/21 Turkey

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting and Elect Presiding Council of Meeting	For	For
Mgmt	2	Authorize Presiding Council to Sign Minutes of Meeting	For	For
Mgmt	3	Accept Board Report	For	For
Mgmt	4	Accept Audit Report	For	For
Mgmt	5	Accept Financial Statements	For	For
Mgmt	6	Approve Discharge of Board	For	For
Mgmt	7	Approve Director Remuneration Voter Rationale: We decided to vote against 7 and 10 due to a lack of disclosure.	For	Against
Mgmt	8	Approve Allocation of Income	For	For
Mgmt	9	Ratify External Auditors	For	For
Mgmt	10	Approve Upper Limit of Donations for 2021 and Receive Information on Donations Made in 2020	For	Against
Mgmt	11	Receive Information on Guarantees Pledges and Mortgages Provided to Third Parties		Non Voting
Mgmt	12	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose	For	For
Mgmt	13	Close Meeting		Non Voting

Global Voting Record

ALEXANDER & BALDWIN INC.

Meeting: Annual 4/27/21 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Christopher J. Benjamin	For	For
Mgmt	1.2	Elect Director Diana M. Laing	For	For
Mgmt	1.3	Elect Director John T. Leong	For	For
Mgmt	1.4	Elect Director Thomas A. Lewis Jr.	For	For
Mgmt	1.5	Elect Director Douglas M. Pasquale	For	For
Mgmt	1.6	Elect Director Michele K. Saito	For	For
Mgmt	1.7	Elect Director Eric K. Yeaman	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify Deloitte & Touche LLP as Auditor	For	For

ALFA LAVAL AB

Meeting: Annual 4/27/21 Sweden

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Elect Chairman of Meeting	For	For
Mgmt	2	Designate Inspector(s) of Minutes of Meeting	For	For
Mgmt	3	Prepare and Approve List of Shareholders	For	For
Mgmt	4	Approve Agenda of Meeting	For	For
Mgmt	5	Acknowledge Proper Convening of Meeting	For	For
Mgmt	6	Receive Financial Statements and Statutory Reports		Non Voting
Mgmt	7a	Accept Financial Statements and Statutory Reports	For	For
Mgmt	7b	Approve Allocation of Income and Dividends of SEK 5.50 Per Share	For	For
Mgmt	7c1	Approve Discharge of CEO Tom Erixon	For	For
Mgmt	7c2	Approve Discharge of Board Member and Chairman Dennis Jonsson	For	For
Mgmt	7c3	Approve Discharge of Board Member Maria Moraeus Hanssen	For	For
Mgmt	7c4	Approve Discharge of Board Member Henrik Lange	For	For
Mgmt	7c5	Approve Discharge of Board Member Ray Mauritsson	For	For
Mgmt	7c6	Approve Discharge of Board Member Helene Mellquist	For	For
Mgmt	7c7	Approve Discharge of Board Member Finn Rausing	For	For
Mgmt	7c8	Approve Discharge of Board Member Jorn Rausing	For	For
Mgmt	7c9	Approve Discharge of Board Member Ulf Wiinberg	For	For
Mgmt	7c10	Approve Discharge of Former Board Member and Chairman Anders Narvinger	For	For
Mgmt	7c11	Approve Discharge of Board Member Anna Ohlsson-Leijon	For	For
Mgmt	7c12	Approve Discharge of Employee Representative Bror Garcia Lantz	For	For
Mgmt	7c13	Approve Discharge of Employee Representative Susanne Jonsson	For	For
Mgmt	7c14	Approve Discharge of Employee Representative Henrik Nielsen	For	For
Mgmt	7c15	Approve Discharge of Deputy Employee Representative Leif Norkvist	For	For
Mgmt	7c16	Approve Discharge of Deputy Employee Representative Stefan Sandell	For	For
Mgmt	7c17	Approve Discharge of Deputy Employee Representative Johnny Hulthen	For	For
Mgmt	8	Approve Remuneration Report	For	For
Mgmt	9.1	Determine Number of Directors (9) and Deputy Directors (0) of Board	For	For

Global Voting Record

Mgmt	9.2	Fix Number of Auditors (2) and Deputy Auditors (2)	For	For
Mgmt	10.1	Approve Remuneration of Directors in the Amount of SEK 1.85 Million to the Chairman and SEK 615 000 to Other Directors	For	For
Mgmt	10.2	Approve Remuneration of Committee Work	For	For
Mgmt	10.3	Approve Remuneration of Auditors	For	For
Mgmt	11.1	Reelect Maria Moraeus Hanssen as Director	For	For
Mgmt	11.2	Reelect Dennis Jonsson as Director	For	For
Mgmt	11.3	Reelect Henrik Lange as Director	For	For
Mgmt	11.4	Reelect Ray Mauritsson as Director	For	For
Mgmt	11.5	Reelect Helene Mellquist as Director	For	For
Mgmt	11.6	Reelect Finn Rausing as Director	For	For
Mgmt	11.7	Reelect Jorn Rausing as Director	For	For
Mgmt	11.8	Reelect Ulf Wiinberg as Director	For	For
Mgmt	11.9	Elect Lilian Fossum Biner as New Director	For	For
Mgmt	11.10	Reelect Dennis Jonsson as Board Chairman	For	For
Mgmt	11.11	Ratify Staffan Landen as Auditor	For	For
Mgmt	11.12	Ratify Karoline Tedevall as Auditor	For	For
Mgmt	11.13	Ratify Henrik Jonzen as Deputy Auditor	For	For
Mgmt	11.14	Ratify Andreas Mast as Deputy Auditor	For	For
Mgmt	12	Approve Remuneration Policy And Other Terms of Employment For Executive Management	For	For
Mgmt	13	Authorize Share Repurchase Program	For	For
Mgmt	14	Amend Articles Re: Proxies; Postal Voting	For	For
Mgmt	15	Close Meeting		Non Voting

ASSOCIATED BANC-CORP

Meeting: Annual 4/27/21 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director John F. Bergstrom	For	For
Mgmt	1.2	Elect Director Philip B. Flynn	For	For
Mgmt	1.3	Elect Director R. Jay Gerken	For	For
Mgmt	1.4	Elect Director Judith P. Greffin	For	For
Mgmt	1.5	Elect Director Michael J. Haddad	For	For
Mgmt	1.6	Elect Director Robert A. Jeffe	For	For
Mgmt	1.7	Elect Director Eileen A. Kamerick	For	For
Mgmt	1.8	Elect Director Gale E. Klappa	For	For
Mgmt	1.9	Elect Director Cory L. Nettles	For	For
Mgmt	1.10	Elect Director Karen T. van Lith	For	For
Mgmt	1.11	Elect Director John (Jay) B. Williams	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify KPMG LLP as Auditors	For	For

ASTEC INDUSTRIES INC.

Meeting: Annual 4/27/21 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director James B. Baker	For	For
Mgmt	1.2	Elect Director Glen E. Tellock	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Approve Omnibus Stock Plan	For	For
Mgmt	4	Ratify KPMG LLP as Auditors	For	For

ATLAS COPCO AB

Meeting: Annual 4/27/21 Sweden

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Opening of Meeting; Elect Chairman of Meeting	For	For
Mgmt	2	Prepare and Approve List of Shareholders	For	For
Mgmt	3	Approve Agenda of Meeting	For	For
Mgmt	4	Designate Inspector(s) of Minutes of Meeting	For	For
Mgmt	5	Acknowledge Proper Convening of Meeting	For	For
Mgmt	6	Receive Financial Statements and Statutory Reports		Non Voting
Mgmt	7.a	Accept Financial Statements and Statutory Reports	For	For
Mgmt	7.b1	Approve Discharge of Staffan Bohman	For	For
Mgmt	7.b2	Approve Discharge of Tina Donikowski	For	For
Mgmt	7.b3	Approve Discharge of Johan Forssell	For	For
Mgmt	7.b4	Approve Discharge of Anna Ohlsson-Leijon	For	For
Mgmt	7.b5	Approve Discharge of Mats Rahmstrom	For	For
Mgmt	7.b6	Approve Discharge of Gordon Riske	For	For
Mgmt	7.b7	Approve Discharge of Hans Straberg	For	For
Mgmt	7.b8	Approve Discharge of Peter Wallenberg Jr	For	For
Mgmt	7.b9	Approve Discharge of Sabine Neuss	For	For
Mgmt	7.b10	Approve Discharge of Mikael Bergstedt	For	For
Mgmt	7.b11	Approve Discharge of Benny Larsson	For	For
Mgmt	7.b12	Approve Discharge of President Mats Rahmstrom	For	For
Mgmt	7.c	Approve Allocation of Income and Dividends of SEK 7.30 Per Share	For	For
Mgmt	7.d	Approve Record Date for Dividend Payment	For	For
Mgmt	8.a	Determine Number of Members (8) and Deputy Members of Board (0)	For	For
Mgmt	8.b	Determine Number of Auditors (1) and Deputy Auditors (0)	For	For
Mgmt	9.a1	Reelect Staffan Bohman as Director	For	For
Mgmt	9.a2	Reelect Tina Donikowski as Director	For	For
Mgmt	9.a3	Reelect Johan Forssell as Director	For	For
Mgmt	9.a4	Reelect Anna Ohlsson-Leijon as Director	For	For
Mgmt	9.a5	Reelect Mats Rahmstrom as Director	For	For
Mgmt	9.a6	Reelect Gordon Riske as Director	For	For
Mgmt	9.a7	Reelect Hans Straberg as Director	For	For
Mgmt	9.a8	Reelect Peter Wallenberg Jr as Director	For	For
Mgmt	9.b	Reelect Hans Straberg as Board Chairman	For	For
Mgmt	9.c	Ratify Ernst & Young as Auditors	For	For

Global Voting Record

Mgmt	10.a	Approve Remuneration of Directors in the Amount of SEK 2.6 Million to Chair and SEK 825 000 to Other Directors; Approve Remuneration for Committee Work; Approve Delivering Part of Remuneration in form of Synthetic Shares	For	For
Mgmt	10.b	Approve Remuneration of Auditors	For	For
Mgmt	11.a	Approve Remuneration Report	For	For
Mgmt	11.b	Approve Stock Option Plan 2021 for Key Employees	For	For
Mgmt	12.a	Acquire Class A Shares Related to Personnel Option Plan for 2021	For	For
Mgmt	12.b	Acquire Class A Shares Related to Remuneration of Directors in the Form of Synthetic Shares	For	For
Mgmt	12.c	Transfer Class A Shares Related to Personnel Option Plan for 2021	For	For
Mgmt	12.d	Sell Class A Shares to Cover Costs Related to Synthetic Shares to the Board	For	For
Mgmt	12.e	Sell Class A to Cover Costs in Relation to the Personnel Option Plans for 2016 2017 and 2018	For	For
Mgmt	13	Close Meeting		Non Voting

BLUEBOX GLOBAL TECHNOLOGY FUND

Meeting: Extraordinary Sh: 4/27/21 Luxembourg

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Change Corporate Form from RAIF to UCITS; Amend Article 3 Re: Corporate Purpose and Restate Articles	For	For

CANADIAN NATIONAL RAILWAY COMPANY

Meeting: Annual 4/27/21 Canada

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1A	Elect Director Shauneen Bruder	For	For
Mgmt	1B	Elect Director Julie Godin	For	For
Mgmt	1C	Elect Director Denise Gray	For	For
Mgmt	1D	Elect Director Justin M. Howell	For	For
Mgmt	1E	Elect Director Kevin G. Lynch	For	For
Mgmt	1F	Elect Director Margaret A. McKenzie	For	For
Mgmt	1G	Elect Director James E. O'Connor	For	For
Mgmt	1H	Elect Director Robert Pace	For	For
Mgmt	1I	Elect Director Robert L. Phillips	For	For
Mgmt	1J	Elect Director Jean-Jacques Ruest	For	For
Mgmt	1K	Elect Director Laura Stein	For	For
Mgmt	2	Ratify KPMG LLP as Auditors	For	For
Mgmt	3	Advisory Vote on Executive Compensation Approach	For	For
Mgmt	4	Management Advisory Vote on Climate Change	For	For
S/holder	5	<p>SP 1: Institute a New Safety-Centered Bonus System Voter Rationale: We decided to apply an abstain (do not vote) on this shareholder proposal as, while we disagree with the specific details of this proposal, we wish to signal our agreement on the wider intention of the proposal regarding adjustments to the current integration of H&S into executive remuneration, a matter on which we plan to engage.</p>	Against	Against
S/holder	6	<p>SP 2: Require the CN Police Service to Cede Criminal Investigation of All Workplace Deaths and Serious Injuries and Instead Request the Independent Police Forces in Canada and the US to Do Such Investigations Voter Rationale: We decided to vote in favour of this shareholder proposal as we believe it in the interest of the company, workforce, and wider stakeholders to have these matters investigated by independent personnel.</p>	Against	Against

CHARTER COMMUNICATIONS INC.

Meeting: Annual 4/27/21 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	<p>Elect Director W. Lance Conn Voter Rationale: A vote AGAINST Steven Miron is warranted for serving as a non-independent member of a key board committee. A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. In the absence of a say-on-pay proposal, a vote AGAINST compensation committee members W. Lance Conn, Greg Maffei, Steven Miron, Mauricio Ramos, and Eric Zinterhofer due to the approval of sizable multi-year guaranteed equity awards to the CEO, along with a problematic modified single-trigger severance provision in his recently amended employment agreement. In addition, all NEO equity awards were purely time based, and the COO's employment-agreement grant was substantial in magnitude. A vote FOR the remaining nominees is warranted.</p>	For	Against
Mgmt	1b	Elect Director Kim C. Goodman	For	For
Mgmt	1c	Elect Director Craig A. Jacobson	For	For

Global Voting Record

Mgmt	1d	Elect Director Gregory B. Maffei Voter Rationale: A vote AGAINST Steven Miron is warranted for serving as a non-independent member of a key board committee.A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company.In the absence of a say-on-pay proposal, a vote AGAINST compensation committee members W. Lance Conn, Greg Maffei, Steven Miron, Mauricio Ramos, and Eric Zinterhofer due to the approval of sizable multi-year guaranteed equity awards to the CEO, along with a problematic modified single-trigger severance provision in his recently amended employment agreement. In addition, all NEO equity awards were purely time based, and the COO's employment-agreement grant was substantial in magnitude.A vote FOR the remaining nominees is warranted.	For	Against
Mgmt	1e	Elect Director John D. Markley Jr.	For	For
Mgmt	1f	Elect Director David C. Merritt	For	For
Mgmt	1g	Elect Director James E. Meyer	For	For
Mgmt	1h	Elect Director Steven A. Miron Voter Rationale: A vote AGAINST Steven Miron is warranted for serving as a non-independent member of a key board committee.A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company.In the absence of a say-on-pay proposal, a vote AGAINST compensation committee members W. Lance Conn, Greg Maffei, Steven Miron, Mauricio Ramos, and Eric Zinterhofer due to the approval of sizable multi-year guaranteed equity awards to the CEO, along with a problematic modified single-trigger severance provision in his recently amended employment agreement. In addition, all NEO equity awards were purely time based, and the COO's employment-agreement grant was substantial in magnitude.A vote FOR the remaining nominees is warranted.	For	Against
Mgmt	1i	Elect Director Balan Nair	For	For
Mgmt	1j	Elect Director Michael A. Newhouse	For	For
Mgmt	1k	Elect Director Mauricio Ramos Voter Rationale: A vote AGAINST Steven Miron is warranted for serving as a non-independent member of a key board committee.A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company.In the absence of a say-on-pay proposal, a vote AGAINST compensation committee members W. Lance Conn, Greg Maffei, Steven Miron, Mauricio Ramos, and Eric Zinterhofer due to the approval of sizable multi-year guaranteed equity awards to the CEO, along with a problematic modified single-trigger severance provision in his recently amended employment agreement. In addition, all NEO equity awards were purely time based, and the COO's employment-agreement grant was substantial in magnitude.A vote FOR the remaining nominees is warranted.	For	Against
Mgmt	1l	Elect Director Thomas M. Rutledge	For	For
Mgmt	1m	Elect Director Eric L. Zinterhofer Voter Rationale: A vote AGAINST Steven Miron is warranted for serving as a non-independent member of a key board committee.A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company.In the absence of a say-on-pay proposal, a vote AGAINST compensation committee members W. Lance Conn, Greg Maffei, Steven Miron, Mauricio Ramos, and Eric Zinterhofer due to the approval of sizable multi-year guaranteed equity awards to the CEO, along with a problematic modified single-trigger severance provision in his recently amended employment agreement. In addition, all NEO equity awards were purely time based, and the COO's employment-agreement grant was substantial in magnitude.A vote FOR the remaining nominees is warranted.	For	Against
Mgmt	2	Ratify KPMG LLP as Auditors	For	For

Global Voting Record

S/holder	3	Report on Lobbying Payments and Policy Voter Rationale: A vote FOR this resolution is warranted, as additional reporting on the company's lobbying practices and policies, including its trade association memberships and payments, would benefit shareholders in assessing its management of related risks.	Against	For
S/holder	4	Require Independent Board Chair Voter Rationale: A vote FOR this proposal is warranted given that the lead directors' duties are not considered robust, there is a concern regarding the lack of a fully independent key board committee, and concerns are noted regarding certain executive compensation decisions in FY20, suggesting that shareholders would benefit from the most robust form of independent oversight in the form of an independent board chair.	Against	For
S/holder	5	Publish Annually a Report Assessing Diversity Equity and Inclusion Efforts Voter Rationale: A vote FOR this proposal is warranted, as reporting quantitative, comparable diversity data would allow shareholders to better assess the effectiveness of Charter's diversity, equity and inclusion efforts and management of related risks.	Against	For
S/holder	6	Report on Greenhouse Gas Emissions Disclosure Voter Rationale: A vote FOR this proposal is warranted, as additional information on the company's GHG emissions and reduction plans and an annual advisory vote on these plans is warranted, as it would allow shareholders to better assess and express their opinions on the climate risk management practices of the company.	Against	For
S/holder	7	Adopt Policy to Annually Disclose EEO-1 Data Voter Rationale: A vote FOR this proposal is warranted, as additional diversity-related disclosure would allow shareholders to better assess the effectiveness of the company's diversity initiatives and its management of related risks.	Against	For

CHINA MEDICAL SYSTEM HOLDINGS LTD.

Meeting: Annual		4/27/21	Cayman Islands		
Proposal Type	Proposal	Description	MRec	Vote	
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For	
Mgmt	2	Approve Final Dividend	For	For	
Mgmt	3a	Elect Chen Yanling as Director	For	For	
Mgmt	3b	Elect Leung Chong Shun as Director	For	For	
Mgmt	3c	Elect Luo Laura Ying as Director	For	For	
Mgmt	3d	Authorize Board to Fix Remuneration of Directors	For	For	
Mgmt	4	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	For	For	
Mgmt	5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights Voter Rationale: A vote AGAINST these resolutions is warranted for the following:* The aggregate share issuance limit is greater than 10 percent of the relevant class of shares.* The company has not specified the discount limit.	For	Against	
Mgmt	6	Authorize Repurchase of Issued Share Capital	For	For	
Mgmt	7	Authorize Reissuance of Repurchased Shares Voter Rationale: A vote AGAINST these resolutions is warranted for the following:* The aggregate share issuance limit is greater than 10 percent of the relevant class of shares.* The company has not specified the discount limit.	For	Against	

CITIGROUP INC.

Meeting: Annual 4/27/21 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Ellen M. Costello	For	For
Mgmt	1b	Elect Director Grace E. Dailey	For	For
Mgmt	1c	Elect Director Barbara J. Desoer	For	For
Mgmt	1d	Elect Director John C. Dugan	For	For
Mgmt	1e	Elect Director Jane N. Fraser	For	For
Mgmt	1f	Elect Director Duncan P. Hennes	For	For
Mgmt	1g	Elect Director Peter B. Henry	For	For
Mgmt	1h	Elect Director S. Leslie Ireland	For	For
Mgmt	1i	Elect Director Lew W. (Jay) Jacobs IV	For	For
Mgmt	1j	Elect Director Renee J. James	For	For
Mgmt	1k	Elect Director Gary M. Reiner	For	For
Mgmt	1l	Elect Director Diana L. Taylor	For	For
Mgmt	1m	Elect Director James S. Turley	For	For
Mgmt	1n	Elect Director Deborah C. Wright	For	For
Mgmt	1o	Elect Director Alexander R. Wynaendts	For	For
Mgmt	1p	Elect Director Ernesto Zedillo Ponce de Leon	For	For
Mgmt	2	Ratify KPMG LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	4	Amend Omnibus Stock Plan	For	For
S/holder	5	Amend Proxy Access Right Voter Rationale: We voted for this to grant shareholders further accessibility.	Against	For
S/holder	6	Require Independent Board Chair	Against	Against
S/holder	7	Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	Against	Against
S/holder	8	Report on Lobbying Payments and Policy	Against	Against
S/holder	9	Report on Racial Equity Audit	Against	Against
S/holder	10	Amend Certificate of Incorporation to Become a Public Benefit Corporation	Against	Against

Global Voting Record

EMAAR MALLS PJSC

Meeting: Annual 4/27/21 United Arab Emirates

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Board Report on Company Operations and Financial Position for FY 2020	For	For
Mgmt	2	Approve Auditors' Report on Company Financial Statements for FY 2020	For	For
Mgmt	3	Accept Financial Statements and Statutory Reports for FY 2020	For	For
Mgmt	4	Approve Absence of Dividends	For	For
Mgmt	5	Approve Remuneration of Directors	For	For
Mgmt	6	Approve Board Remuneration Policy	For	For
Mgmt	7	Approve Discharge of Directors for FY 2020	For	For
Mgmt	8	Approve Discharge of Auditors for FY 2020	For	For
Mgmt	9	Ratify Auditors and Fix Their Remuneration for FY 2021	For	For
Mgmt	10	Elect Ahmed Al Ansari as Director	For	For
Mgmt	11	Allow Directors to Carry on Activities Included in the Objects of the Company	For	For
Mgmt	12	Approve the Appointment of Representatives for the Shareholders and Fix Their Remuneration	For	For
Mgmt	13	Amend Article 1 of Bylaws Re: Related Parties Voter Rationale: We voted against the resolution as we did not consider the proposals to be in the interests of shareholders.	For	Against

GVS SPA

Meeting: Annual 4/27/21 Italy

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Accept Financial Statements and Statutory Reports	For	For
Mgmt	1b	Approve Allocation of Income	For	For
Mgmt	2a	Approve Remuneration Policy	For	For
Mgmt	2b	Approve Second Section of the Remuneration Report	For	For
Mgmt	3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	For
S/holder	4	Approve Internal Auditors' Remuneration Voter Rationale: We voted for this in the absence of any concern.	None	For
Mgmt	A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	None	For

INTERNATIONAL BUSINESS MACHINES CORPORATION

Meeting: Annual 4/27/21 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Thomas Buberl	For	For
Mgmt	1b	Elect Director Michael L. Eskew	For	For
Mgmt	1c	Elect Director David N. Farr	For	For
Mgmt	1d	Elect Director Alex Gorsky	For	For
Mgmt	1e	Elect Director Michelle J. Howard	For	For
Mgmt	1f	Elect Director Arvind Krishna	For	For
Mgmt	1g	Elect Director Andrew N. Liveris	For	For
Mgmt	1h	Elect Director Frederick William McNabb III	For	For
Mgmt	1i	Elect Director Martha E. Pollack	For	For
Mgmt	1j	Elect Director Joseph R. Swedish	For	For
Mgmt	1k	Elect Director Peter R. Voser	For	For
Mgmt	1l	Elect Director Frederick H. Waddell	For	For
Mgmt	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
Mgmt	3	<p>Advisory Vote to Ratify Named Executive Officers' Compensation</p> <p>Voter Rationale: A vote AGAINST this proposal is warranted. Annual incentives were largely determined by objective metrics and a majority of annually granted equity awards were performance-conditioned. However, significant concerns are raised regarding the retention award of RPSUs granted to NEO Whitehurst. While granted in connection with signing a non-competition agreement, the award is relatively large, and Whitehurst will receive a minimum of 80 percent of the performance-modified portion. Shareholders generally prefer that if special one-time awards are granted, a significant portion of the award is at risk and subject to rigorous performance goals.</p> <p>Require Independent Board Chair</p> <p>Voter Rationale: A vote FOR this proposal is warranted. This non-binding proposal would not require an immediate change in the board leadership structure as it would allow the board discretion to phase in the policy requiring an independent chair at the next leadership transition. The company's TSR has underperformed relative to its GICS peers and the broader S&P 500 Index on a one-, three-, and five-year basis. In addition, there are concerns noted regarding certain executive compensation decisions in FY20. This suggests that shareholders would benefit from the most robust form of independent board oversight of management in the form of an independent chair.</p>	For	Against
S/holder	4	<p>Lower Ownership Threshold for Action by Written Consent</p> <p>Voter Rationale: A vote FOR this proposal is warranted given that the reduction in the threshold required to exercise written consent would enhance shareholder rights.</p>	Against	For
S/holder	5	<p>Lower Ownership Threshold for Action by Written Consent</p> <p>Voter Rationale: A vote FOR this proposal is warranted given that the reduction in the threshold required to exercise written consent would enhance shareholder rights.</p>	Against	For
S/holder	6	Publish Annually a Report Assessing Diversity Equity and Inclusion Efforts	For	For

Global Voting Record

INVESTIS HOLDING SA

Meeting: Annual 4/27/21 Switzerland

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Allocation of Income and Dividends of CHF 2.50 per Share	For	For
Mgmt	3	Approve Discharge of Board and Senior Management	For	For
Mgmt	4.1.1	Reelect Albert Baehny as Director	For	For
Mgmt	4.1.2	Reelect Stephane Bonvin as Director	For	For
Mgmt	4.1.3	Reelect Thomas Vettiger as Director Voter Rationale: Items 4.1.3, 4.2, & 4.3.2: We decided to vote against following considerations around board-level gender diversity.	For	Against
Mgmt	4.1.4	Elect Christian Gellerstad as Director	For	For
Mgmt	4.2	Elect Thomas Vettiger as Board Chairman	For	Against
Mgmt	4.3.1	Reappoint Albert Baehny as Member of the Compensation Committee	For	For
Mgmt	4.3.2	Appoint Thomas Vettiger as Member of the Compensation Committee	For	Against
Mgmt	4.4	Designate Keller KLG as Independent Proxy	For	For
Mgmt	4.5	Ratify KPMG AG as Auditors	For	For
Mgmt	5.1	Approve Remuneration Report	For	For
Mgmt	5.2	Approve Remuneration of Directors in the Amount of CHF 500 000	For	For
Mgmt	5.3	Approve Remuneration of Executive Committee in the Amount of CHF 3.7 Million	For	For
Mgmt	6	Transact Other Business (Voting) Voter Rationale: A vote against the item is considered warranted as the nature of any other business to be introduced at the meeting could not be known at the time of voting.	For	Against

ITAU UNIBANCO HOLDING SA

Meeting: Annual 4/27/21 Brazil

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	As a Preferred Shareholder Would You like to Request a Separate Minority Election of a Member of the Board of Directors Under the Terms of Article 141 of the Brazilian Corporate Law?	None	For
Mgmt	2	In Case Neither Class of Shares Reaches the Minimum Quorum Required by the Brazilian Corporate Law to Elect a Board Representative in Separate Elections Would You Like to Use Your Votes to Elect the Candidate with More Votes to Represent Both Classes?	None	For
S/holder	3	Elect Artemio Bertholini as Fiscal Council Member and Rene Guimaraes Andrich as Alternate Appointed by Preferred Shareholder Voter Rationale: We decided to vote in favour following considerations around disclosure and having not identified relevant items of contention.	None	For

JARDINE CYCLE & CARRIAGE LIMITEDMeeting: **Annual** **4/27/21** **Singapore**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Adopt Financial Statements and Directors' and Auditors' Reports	For	For
Mgmt	2	Approve Final Dividend	For	For
Mgmt	3	Approve Directors' Fees for the Financial Year Ending December 31 2021	For	For
Mgmt	4a	Elect Lim Hwee Hua as Director	For	For
Mgmt	4b	Elect Benjamin Keswick as Director Voter Rationale: A vote AGAINST the election of Benjamin (Ben) Keswick is warranted as he serves on a total of more than six public company boards.A vote FOR the remaining nominees is warranted.	For	Against
Mgmt	4c	Elect Stephen Gore as Director	For	For
Mgmt	5	Elect Tan Yen Yen as Director	For	For
Mgmt	6	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	7a	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights Voter Rationale: A vote AGAINST this resolution is warranted because the issuance request without preemptive rights exceeds the recommended limit.	For	Against
Mgmt	7b	Authorize Share Repurchase Program	For	For
Mgmt	7c	Approve Renewal of Mandate for Transactions with Related Parties	For	For
Mgmt	8a	Approve Lim Hwee Hua to Continue Office as Independent Director for Purposes of Rule 210(5)(d)(iii)(A) of the Listing Manual of SGX ST (Tier 1)	For	For
Mgmt	8b	Approve Lim Hwee Hua to Continue Office as Independent Director for Purposes of Rule 210(5)(d)(iii)(B) of the Listing Manual of SGX ST (Tier 2)	For	For

LOCALIZA RENT A CAR SA

Meeting: Annual 4/27/21 Brazil

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31 2020	For	For
Mgmt	2	Approve Allocation of Income and Dividends	For	For
Mgmt	3	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? Voter Rationale: Items 3 & 6: We decided to abstain following consideration of specific matters around cumulative voting in this market.	None	Abstain
Mgmt	4	Fix Number of Directors at Six or Seven	For	For
Mgmt	5.1	Elect Eugenio Pacelli Mattar as Director	For	For
Mgmt	5.2	Elect Oscar de Paula Bernardes Neto as Independent Director	For	For
Mgmt	5.3	Elect Irlau Machado Filho as Independent Director	For	For
Mgmt	5.4	Elect Maria Leticia de Freitas Costas as Independent Director	For	For
Mgmt	5.5	Elect Paulo Antunes Veras as Independent Director	For	For
Mgmt	5.6	Elect Pedro de Godoy Bueno as Independent Director	For	For
Mgmt	6	In Case Cumulative Voting Is Adopted Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	None	Abstain
Mgmt	7.1	Percentage of Votes to Be Assigned - Elect Eugenio Pacelli Mattar as Director Voter Rationale: Items 7.1-7.6: We decided to abstain in line with specific matters around cumulative voting and our current level of shareholding vis a vis local requirements.	None	Abstain
Mgmt	7.2	Percentage of Votes to Be Assigned - Elect Oscar de Paula Bernardes Neto as Independent Director	None	Abstain
Mgmt	7.3	Percentage of Votes to Be Assigned - Elect Irlau Machado Filho as Independent Director	None	Abstain
Mgmt	7.4	Percentage of Votes to Be Assigned - Elect Maria Leticia de Freitas Costas as Independent Director	None	Abstain
Mgmt	7.5	Percentage of Votes to Be Assigned - Elect Paulo Antunes Veras as Independent Director	None	Abstain
Mgmt	7.6	Percentage of Votes to Be Assigned - Elect Pedro de Godoy Bueno as Independent Director	None	Abstain
Mgmt	8	As an Ordinary Shareholder Would You like to Request a Separate Minority Election of a Member of the Board of Directors Under the Terms of Article 141 of the Brazilian Corporate Law?	None	For
Mgmt	9	Approve Remuneration of Company's Management	For	For
Mgmt	10	Do You Wish to Request Installation of a Fiscal Council Under the Terms of Article 161 of the Brazilian Corporate Law?	None	For
Mgmt	11	Fix Number of Fiscal Council Members at Three	For	For
Mgmt	12.1	Elect Carla Alessandra Trematore as Fiscal Council Member and Juliano Lima Pinheiro as Alternate Voter Rationale: Items 12.1-13.1: We decided to abstain on these directors and vote in favour of the director under item 13.2 due to the requirements of cumulative voting.	For	Abstain
Mgmt	12.2	Elect Antonio de Padua Soares Policarpo as Fiscal Council Member and Marco Antonio Pereira	For	Abstain
S/holder	13.1	Elect Francisco Caprino Neto as Fiscal Council Member and Joao Ricardo Pereira da Costa as Alternate Appointed by Minority Shareholder	None	Abstain
S/holder	13.2	Elect Luiz Carlos Nannini as Fiscal Council Member and Fernando Antonio Lopes Matoso as Alternate Appointed by Minority Shareholder	None	For

Global Voting Record

LOCALIZA RENT A CAR SA

Meeting: Special 4/27/21 Brazil

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Long-Term Incentive Plan for Executives	For	For

NEXUS AG

Meeting: Annual 4/27/21 Germany

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (Non-Voting)		Non Voting
Mgmt	2	Approve Allocation of Income and Dividends of EUR 0.19 per Share	For	For
Mgmt	3	Approve Discharge of Management Board for Fiscal Year 2020	For	For
Mgmt	4	Approve Discharge of Supervisory Board for Fiscal Year 2020	For	For
Mgmt	5	Approve Creation of EUR 3.1 Million Pool of Capital without Preemptive Rights	For	For
Mgmt	6	Approve Remuneration Policy	For	For
Mgmt	7	Approve Remuneration of Supervisory Board	For	For
Mgmt	8	Amend Affiliation Agreement with NEXUS SWISSLAB GmbH	For	For
Mgmt	9	Ratify Ebner Stolz GmbH & Co. KG as Auditors for Fiscal Year 2021	For	For

OTIS WORLDWIDE CORP.

Meeting: Annual 4/27/21 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Jeffrey H. Black	For	For
Mgmt	1b	Elect Director Kathy Hopinkah Hannan	For	For
Mgmt	1c	Elect Director Shailesh G. Jejurikar	For	For
Mgmt	1d	Elect Director Christopher J. Kearney	For	For
Mgmt	1e	Elect Director Judith F. Marks	For	For
Mgmt	1f	Elect Director Harold W. McGraw III	For	For
Mgmt	1g	Elect Director Margaret M. V. Preston	For	For
Mgmt	1h	Elect Director Shelley Stewart Jr.	For	For
Mgmt	1i	Elect Director John H. Walker	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Advisory Vote on Say on Pay Frequency	One Year	One Year
Mgmt	4	Ratify PricewaterhouseCoopers LLP as Auditors	For	For

Global Voting Record

PACCAR INC

Meeting: Annual 4/27/21 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Mark C. Pigott	For	For
Mgmt	1.2	Elect Director Dame Alison J. Carnwath	For	For
Mgmt	1.3	Elect Director Franklin L. Feder	For	For
Mgmt	1.4	Elect Director R. Preston Feight	For	For
Mgmt	1.5	Elect Director Beth E. Ford	For	For
Mgmt	1.6	Elect Director Kirk S. Hachigian	For	For
Mgmt	1.7	Elect Director Roderick C. McGeary	For	For
Mgmt	1.8	Elect Director John M. Pigott	For	For
Mgmt	1.9	Elect Director Ganesh Ramaswamy	For	For
Mgmt	1.10	Elect Director Mark A. Schulz	For	For
Mgmt	1.11	Elect Director Gregory M. E. Spierkel	For	For
S/holder	2	Adopt Simple Majority Vote Voter Rationale: A vote FOR this proposal is warranted given that elimination of the supermajority vote requirements would enhance shareholder rights.	Against	For

PERKINELMER INC.

Meeting: Annual 4/27/21 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Peter Barrett	For	For
Mgmt	1b	Elect Director Samuel R. Chapin	For	For
Mgmt	1c	Elect Director Sylvie Gregoire	For	For
Mgmt	1d	Elect Director Alexis P. Michas	For	For
Mgmt	1e	Elect Director Prahlad R. Singh	For	For
Mgmt	1f	Elect Director Michel Vounatsos	For	For
Mgmt	1g	Elect Director Frank Witney	For	For
Mgmt	1h	Elect Director Pascale Witz	For	For
Mgmt	2	Ratify Deloitte & Touche LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

Global Voting Record

REGAL REXNORD CORPORATION

Meeting: Annual 4/27/21 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Jan A. Bertsch	For	For
Mgmt	1b	Elect Director Stephen M. Burt	For	For
Mgmt	1c	Elect Director Anesa T. Chaibi	For	For
Mgmt	1d	Elect Director Christopher L. Doerr	For	For
Mgmt	1e	Elect Director Dean A. Foate	For	For
Mgmt	1f	Elect Director Michael F. Hilton	For	For
Mgmt	1g	Elect Director Louis V. Pinkham	For	For
Mgmt	1h	Elect Director Rakesh Sachdev	For	For
Mgmt	1i	Elect Director Curtis W. Stoelting	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify Deloitte & Touche LLP as Auditors	For	For

SEKISUI HOUSE LTD.

Meeting: Annual 4/27/21 Japan

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Allocation of Income with a Final Dividend of JPY 39	For	For
Mgmt	2	Amend Articles to Amend Provisions on Number of Directors - Amend Provisions on Number of Statutory Auditors	For	For
Mgmt	3.1	Elect Director Nakai Yoshihiro	For	For
Mgmt	3.2	Elect Director Horiuchi Yosuke	For	For
Mgmt	3.3	Elect Director Nishida Kumpei	For	For
Mgmt	3.4	Elect Director Tanaka Satoshi	For	For
Mgmt	3.5	Elect Director Miura Toshiharu	For	For
Mgmt	3.6	Elect Director Ishii Toru	For	For
Mgmt	3.7	Elect Director Yoshimaru Yukiko	For	For
Mgmt	3.8	Elect Director Kitazawa Toshifumi	For	For
Mgmt	3.9	Elect Director Nakajima Yoshimi	For	For
Mgmt	3.10	Elect Director Takegawa Keiko	For	For
Mgmt	4.1	Appoint Statutory Auditor Ito Midori	For	For
Mgmt	4.2	Appoint Statutory Auditor Kobayashi Takashi	For	For

Global Voting Record

STARWOOD PROPERTY TRUST INC.

Meeting: Annual 4/27/21 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Richard D. Bronson	For	For
Mgmt	1.2	Elect Director Jeffrey G. Dishner	For	For
Mgmt	1.3	Elect Director Camille J. Douglas	For	For
Mgmt	1.4	Elect Director Solomon J. Kumin	For	For
Mgmt	1.5	Elect Director Fred Perpall	For	For
Mgmt	1.6	Elect Director Fred S. Ridley	For	For
Mgmt	1.7	Elect Director Barry S. Sternlicht	For	For
Mgmt	1.8	Elect Director Strauss Zelnick	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify Deloitte & Touche LLP as Auditors	For	For

TRITON INTERNATIONAL LTD.

Meeting: Annual 4/27/21 Bermuda

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Brian M. Sondey	For	For
Mgmt	1b	Elect Director Robert W. Alspaugh	For	For
Mgmt	1c	Elect Director Malcolm P. Baker	For	For
Mgmt	1d	Elect Director Annabelle Bexiga	For	For
Mgmt	1e	Elect Director Claude Germain	For	For
Mgmt	1f	Elect Director Kenneth Hanau	For	For
Mgmt	1g	Elect Director John S. Hextall	For	For
Mgmt	1h	Elect Director Robert L. Rosner	For	For
Mgmt	1i	Elect Director Simon R. Vernon	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify KPMG LLP as Auditors	For	For
Mgmt	4	Amend Bye-Laws to Eliminate Provisions Relating to Former Sponsor Shareholders	For	For

Global Voting Record

TRUIST FINANCIAL CORPORATION

Meeting: Annual 4/27/21 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Jennifer S. Banner	For	For
Mgmt	1b	Elect Director K. David Boyer Jr.	For	For
Mgmt	1c	Elect Director Agnes Bundy Scanlan	For	For
Mgmt	1d	Elect Director Anna R. Cablik	For	For
Mgmt	1e	Elect Director Dallas S. Clement	For	For
Mgmt	1f	Elect Director Paul D. Donahue	For	For
Mgmt	1g	Elect Director Paul R. Garcia	For	For
Mgmt	1h	Elect Director Patrick C. Graney III	For	For
Mgmt	1i	Elect Director Linnie M. Haynesworth	For	For
Mgmt	1j	Elect Director Kelly S. King	For	For
Mgmt	1k	Elect Director Easter A. Maynard	For	For
Mgmt	1l	Elect Director Donna S. Morea	For	For
Mgmt	1m	Elect Director Charles A. Patton	For	For
Mgmt	1n	Elect Director Nido R. Qubein	For	For
Mgmt	1o	Elect Director David M. Ratcliffe	For	For
Mgmt	1p	Elect Director William H. Rogers Jr.	For	For
Mgmt	1q	Elect Director Frank P. Scruggs Jr.	For	For
Mgmt	1r	Elect Director Christine Sears	For	For
Mgmt	1s	Elect Director Thomas E. Skains	For	For
Mgmt	1t	Elect Director Bruce L. Tanner	For	For
Mgmt	1u	Elect Director Thomas N. Thompson	For	For
Mgmt	1v	Elect Director Steven C. Voorhees	For	For
Mgmt	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

VALMONT INDUSTRIES INC.

Meeting: Annual 4/27/21 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Daniel P. Neary	For	For
Mgmt	1.2	Elect Director Theo W. Freye	For	For
Mgmt	1.3	Elect Director Stephen G. Kaniewski	For	For
Mgmt	1.4	Elect Director Joan Robinson-Berry	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify Deloitte & Touche LLP as Auditors	For	For

Global Voting Record

WEG SA

Meeting: Annual 4/27/21 Brazil

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31 2020	For	For
Mgmt	2	Approve Capital Budget Allocation of Income Ratify Distribution of Dividends and Interest-on-Capital-Stock Payments	For	For
Mgmt	3	Approve Remuneration of Company's Management	For	For
Mgmt	4	Elect Fiscal Council Members Voter Rationale: An ABSTAIN vote recommendation is warranted for the management's fiscal council nominees, to allow minority shareholders to concentrate their votes on the election of a minority fiscal council candidate, as further discussed under Item 6 of this meeting agenda.	For	Abstain
Mgmt	5	In Case One of the Nominees Leaves the Fiscal Council Slate Due to a Separate Minority Election as Allowed Under Articles 161 and 240 of the Brazilian Corporate Law May Your Votes Still Be Counted for the Proposed Slate?	None	Against
S/holder	6	Elect Lucia Maria Martins Casasanta as Fiscal Council Member and Patricia Valente Stierli as Alternate Appointed by Minority Shareholder	None	For
Mgmt	7	Approve Remuneration of Fiscal Council Members	For	For
Mgmt	8	Designate Newspapers to Publish Company Announcements	For	For

WEG SA

Meeting: Special 4/27/21 Brazil

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve 2-for-1 Stock Split and Amend Article 5 Accordingly	For	For
Mgmt	2	Amend Articles to Comply with New Regulations of Novo Mercado of B3	For	For
Mgmt	3	Consolidate Bylaws	For	For

WELLS FARGO & COMPANY

Meeting: Annual 4/27/21 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Steven D. Black	For	For
Mgmt	1b	Elect Director Mark A. Chancy	For	For
Mgmt	1c	Elect Director Celeste A. Clark	For	For
Mgmt	1d	Elect Director Theodore F. Craver Jr.	For	For
Mgmt	1e	Elect Director Wayne M. Hewett	For	For
Mgmt	1f	Elect Director Maria R. Morris	For	For
Mgmt	1g	Elect Director Charles H. Noski	For	For
Mgmt	1h	Elect Director Richard B. Payne Jr.	For	For
Mgmt	1i	Elect Director Juan A. Pujadas	For	For
Mgmt	1j	Elect Director Ronald L. Sargent	For	For
Mgmt	1k	Elect Director Charles W. Scharf	For	For
Mgmt	1l	Elect Director Suzanne M. Vautrinot	For	For
Mgmt	2	<p>Advisory Vote to Ratify Named Executive Officers' Compensation</p> <p>Voter Rationale: A vote AGAINST this proposal is warranted. Although CEO pay declined amid lagging company performance, there are compensation program design concerns, including relatively high NEO base salaries and continued reliance on committee discretion. Even though total incentives are guided by a performance assessment with key financial highlights consistent year-over-year, the incentive pay program continues to significantly rely on committee discretion, and lacks clear safeguards that provide assurances to investors, such as per-metric weightings or pre-set target goals. Further, the committee decided not to apply hurdle goals that were required for any FY20 bonus payout to occur when the hurdles were not met, which resulted in bonus payout at 83 percent of target for the CEO and further weakens the link between pay and performance. In addition, the CEO received only half of his LTI in time-based equity after several years in which the CEO received 100 percent performance-based awards. Also concerning is that the large shift to time-based equity is accompanied with a less rigorous relative TSR governor that caps the performance share earnouts.</p>	For	Against
Mgmt	3	Ratify KPMG LLP as Auditors	For	For
S/holder	4	<p>Amend Proxy Access Right</p> <p>Voter Rationale: A vote FOR this proposal is warranted as the proposed elimination of the 20-shareholder aggregation limit would improve the company's existing proxy access right for shareholders.</p>	Against	For
S/holder	5	Amend Certificate of Incorporation to Become a Delaware Public Benefit Corporation	Against	Against
S/holder	6	<p>Report on Incentive-Based Compensation and Risks of Material Losses</p> <p>Voter Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from additional disclosure about employee incentive compensation programs that could lead to material losses due to excessive risk taking, given that broad-based employee incentive structures played a significant role in recent high-profile controversies that caused financial and reputational harm at the company.</p>	Against	For
S/holder	7	Report on Racial Equity Audit	Against	Against

ZOOMINFO TECHNOLOGIES INC.

Meeting: Annual 4/27/21 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Mitesh Dhruv Voter Rationale: WITHHOLD votes are warranted for Henry Schuck, Mitesh Dhruv, and Keith Enright given the board's failure to remove, or subject to a reasonable sunset requirement, the multi-class capital structure, the pop-up supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. WITHHOLD votes are further warranted for non-independent director nominee Henry Schuck for failing to establish a board on which a majority of the directors are independent.	For	Withhold
Mgmt	1.2	Elect Director Keith Enright Voter Rationale: WITHHOLD votes are warranted for Henry Schuck, Mitesh Dhruv, and Keith Enright given the board's failure to remove, or subject to a reasonable sunset requirement, the multi-class capital structure, the pop-up supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. WITHHOLD votes are further warranted for non-independent director nominee Henry Schuck for failing to establish a board on which a majority of the directors are independent.	For	Withhold
Mgmt	1.3	Elect Director Henry Schuck Voter Rationale: WITHHOLD votes are warranted for Henry Schuck, Mitesh Dhruv, and Keith Enright given the board's failure to remove, or subject to a reasonable sunset requirement, the multi-class capital structure, the pop-up supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. WITHHOLD votes are further warranted for non-independent director nominee Henry Schuck for failing to establish a board on which a majority of the directors are independent.	For	Withhold
Mgmt	2	Ratify KPMG LLP as Auditors	For	For

ALCON AG

Meeting: Annual 4/28/21 Switzerland

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Discharge of Board and Senior Management	For	For
Mgmt	3	Approve Allocation of Income and Dividends of CHF 0.10 per Share	For	For
Mgmt	4.1	Approve Remuneration Report (Non-Binding) Voter Rationale: A vote AGAINST the remuneration report is warranted because:* The company has made discretionary adjustments to the remuneration system, which might potentially lead to excessive pay practices.* The company's level of disclosure makes it difficult to assess the rigor of the underlying remuneration system.	For	Against
Mgmt	4.2	Approve Remuneration of Directors in the Amount of CHF 3.3 Million	For	For
Mgmt	4.3	Approve Remuneration of Executive Committee in the Amount of CHF 38.4 Million	For	For
Mgmt	5.1	Reelect Michael Ball as Director and Board Chairman	For	For
Mgmt	5.2	Reelect Lynn Bleil as Director	For	For
Mgmt	5.3	Reelect Arthur Cummings as Director	For	For
Mgmt	5.4	Reelect David Endicott as Director	For	For
Mgmt	5.5	Reelect Thomas Glanzmann as Director	For	For

Global Voting Record

Mgmt	5.6	Reelect Keith Grossman as Director Voter Rationale: Board elections (Items 5.1-5.10)A vote AGAINST the reelection of Keith Grossman to the board is warranted because he holds an excessive number of mandates at listed companies.Votes FOR the remaining board nominees are warranted.Compensation committee elections (Items 6.1-6.4)A vote AGAISNT Keith Grossman is further warranted as his election to the board does not warrant support.Votes FOR the remaining compensation committee nominees are warranted due to a lack of concerns.	For	Against
Mgmt	5.7	Reelect Scott Maw as Director	For	For
Mgmt	5.8	Reelect Karen May as Director	For	For
Mgmt	5.9	Reelect Ines Poeschel as Director	For	For
Mgmt	5.10	Reelect Dieter Spaelti as Director	For	For
Mgmt	6.1	Reappoint Thomas Glanzmann as Member of the Compensation Committee	For	For
Mgmt	6.2	Reappoint Keith Grossman as Member of the Compensation Committee Voter Rationale: Board elections (Items 5.1-5.10)A vote AGAINST the reelection of Keith Grossman to the board is warranted because he holds an excessive number of mandates at listed companies.Votes FOR the remaining board nominees are warranted.Compensation committee elections (Items 6.1-6.4)A vote AGAISNT Keith Grossman is further warranted as his election to the board does not warrant support.Votes FOR the remaining compensation committee nominees are warranted due to a lack of concerns.	For	Against
Mgmt	6.3	Reappoint Karen May as Member of the Compensation Committee	For	For
Mgmt	6.4	Reappoint Ines Poeschel as Member of the Compensation Committee	For	For
Mgmt	7	Designate Hartmann Dreyer Attorneys-at-Law as Independent Proxy	For	For
Mgmt	8	Ratify PricewaterhouseCoopers SA as Auditors	For	For
Mgmt	9	Transact Other Business (Voting) Voter Rationale: A vote AGAINST is warranted because:* This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and* The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.	For	Against

AMERIPRISE FINANCIAL INC.

Meeting: Annual 4/28/21 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director James M. Cracchiolo	For	For
Mgmt	1b	Elect Director Dianne Neal Blixt	For	For
Mgmt	1c	Elect Director Amy DiGeso	For	For
Mgmt	1d	Elect Director Lon R. Greenberg	For	For
Mgmt	1e	Elect Director Jeffrey Noddle	For	For
Mgmt	1f	Elect Director Robert F. Sharpe Jr.	For	For
Mgmt	1g	Elect Director Brian T. Shea	For	For
Mgmt	1h	Elect Director W. Edward Walter III	For	For
Mgmt	1i	Elect Director Christopher J. Williams	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For

ANHEUSER-BUSCH INBEV SA/NV

Meeting: Annual/Special 4/28/21 Belgium

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	A1	Authorize Repurchase of Up to 20 Percent of Issued Share Capital Voter Rationale: A vote AGAINST is warranted:* The proposal is not in line with the commonly used safeguard;* The authorization would allow the company to repurchase 20 percent of the outstanding share capital, which can be considered as excessive	For	Against
Mgmt	B2	Receive Directors' Reports (Non-Voting)		Non Voting
Mgmt	B3	Receive Auditors' Reports (Non-Voting)		Non Voting
Mgmt	B4	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)		Non Voting
Mgmt	B5	Approve Financial Statements Allocation of Income and Dividends of EUR 0.50 per Share	For	For
Mgmt	B6	Approve Discharge of Directors	For	For
Mgmt	B7	Approve Discharge of Auditors	For	For
Mgmt	B8a	Reelect Martin J. Barrington as Director Voter Rationale: A vote AGAINST the reelection of Martin Barrington, William (Billy) Gifford Jr., and Alejandro Santo Domingo Davila (items B8.a To B8.c) is warranted because the nominees are non-independent while the board is only 20 percent independent.	For	Against
Mgmt	B8b	Reelect William F. Gifford Jr. as Director Voter Rationale: A vote AGAINST the reelection of Martin Barrington, William (Billy) Gifford Jr., and Alejandro Santo Domingo Davila (items B8.a To B8.c) is warranted because the nominees are non-independent while the board is only 20 percent independent.	For	Against
Mgmt	B8c	Reelect Alejandro Santo Domingo Davila as Director Voter Rationale: A vote AGAINST the reelection of Martin Barrington, William (Billy) Gifford Jr., and Alejandro Santo Domingo Davila (items B8.a To B8.c) is warranted because the nominees are non-independent while the board is only 20 percent independent.	For	Against
Mgmt	B9	Approve Remuneration policy Voter Rationale: A vote AGAINST is warranted as the majority of the LTI plans contain no (clear) performance objectives or disclosure thereof and;* The LTI plans do not have a clearly defined maximum award limit contrary to best practice* The remuneration policy can lead to pay for failure and an excessive pay package compared to that of peer group median.* The multitude of LTI plans increase the overall complexity of the remuneration policy not supporting a good understanding of the company's remuneration policy.	For	Against
Mgmt	B10	Approve Remuneration Report Voter Rationale: A vote AGAINST is warranted* Due to a lack of disclosure of the performance metrics and the subsequent targets and level of achievement, especially as part of the various LTI plans;* Exceptional stock option and RSU grants to executives without a compelling rationale ('retention') whereas the pay package should already aim to attract, reward and retain executives;* in 2020 the non-executive directors real pay is substantially higher than that of peers.However, we also recognize executives took a 20 percent cut in fixed pay and no 2020 bonus as a result of Covid19 impact	For	Against
Mgmt	B11	Approve Change-of-Control Clause Re: Revolving Credit and Swingline Facilities Agreement	For	For
Mgmt	C12	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	For	For

APG SGA SA

Meeting: Annual 4/28/21 Switzerland

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Receive Auditor's Report		Non Voting
Mgmt	2.1	Accept Annual Report	For	For
Mgmt	2.2	Accept Consolidated Financial Statements and Statutory Reports	For	For
Mgmt	3	Approve Allocation of Income and Omission of Dividends	For	For
Mgmt	4	Approve Discharge of Board and Senior Management	For	For
Mgmt	5.1	<p>Reelect Daniel Hofer as Director Voter Rationale: Board elections (Items 5.1-6)Votes AGAINST the non-independent nominees: Daniel Hofer, Maya Bundt, Jolanda Grob, Xavier Le Clef, Stephane Prigent, and Markus Scheidegger are warranted because of the failure to establish a sufficiently independent board.A vote AGAINST Daniel Hofer as board chair is also warranted because he holds an excessive number of mandates at listed companies per ISS' guidelines.A vote AGAINST Stephane Prigent is further warranted because he is non-independent and is currently the chair of the audit committee.Committee elections (Items 7.1-7.2)Votes AGAINST the non-independent nominees Markus Scheidegger and Jolanda Grob are warranted because their elections to the board do not warrant support.</p>	For	Against
Mgmt	5.2	<p>Reelect Xavier Le Clef as Director Voter Rationale: Board elections (Items 5.1-6)Votes AGAINST the non-independent nominees: Daniel Hofer, Maya Bundt, Jolanda Grob, Xavier Le Clef, Stephane Prigent, and Markus Scheidegger are warranted because of the failure to establish a sufficiently independent board.A vote AGAINST Daniel Hofer as board chair is also warranted because he holds an excessive number of mandates at listed companies per ISS' guidelines.A vote AGAINST Stephane Prigent is further warranted because he is non-independent and is currently the chair of the audit committee.Committee elections (Items 7.1-7.2)Votes AGAINST the non-independent nominees Markus Scheidegger and Jolanda Grob are warranted because their elections to the board do not warrant support.</p>	For	Against
Mgmt	5.3	<p>Reelect Maya Bundt as Director Voter Rationale: Board elections (Items 5.1-6)Votes AGAINST the non-independent nominees: Daniel Hofer, Maya Bundt, Jolanda Grob, Xavier Le Clef, Stephane Prigent, and Markus Scheidegger are warranted because of the failure to establish a sufficiently independent board.A vote AGAINST Daniel Hofer as board chair is also warranted because he holds an excessive number of mandates at listed companies per ISS' guidelines.A vote AGAINST Stephane Prigent is further warranted because he is non-independent and is currently the chair of the audit committee.Committee elections (Items 7.1-7.2)Votes AGAINST the non-independent nominees Markus Scheidegger and Jolanda Grob are warranted because their elections to the board do not warrant support.</p>	For	Against
Mgmt	5.4	<p>Reelect Jolanda Grob as Director Voter Rationale: Board elections (Items 5.1-6)Votes AGAINST the non-independent nominees: Daniel Hofer, Maya Bundt, Jolanda Grob, Xavier Le Clef, Stephane Prigent, and Markus Scheidegger are warranted because of the failure to establish a sufficiently independent board.A vote AGAINST Daniel Hofer as board chair is also warranted because he holds an excessive number of mandates at listed companies per ISS' guidelines.A vote AGAINST Stephane Prigent is further warranted because he is non-independent and is currently the chair of the audit committee.Committee elections (Items 7.1-7.2)Votes AGAINST the non-independent nominees Markus Scheidegger and Jolanda Grob are warranted because their elections to the board do not warrant support.</p>	For	Against

Mgmt	5.5	<p>Reelect Stephane Prigent as Director Voter Rationale: Board elections (Items 5.1-6)Votes AGAINST the non-independent nominees: Daniel Hofer, Maya Bundt, Jolanda Grob, Xavier Le Clef, Stephane Prigent, and Markus Scheidegger are warranted because of the failure to establish a sufficiently independent board.A vote AGAINST Daniel Hofer as board chair is also warranted because he holds an excessive number of mandates at listed companies per ISS' guidelines.A vote AGAINST Stephane Prigent is further warranted because he is non-independent and is currently the chair of the audit committee.Committee elections (Items 7.1-7.2)Votes AGAINST the non-independent nominees Markus Scheidegger and Jolanda Grob are warranted because their elections to the board do not warrant support.</p>	For	Against
Mgmt	5.6	<p>Reelect Markus Scheidegger as Director Voter Rationale: Board elections (Items 5.1-6)Votes AGAINST the non-independent nominees: Daniel Hofer, Maya Bundt, Jolanda Grob, Xavier Le Clef, Stephane Prigent, and Markus Scheidegger are warranted because of the failure to establish a sufficiently independent board.A vote AGAINST Daniel Hofer as board chair is also warranted because he holds an excessive number of mandates at listed companies per ISS' guidelines.A vote AGAINST Stephane Prigent is further warranted because he is non-independent and is currently the chair of the audit committee.Committee elections (Items 7.1-7.2)Votes AGAINST the non-independent nominees Markus Scheidegger and Jolanda Grob are warranted because their elections to the board do not warrant support.</p>	For	Against
Mgmt	6	<p>Reelect Daniel Hofer as Board Chairman Voter Rationale: Board elections (Items 5.1-6)Votes AGAINST the non-independent nominees: Daniel Hofer, Maya Bundt, Jolanda Grob, Xavier Le Clef, Stephane Prigent, and Markus Scheidegger are warranted because of the failure to establish a sufficiently independent board.A vote AGAINST Daniel Hofer as board chair is also warranted because he holds an excessive number of mandates at listed companies per ISS' guidelines.A vote AGAINST Stephane Prigent is further warranted because he is non-independent and is currently the chair of the audit committee.Committee elections (Items 7.1-7.2)Votes AGAINST the non-independent nominees Markus Scheidegger and Jolanda Grob are warranted because their elections to the board do not warrant support.</p>	For	Against
Mgmt	7.1	<p>Reappoint Markus Scheidegger as Member of the Compensation Committee Voter Rationale: Board elections (Items 5.1-6)Votes AGAINST the non-independent nominees: Daniel Hofer, Maya Bundt, Jolanda Grob, Xavier Le Clef, Stephane Prigent, and Markus Scheidegger are warranted because of the failure to establish a sufficiently independent board.A vote AGAINST Daniel Hofer as board chair is also warranted because he holds an excessive number of mandates at listed companies per ISS' guidelines.A vote AGAINST Stephane Prigent is further warranted because he is non-independent and is currently the chair of the audit committee.Committee elections (Items 7.1-7.2)Votes AGAINST the non-independent nominees Markus Scheidegger and Jolanda Grob are warranted because their elections to the board do not warrant support.</p>	For	Against
Mgmt	7.2	<p>Reappoint Jolanda Grob as Member of the Compensation Committee Voter Rationale: Board elections (Items 5.1-6)Votes AGAINST the non-independent nominees: Daniel Hofer, Maya Bundt, Jolanda Grob, Xavier Le Clef, Stephane Prigent, and Markus Scheidegger are warranted because of the failure to establish a sufficiently independent board.A vote AGAINST Daniel Hofer as board chair is also warranted because he holds an excessive number of mandates at listed companies per ISS' guidelines.A vote AGAINST Stephane Prigent is further warranted because he is non-independent and is currently the chair of the audit committee.Committee elections (Items 7.1-7.2)Votes AGAINST the non-independent nominees Markus Scheidegger and Jolanda Grob are warranted because their elections to the board do not warrant support.</p>	For	Against
Mgmt	8	Approve Remuneration of Directors in the Amount of CHF 818 000	For	For

Global Voting Record

Mgmt	9	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.2 Million	For	For
		Approve Variable Remuneration of Executive Committee in the Amount of CHF 686 000		
		Voter Rationale: Fixed compensation (Item 9)A vote FOR this item is warranted because the proposal appears to be in line with market practice and does not raise significant concerns.Variable compensation (Item 10)A vote AGAINST this proposal is warranted because:* The board has used discretion to maintain variable compensation payouts, despite proposing the omission of a dividend payment and having utilized short-time working schemes.* Only limited transparency is provided surrounding how discretion was used and how far outcomes were affected by adjusting performance targets.		
Mgmt	10		For	Against
Mgmt	11	Ratify PricewaterhouseCoopers AG as Auditors	For	For
Mgmt	12	Designate Les Notaires a Carouge as Independent Proxy	For	For
		Transact Other Business (Voting)		
		Voter Rationale: A vote AGAINST is warranted because:* This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and* The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.		
Mgmt	13		For	Against

ASSA ABLOY AB

Meeting: Annual 4/28/21 Sweden

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Elect Chairman of Meeting	For	For
Mgmt	2a	Designate Johan Hjertonsson as Inspector of Minutes of Meeting	For	For
Mgmt	2b	Designate Liselott Ledin as Inspector of Minutes of Meeting	For	For
Mgmt	3	Prepare and Approve List of Shareholders	For	For
Mgmt	4	Approve Agenda of Meeting	For	For
Mgmt	5	Acknowledge Proper Convening of Meeting	For	For
Mgmt	6a	Receive Financial Statements and Statutory Reports		Non Voting
Mgmt	6b	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management		Non Voting
Mgmt	7a	Accept Financial Statements and Statutory Reports	For	For
Mgmt	7b	Approve Allocation of Income and Dividends of SEK 3.90 Per Share	For	For
Mgmt	7c.1	Approve Discharge of Board Chairman Lars Renstrom	For	For
Mgmt	7c.2	Approve Discharge of Carl Douglas	For	For
Mgmt	7c.3	Approve Discharge of Eva Karlsson	For	For
Mgmt	7c.4	Approve Discharge of Birgitta Klasen	For	For
Mgmt	7c.5	Approve Discharge of Lena Olving	For	For
Mgmt	7c.6	Approve Discharge of Sofia Schorling Hogberg	For	For
Mgmt	7c.7	Approve Discharge of Jan Svensson	For	For
Mgmt	7c.8	Approve Discharge of Joakim Weidemanis	For	For
Mgmt	7c.9	Approve Discharge of Employee Representative Rune Hjalm	For	For
Mgmt	7c.10	Approve Discharge of Employee Representative Mats Persson	For	For
Mgmt	7c.11	Approve Discharge of Employee Representative Bjarne Johansson	For	For
Mgmt	7c.12	Approve Discharge of Employee Representative Nadja Wikstrom	For	For
Mgmt	7c.13	Approve Discharge of President Nico Delvaux	For	For
Mgmt	8	Determine Number of Members (8) and Deputy Members (0) of Board	For	For
Mgmt	9a	Approve Remuneration of Directors in the Amount of SEK 2.7 million for Chairman SEK 1 Million for Vice Chairman and SEK 800 000 for Other Directors; Approve Remuneration for Committee Work	For	For
Mgmt	9b	Approve Remuneration of Auditors	For	For
Mgmt	10	Reelect Lars Renstrom (Chairman) Carl Douglas (Vice Chair) Eva Karlsson Lena Olving Sofia Schorling Hogberg and Joakim Weidemanis as Directors; Elect Johan Hjertonsson and Susanne Pahlen Aklundh as New Directors	For	For
Mgmt	11	Ratify Ernst & Young as Auditors	For	For
Mgmt	12	Approve Remuneration Report	For	For
Mgmt	13	Authorize Class B Share Repurchase Program and Reissuance of Repurchased Shares	For	For
Mgmt	14	Approve Performance Share Matching Plan LTI 2021	For	For

Global Voting Record

BALL CORPORATION

Meeting: Annual 4/28/21 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director John A. Bryant Voter Rationale: Withheld votes on 1.1, 1.2 and 1.4 in light of material governing failures.	For	Withhold
Mgmt	1.2	Elect Director Michael J. Cave	For	Withhold
Mgmt	1.3	Elect Director Daniel W. Fisher	For	For
Mgmt	1.4	Elect Director Pedro Henrique Mariani	For	Withhold
Mgmt	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

BIM BIRLESIK MAGAZALAR AS

Meeting: Annual 4/28/21 Turkey

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting Elect Presiding Council of Meeting and Authorize Presiding Council to Sign Minutes of Meeting	For	For
Mgmt	2	Accept Board Report	For	For
Mgmt	3	Accept Audit Report	For	For
Mgmt	4	Accept Financial Statements	For	For
Mgmt	5	Approve Discharge of Board	For	For
Mgmt	6	Approve Allocation of Income	For	For
Mgmt	7	Elect Directors and Approve Their Remuneration	For	For
Mgmt	8	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose and Receive Information in Accordance to Article 1.3.6 of Corporate Governance Principles	For	For
Mgmt	9	Receive Information on Donations Made in 2020		Non Voting
Mgmt	10	Receive Information on Guarantees Pledges and Mortgages Provided to Third Parties		Non Voting
Mgmt	11	Ratify External Auditors	For	For
Mgmt	12	Wishes		Non Voting

Global Voting Record

BORGWARNER INC.Meeting: **Annual** **4/28/21** **USA**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1A	Elect Director Nelda J. Connors	For	For
Mgmt	1B	Elect Director Dennis C. Cuneo	For	For
Mgmt	1C	Elect Director David S. Haffner	For	For
Mgmt	1D	Elect Director Michael S. Hanley	For	For
Mgmt	1E	Elect Director Frederic B. Lissalde	For	For
Mgmt	1F	Elect Director Paul A. Mascarenas	For	For
Mgmt	1G	Elect Director Shaun E. McAlmont	For	For
Mgmt	1H	Elect Director Deborah D. McWhinney	For	For
Mgmt	1I	Elect Director Alexis P. Michas	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
S/holder	4	Reduce Ownership Threshold for Shareholders to Request Action by Written Consent Voter Rationale: We voted for this to grant shareholders more accessibility.	Against	For

CHINA LONGYUAN POWER GROUP CORP. LTD.Meeting: **Special** **4/28/21** **China**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Elect Tian Shaolin as Director	For	For
Mgmt	2	Elect Shao Junjie as Supervisor	For	For

CHINA NATIONAL ACCORD MEDICINES CORP. LTD.Meeting: **Annual** **4/28/21** **China**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Report of the Board of Directors	For	For
Mgmt	2	Approve Report of the Board of Supervisors	For	For
Mgmt	3	Approve Financial Statements	For	For
Mgmt	4	Approve Annual Report and Summary	For	For
Mgmt	5	Approve Profit Distribution	For	For
Mgmt	6	Approve Shareholder Return Plan	For	For
Mgmt	7	Approve Appointment of Auditor and Internal Control Auditor	For	For
Mgmt	8	Approve Daily Related Party Transaction	For	For
Mgmt	9	Amend Rules and Procedures Regarding Meetings of Board of Directors	For	For
Mgmt	10	Amend Related-Party Transaction Management System	For	For
Mgmt	11	Approve Provision of Guarantee Voter Rationale: A vote AGAINST is warranted because the level of guarantee to be provided to some of its subsidiaries is disproportionate to the level of ownership in the said subsidiaries. The company has failed to provide any justifications in the meeting circular.	For	Against
Mgmt	12	Approve Entrusted Loans for Fund Allocation	For	For
Mgmt	13	Approve Financial Assistance Provision	For	For
Mgmt	14	Approve Financial Services Agreement Voter Rationale: A vote AGAINST is warranted since:* The proposed related-party transactions include a financial service agreement with the group finance company, which may expose the company to unnecessary risks.* There are inherent risks associated with the financial services to be provided under this proposal.	For	Against
Mgmt	15	Approve Accounts Receivable Factoring Business	For	For

Global Voting Record

CIGNA CORPORATION

Meeting: Annual 4/28/21 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director David M. Cordani	For	For
Mgmt	1b	Elect Director William J. DeLaney	For	For
Mgmt	1c	Elect Director Eric J. Foss	For	For
Mgmt	1d	Elect Director Elder Granger	For	For
Mgmt	1e	Elect Director Isaiah Harris Jr.	For	For
Mgmt	1f	Elect Director George Kurian	For	For
Mgmt	1g	Elect Director Kathleen M. Mazzarella	For	For
Mgmt	1h	Elect Director Mark B. McClellan	For	For
Mgmt	1i	Elect Director John M. Partridge	For	For
Mgmt	1j	Elect Director Kimberly A. Ross	For	For
Mgmt	1k	Elect Director Eric C. Wiseman	For	For
Mgmt	1l	Elect Director Donna F. Zarcone	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Amend Omnibus Stock Plan	For	For
Mgmt	4	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
S/holder	5	Provide Right to Act by Written Consent Voter Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.	Against	For
S/holder	6	Report on Gender Pay Gap	Against	Against
S/holder	7	Disclose Board Matrix Including Ideological Perspectives	Against	Against

EATON CORPORATION PLC

Meeting: Annual 4/28/21 Ireland

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Craig Arnold	For	For
Mgmt	1b	Elect Director Christopher M. Connor	For	For
Mgmt	1c	Elect Director Olivier Leonetti	For	For
Mgmt	1d	Elect Director Deborah L. McCoy	For	For
Mgmt	1e	Elect Director Silvio Napoli	For	For
Mgmt	1f	Elect Director Gregory R. Page	For	For
Mgmt	1g	Elect Director Sandra Pianalto	For	For
Mgmt	1h	Elect Director Lori J. Ryerkerk	For	For
Mgmt	1i	Elect Director Gerald B. Smith	For	For
Mgmt	1j	Elect Director Dorothy C. Thompson	For	For
Mgmt	2	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	4	Authorize Issue of Equity with Pre-emptive Rights	For	For
Mgmt	5	Authorize Issue of Equity without Pre-emptive Rights	For	For
Mgmt	6	Authorize Share Repurchase of Issued Share Capital	For	For

EPIROC AB

Meeting: Annual 4/28/21 Sweden

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Elect Chairman of Meeting	For	For
Mgmt	2.a	Designate Petra Hedengran (Investor AB) as Inspector of Minutes of Meeting	For	For
Mgmt	2.b	Designate Mikael Wiberg (Alecta) as Inspector of Minutes of Meeting	For	For
Mgmt	3	Prepare and Approve List of Shareholders	For	For
Mgmt	4	Approve Agenda of Meeting	For	For
Mgmt	5	Acknowledge Proper Convening of Meeting	For	For
Mgmt	6	Receive Financial Statements and Statutory Reports		Non Voting
Mgmt	7.a	Accept Financial Statements and Statutory Reports	For	For
Mgmt	7.b1	Approve Discharge of Lennart Evrell	For	For
Mgmt	7.b2	Approve Discharge of Johan Forssell	For	For
Mgmt	7.b3	Approve Discharge of Helena Hedblom (as Board Member)	For	For
Mgmt	7.b4	Approve Discharge of Jeane Hull	For	For
Mgmt	7.b5	Approve Discharge of Ronnie Leten	For	For
Mgmt	7.b6	Approve Discharge of Per Lindberg (as Board Member)	For	For
Mgmt	7.b7	Approve Discharge of Ulla Litzen	For	For
Mgmt	7.b8	Approve Discharge of Sigurd Mareels	For	For
Mgmt	7.b9	Approve Discharge of Astrid Skarheim Onsum	For	For
Mgmt	7.b10	Approve Discharge of Anders Ullberg	For	For
Mgmt	7.b11	Approve Discharge of Niclas Bergstrom	For	For
Mgmt	7.b12	Approve Discharge of Gustav El Rachidi	For	For
Mgmt	7.b13	Approve Discharge of Kristina Kanestad	For	For
Mgmt	7.b14	Approve Discharge of Bengt Lindgren	For	For
Mgmt	7.b15	Approve Discharge of Daniel Rundgren	For	For
Mgmt	7.b16	Approve Discharge of Helena Hedblom (as CEO)	For	For
Mgmt	7.b17	Approve Discharge of Per Lindberg (as CEO)	For	For
Mgmt	7.c	Approve Allocation of Income and Dividends of SEK 2.50 Per Share	For	For
Mgmt	7.d	Approve Remuneration Report	For	For
Mgmt	8.a	Determine Number of Members (9) and Deputy Members of Board	For	For
Mgmt	8.b	Determine Number of Auditors (1) and Deputy Auditors	For	For
Mgmt	9.a1	Reelect Lennart Evrell as Director	For	For
Mgmt	9.a2	Reelect Johan Forssell as Director	For	For
Mgmt	9.a3	Reelect Helena Hedblom as Director	For	For
Mgmt	9.a4	Reelect Jeane Hull as Director	For	For
Mgmt	9.a5	Reelect Ronnie Leten as Director	For	For
Mgmt	9.a6	Reelect Ulla Litzen as Director	For	For
Mgmt	9.a7	Reelect Sigurd Mareels as Director	For	For
Mgmt	9.a8	Reelect Astrid Skarheim Onsum as Director	For	For
Mgmt	9.a9	Reelect Anders Ullberg as Director	For	For
Mgmt	9.b	Reelect Ronnie Leten as Board Chairman	For	For
Mgmt	9.c	Ratify Deloitte as Auditors	For	For
Mgmt	10.a	Approve Remuneration of Directors in the Amount of SEK 2.13 Million for Chair and SEK 665 000 for Other Directors; Approve Partly Remuneration in Synthetic Shares; Approve Remuneration for Committee Work	For	For

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Mgmt	10.b	Approve Remuneration of Auditors	For	For
Mgmt	11	Approve Stock Option Plan 2021 for Key Employees	For	For
Mgmt	12.a	Approve Equity Plan Financing Through Repurchase of Class A Shares	For	For
Mgmt	12.b	Approve Repurchase of Shares to Pay 50 Percent of Director's Remuneration in Synthetic Shares	For	For
Mgmt	12.c	Approve Equity Plan Financing Through Transfer of Class A Shares to Participants	For	For
Mgmt	12.d	Approve Sale of Class A Shares to Finance Director Remuneration in Synthetic Shares	For	For
Mgmt	12.e	Approve Sale of Class A Shares to Finance Stock Option Plan 2016 2017 and 2018	For	For
Mgmt	13	Approve 2:1 Stock Split; Approve SEK 250 Million Reduction in Share Capital via Share Cancellation; Approve Capitalization of Reserves of SEK 250 Million	For	For

FINECOBANK SPA

Meeting: Annual/Special 4/28/21 Italy

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Allocation of Income	For	For
Mgmt	3	Elect Alessandra Pasini as Director	For	For
Mgmt	4	Appoint Internal Statutory Auditors	For	For
Mgmt	5	Approve Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	6	Approve Remuneration Policy	For	For
Mgmt	7	Approve Second Section of the Remuneration Report	For	For
Mgmt	8	Approve 2021 Incentive System for Employees	For	For
Mgmt	9	Approve 2021-2023 Long Term Incentive Plan for Employees	For	For
Mgmt	10	Approve 2021 Incentive System for Personal Financial Advisors	For	For
Mgmt	11	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service the 2021 PFA System	For	For
Mgmt	1	Authorize Board to Increase Capital to Service 2021 Incentive System	For	For
Mgmt	2	Authorize Board to Increase Capital to Service 2020 Incentive System	For	For
Mgmt	3	Authorize Board to Increase Capital to Service 2021-2023 Long Term Incentive Plan	For	For

FORTUM OYJ

Meeting: Annual 4/28/21 Finland

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting		Non Voting
Mgmt	2	Call the Meeting to Order		Non Voting
Mgmt	3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting		Non Voting
Mgmt	4	Acknowledge Proper Convening of Meeting		Non Voting
Mgmt	5	Prepare and Approve List of Shareholders		Non Voting
Mgmt	6	Receive Financial Statements and Statutory Reports		Non Voting
Mgmt	7	Accept Financial Statements and Statutory Reports	For	For
Mgmt	8	Approve Allocation of Income and Dividends of EUR 1.12 Per Share	For	For
Mgmt	9	Approve Discharge of Board and President	For	For
Mgmt	10	Approve Remuneration Report (Advisory Vote)	For	For
Mgmt	11	Approve Remuneration of Directors in the Amount of EUR 77 200 for Chair EUR 57 500 for Deputy Chair and EUR 40 400 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	For	For
Mgmt	12	Fix Number of Directors at Seven	For	For
Mgmt	13	Reelect Essimari Kairisto Anja McAlister (Deputy Chair) Teppo Paavola Veli-Matti Reinikkala (Chair) Philipp Rosler and Annette Stube as Directors; Elect Luisa Delgado as New Director	For	For
Mgmt	14	Approve Remuneration of Auditors	For	For
Mgmt	15	Ratify Deloitte as Auditors	For	For
Mgmt	16	Authorize Share Repurchase Program	For	For
Mgmt	17	Authorize Reissuance of Repurchased Shares	For	For
Mgmt	18	Approve Charitable Donations	For	For
Mgmt	19	Close Meeting		Non Voting

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GOLDEN AGRI-RESOURCES LTD

Meeting: Annual 4/28/21 Mauritius

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Adopt Financial Statements and Directors' and Auditors' Reports	For	For
Mgmt	2	Approve Final Dividend	For	For
Mgmt	3	Approve Directors' Fees	For	For
Mgmt	4	Elect Foo Meng Kee as Director	For	For
Mgmt	5	Elect Christian GH Gautier De Charnace as Director	For	For
Mgmt	6	Elect Khemraj Sharma Sewraz as Director	For	For
Mgmt	7	Elect Muktar Widjaja as Director	For	For
Mgmt	8	Approve Moore Stephens LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	9	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights Voter Rationale: A vote AGAINST this resolution is warranted because the issuance request without preemptive rights exceeds the recommended limit.	For	Against
Mgmt	10	Authorize Share Repurchase Program	For	For
Mgmt	11	Approve Mandate for Interested Person Transactions	For	For

GRAFTON GROUP PLC

Meeting: Annual 4/28/21 Ireland

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Final Dividend	For	For
Mgmt	3a	Re-elect Michael Roney as Director	For	For
Mgmt	3b	Re-elect Paul Hampden Smith as Director	For	For
Mgmt	3c	Re-elect Susan Murray as Director	For	For
Mgmt	3d	Re-elect Vincent Crowley as Director	For	For
Mgmt	3e	Re-elect Rosheen McGuckian as Director	For	For
Mgmt	3f	Re-elect David Arnold as Director	For	For
Mgmt	3g	Re-elect Gavin Slark as Director	For	For
Mgmt	4	Ratify PricewaterhouseCoopers as Auditors	For	For
Mgmt	5	Authorise Board to Fix Remuneration of Auditors	For	For
Mgmt	6	Approve Remuneration Report	For	For
Mgmt	7	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For
Mgmt	8	Authorise Issue of Equity	For	For
Mgmt	9	Authorise Issue of Equity without Pre-emptive Rights	For	For
Mgmt	10	Authorise Market Purchase of Shares	For	For
Mgmt	11	Determine the Price Range at which Treasury Shares may be Re-issued Off-Market	For	For
Mgmt	12	Adopt New Articles of Association	For	For
Mgmt	13	Approve 2021 SAYE Plan	For	For
Mgmt	14	Approve 2021 Long Term Incentive Plan	For	For

Global Voting Record

HCA HEALTHCARE INC.

Meeting: Annual 4/28/21 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Thomas F. Frist III	For	For
Mgmt	1b	Elect Director Samuel N. Hazen	For	For
Mgmt	1c	Elect Director Meg G. Crofton	For	For
Mgmt	1d	Elect Director Robert J. Dennis	For	For
Mgmt	1e	Elect Director Nancy-Ann DeParle	For	For
Mgmt	1f	Elect Director William R. Frist	For	For
Mgmt	1g	Elect Director Charles O. Holliday Jr.	For	For
Mgmt	1h	Elect Director Michael W. Michelson	For	For
Mgmt	1i	Elect Director Wayne J. Riley	For	For
Mgmt	2	Ratify Ernst & Young LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
S/holder	4	Provide Right to Act by Written Consent Voter Rationale: We voted for this to grant shareholders more accessibility.	Against	For
S/holder	5	Assess Feasibility of Increasing the Impact of the Company's Performance on Quality Metrics for Senior Executive Compensation Voter Rationale: We voted for this to promote further accountability around this item.	Against	For

HONG KONG EXCHANGES & CLEARING LTD.

Meeting: Annual 4/28/21 Hong Kong

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2a	Elect Nicholas Charles Allen as Director	For	For
Mgmt	2b	Elect Cheung Ming Ming Anna as Director	For	For
Mgmt	2c	Elect Zhang Yichen as Director	For	For
Mgmt	3	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	For	For
Mgmt	4	Authorize Repurchase of Issued Share Capital	For	For
Mgmt	5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	For

Global Voting Record

INTESA SANPAOLO SPA

Meeting: Annual/Special 4/28/21 Italy

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Accept Financial Statements and Statutory Reports	For	For
Mgmt	1b	Approve Allocation of Income	For	For
Mgmt	2a	Approve Remuneration Policy	For	For
Mgmt	2b	Approve Second Section of the Remuneration Report	For	For
Mgmt	2c	Approve Fixed-Variable Compensation Ratio	For	For
Mgmt	2d	Approve Annual Incentive Plan	For	For
Mgmt	2e	Amend POP Long-Term Incentive Plan Voter Rationale: We decided to vote against following considerations around the proposed retesting of performance conditions.	For	Against
Mgmt	2f	Approve Director Officer and Internal Auditors Liability and Indemnity Insurance	For	For
Mgmt	3a	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Incentive Plan	For	For
Mgmt	3b	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	For
Mgmt	1	Amend Company Bylaws	For	For

LANTHEUS HOLDINGS INC.

Meeting: Annual 4/28/21 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Brian Markison	For	For
Mgmt	1.2	Elect Director Gary J. Pruden	For	For
Mgmt	1.3	Elect Director James H. Thrall Voter Rationale: WITHHOLD votes are warranted for governance committee member James (Jim) Thrall given the board's failure to remove, or subject to a sunset requirement, the classified board which adversely impact shareholder rights. A vote FOR the remaining director nominee is warranted.	For	Withhold
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Amend Omnibus Stock Plan	For	For
Mgmt	4	Ratify Deloitte & Touche LLP as Auditors	For	For

MARR SPA

Meeting: Annual 4/28/21 Italy

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Allocation of Income	For	For
Mgmt	3	Approve Second Section of the Remuneration Report	For	For
Mgmt	A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders Voter Rationale: We decided to vote against this due to a lack of disclosure.	None	Against

Global Voting Record

MAYR-MELNHOF KARTON AG

Meeting: Annual 4/28/21 Austria

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (Non-Voting)		Non Voting
Mgmt	2	Approve Allocation of Income and Dividends of EUR 3.20 Per Share	For	For
Mgmt	3	Approve Discharge of Management Board for Fiscal Year 2020	For	For
Mgmt	4	Approve Discharge of Supervisory Board for Fiscal Year 2020	For	For
Mgmt	5	Approve Remuneration of Supervisory Board Members	For	For
Mgmt	6	Ratify PwC Wirtschaftspruefung GmbH as Auditors for Fiscal Year 2021	For	For
Mgmt	7	Approve Remuneration Report	For	For

MING YANG SMART ENERGY GROUP CO. LTD.

Meeting: Annual 4/28/21 China

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Report of the Board of Directors	For	For
Mgmt	2	Approve Report of the Board of Supervisors	For	For
Mgmt	3	Approve Report of the Independent Directors	For	For
Mgmt	4	Approve Financial Statements	For	For
Mgmt	5	Approve Annual Report and Summary	For	For
Mgmt	6	Approve Profit Distribution	For	For
Mgmt	7	Approve Appraisal and Remuneration of Director	For	For
Mgmt	8	Approve Appraisal and Remuneration of Supervisor	For	For
Mgmt	9	Approve to Appoint Auditor	For	For
Mgmt	10	Elect Li Yiming as Non-independent Director	For	For
Mgmt	11	Approve Estimated Related Party Transaction	For	For

MODERNA INC.

Meeting: Annual 4/28/21 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Robert Langer Voter Rationale: We decided to withhold votes on 1.1 and 1.2. in light of concerns regarding governance structure and practices.	For	Withhold
Mgmt	1.2	Elect Director Elizabeth Nabel	For	Withhold
Mgmt	1.3	Elect Director Elizabeth Tallett	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify Ernst & Young LLP as Auditors	For	For

MUENCHENER RUECKVERSICHERUNGS-GESELLSCHAFT AGMeeting: **Annual** 4/28/21 Germany

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (Non-Voting)		Non Voting
Mgmt	2	Approve Allocation of Income and Dividends of EUR 9.80 per Share	For	For
Mgmt	3	Approve Discharge of Management Board for Fiscal Year 2020	For	For
Mgmt	4	Approve Discharge of Supervisory Board for Fiscal Year 2020	For	For
Mgmt	5	Elect Carinne Knoche-Brouillon to the Supervisory Board	For	For
Mgmt	6	Approve Remuneration Policy	For	For
Mgmt	7	Approve Remuneration of Supervisory Board	For	For
Mgmt	8	Approve Creation of EUR 117.5 Million Pool of Capital with Partial Exclusion of Preemptive Rights	For	For
Mgmt	9.1	Approve Affiliation Agreement with MR Beteiligungen 20. GmbH	For	For
Mgmt	9.2	Approve Affiliation Agreement with MR Beteiligungen 21. GmbH	For	For
Mgmt	9.3	Approve Affiliation Agreement with MR Beteiligungen 22. GmbH	For	For

NEW CHINA LIFE INSURANCE CO. LTD.Meeting: **Special** 4/28/21 China

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Elect Zhang Hong as Director	For	For
S/holder	2	Elect Liu Debin as Supervisor	For	For
S/holder	3	Elect Shi Hongyu as Supervisor	For	For
Mgmt	4	Approve Remuneration Standard of the Executive Director and Vice President	For	For

Global Voting Record

PERSHING SQUARE HOLDINGS LTD.

Meeting: Annual 4/28/21 Guernsey

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Ratify Ernst & Young LLP as Auditors	For	For
Mgmt	3	Authorise Board to Fix Remuneration of Auditors	For	For
Mgmt	4	Re-elect Nicholas Botta as Director	For	For
Mgmt	5	Re-elect Anne Farlow as Director	For	For
Mgmt	6	Re-elect Bronwyn Curtis as Director	For	For
Mgmt	7	Elect Andrew Henton as Director	For	For
Mgmt	8	Elect Tope Lawani as Director	For	For
Mgmt	9	Elect Rupert Morley as Director	For	For
Mgmt	10	Elect Tracy Palandjian as Director	For	For
Mgmt	11	Authorise Market Purchase of Public Shares	For	For
Mgmt	12	Authorise Issue of Equity without Pre-emptive Rights	For	For

PORTLAND GENERAL ELECTRIC COMPANY

Meeting: Annual 4/28/21 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Rodney Brown	For	For
Mgmt	1b	Elect Director Jack Davis	For	For
Mgmt	1c	Elect Director Kirby Dyess	For	For
Mgmt	1d	Elect Director Mark Ganz	For	For
Mgmt	1e	Elect Director Marie Oh Huber	For	For
Mgmt	1f	Elect Director Kathryn Jackson	For	For
Mgmt	1g	Elect Director Michael Lewis	For	For
Mgmt	1h	Elect Director Michael Millegan	For	For
Mgmt	1i	Elect Director Neil Nelson	For	For
Mgmt	1j	Elect Director Lee Pelton	For	For
Mgmt	1k	Elect Director Maria Pope	For	For
Mgmt	1l	Elect Director James Torgerson	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify Deloitte & Touche LLP as Auditors	For	For

PRYSMIAN SPA

Meeting: Annual/Special 4/28/21 Italy

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Allocation of Income	For	For
Mgmt	3	Fix Number of Directors	For	For
Mgmt	4	Fix Board Terms for Directors	For	For
Mgmt	5.1	Slate 1 Submitted by Management	For	For
S/holder	5.2	Slate 2 Submitted by Institutional Investors (Assogestioni) Voter Rationale: An instruction against this item was entered due to our support for the candidates nominated under Item 5.1. Under Italian voting procedures shareholders can support only one slate of directors.	None	Against
Mgmt	6	Approve Remuneration of Directors	For	For
Mgmt	7	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	For
Mgmt	8	Amend Employee Stock Purchase Plan	For	For
Mgmt	9	Approve Remuneration Policy	For	For
Mgmt	10	Approve Second Section of the Remuneration Report	For	For
Mgmt	1	Authorize the Convertibility of the Equity-Linked Bond; Approve Capital Increase Without Preemptive Rights to the Service the Conversion of Bonds	For	For
Mgmt	A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders Voter Rationale: We decided to vote against on a precautionary basis as the disclosures regarding the resolution were insufficient to enable us to make an informed voting decision.	None	Against

PURCARI WINERIES PUBLIC CO. LTD.

Meeting: Annual 4/28/21 Cyprus

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Reelect Monica Cadogan as Director	For	For
Mgmt	2	Approve KPMG Limited as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	3	Authorize Share Repurchase Program	For	For
Mgmt	4	Approve Dividends	For	For
Mgmt	5	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	For

RWE AG

Meeting: Annual 4/28/21 Germany

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (Non-Voting)		Non Voting
Mgmt	2	Approve Allocation of Income and Dividends of EUR 0.85 per Share	For	For
Mgmt	3	Approve Discharge of Management Board for Fiscal Year 2020	For	For
Mgmt	4	Approve Discharge of Supervisory Board for Fiscal Year 2020	For	For
Mgmt	5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2021	For	For
Mgmt	6.1	Elect Werner Brandt to the Supervisory Board	For	For
Mgmt	6.2	Elect Hans Buenting to the Supervisory Board	For	For
Mgmt	6.3	Elect Ute Gerbaulet to the Supervisory Board	For	For
Mgmt	6.4	Elect Hans-Peter Keitel to the Supervisory Board	For	For
Mgmt	6.5	Elect Monika Kircher to the Supervisory Board	For	For
Mgmt	6.6	Elect Guenther Scharz to the Supervisory Board	For	For
Mgmt	6.7	Elect Erhard Schipporeit to the Supervisory Board	For	For
Mgmt	6.8	Elect Ullrich Sierau to the Supervisory Board	For	For
Mgmt	6.9	Elect Hauke Stars to the Supervisory Board	For	For
Mgmt	6.10	Elect Helle Valentin to the Supervisory Board	For	For
Mgmt	7	Approve Remuneration Policy	For	For
Mgmt	8	Approve Remuneration of Supervisory Board	For	For
Mgmt	9	Approve Creation of EUR 346.2 Million Pool of Capital with Partial Exclusion of Preemptive Rights	For	For
Mgmt	10	Approve Issuance of Warrants/Bonds with Warrants Attached/ Convertible Bonds with Partial Exclusion of Preemptive Rights up to Aggregate Nominal Amount of EUR 5 Billion; Approve Creation of EUR 173.1 Million Pool of Capital to Guarantee Conversion Rights	For	For
Mgmt	11	Amend Articles Re: By-elections to the Supervisory Board	For	For
Mgmt	12	Amend Articles Re: Election of Chairman and Deputy Chairman of the Supervisory Board	For	For
Mgmt	13	Amend Articles Re: Proof of Entitlement	For	For

SCHNEIDER ELECTRIC SE

Meeting: Annual/Special 4/28/21 France

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Consolidated Financial Statements and Statutory Reports	For	For
Mgmt	3	Approve Treatment of Losses and Dividends of EUR 2.60 per Share	For	For
Mgmt	4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	For
Mgmt	5	Approve Compensation Report of Corporate Officers	For	For
Mgmt	6	Approve Compensation of Jean-Pascal Tricoire Chairman and CEO	For	For
Mgmt	7	Approve Remuneration Policy of Chairman and CEO	For	For
Mgmt	8	Approve Remuneration Policy of Directors	For	For
Mgmt	9	Reelect Jean-Pascal Tricoire as Director	For	For
Mgmt	10	Elect Anna Ohlsson-Leijon as Director	For	For
		Elect Thierry Jacquet as Representative of Employee Shareholders to the Board		
Mgmt	11	Voter Rationale: Items 11-12, 14: As there is only one board seat as employee shareholder representative, the representative supported by the Board and most representative FPCE (Item 13) a vote in favour is warranted and resolutions regarding other candidates warrant a vote against (11-12, 14).	Against	Against
Mgmt	12	Elect Zennia Csikos as Representative of Employee Shareholders to the Board	Against	Against
Mgmt	13	Reelect Xiaoyun Ma as Representative of Employee Shareholders to the Board	For	For
Mgmt	14	Elect Malene Kvist Kristensen as Representative of Employee Shareholders to the Board	Against	Against
Mgmt	15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
Mgmt	16	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 800 Million	For	For
Mgmt	17	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 224 Million	For	For
Mgmt	18	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 120 Million	For	For
Mgmt	19	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 16-18	For	For
Mgmt	20	Authorize Capital Increase of up to 9.88 Percent of Issued Capital for Contributions in Kind	For	For
Mgmt	21	Authorize Capitalization of Reserves of Up to EUR 800 Million for Bonus Issue or Increase in Par Value	For	For
Mgmt	22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For
Mgmt	23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	For	For
Mgmt	24	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For
Mgmt	25	Amend Article 13 of Bylaws Re: Editorial Change	For	For
Mgmt	26	Authorize Filing of Required Documents/Other Formalities	For	For

Global Voting Record

SPHERA FRANCHISE GROUP SA

Meeting: Annual 4/28/21 Romania

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Standalone Financial Statements and Statutory Reports for Fiscal Year 2020	For	For
Mgmt	2	Approve Consolidated Financial Statements and Statutory Reports for Fiscal Year 2020	For	For
Mgmt	3	Approve Discharge of Directors	For	For
Mgmt	4	Approve Provisionary Budget for Fiscal Year 2021	For	For
Mgmt	5	Approve Allocation of Income and Dividends	For	For
Mgmt	6	Approve Remuneration of Directors	For	For
Mgmt	7	Ratify Mandate of Ernst & Young Assurance Services SRL as Auditor for Fiscal Year 2020	For	For
Mgmt	8	Ratify Ernst & Young Assurance Services SRL as Auditor for Fiscal Year 2021	For	For
Mgmt	9	Authorize Filing of Required Documents/Other Formalities	For	For

SUMMERSET GROUP HOLDINGS LTD.

Meeting: Annual 4/28/21 New Zealand

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Authorize Board to Fix Remuneration of the Auditors	For	For
Mgmt	2	Elect James Ogden as Director	For	For
Mgmt	3	Elect Marie Bismark as Director	For	For

TELENET GROUP HOLDING NV

Meeting: Annual		4/28/21	Belgium		
Proposal Type	Proposal	Description	MRec	Vote	
Mgmt	1	Receive Directors' and Auditors' Reports (Non-Voting)		Non Voting	
Mgmt	2	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)		Non Voting	
Mgmt	3	Approve Financial Statements Allocation of Income and Dividends of EUR 1.375 per Share	For	For	
Mgmt	4	Approve Remuneration Report Voter Rationale: A vote AGAINST is warranted, because:* The company's STI disclosure is still insufficient regarding targets and the payout percentage of the maximum salary.* The company discloses that a 10 percent threshold for STI performance metrics is required to receive a STI bonus. This means that with a relatively low achievement, executives receive a bonus. Therefore, the criteria are insufficiently challenging.* The LTI pay-out is considered excessive, especially given the current pay-for-performance alignment. No maximum LTI award levels are disclosed.* There is insufficient disclosure on LTI performance criteria (stock option plan and restricted shares plan).	For	Against	
Mgmt	5	Approve Remuneration Policy Voter Rationale: A vote AGAINST is warranted, because:* The LTI pay-out is considered excessive, especially given the current pay-for-performance alignment. No maximum LTI award levels are disclosed.* There is insufficient disclosure on LTI performance criteria (stock option plan and restricted shares plan) and RSUs and options vest prior to three years. Although we recognize there are applicable holding periods, overall the equity based remuneration is complex due to the many overlapping and running plans, without adequate caps or performance metrics giving it a high level of discretion.	For	Against	
Mgmt	6.a	Approve Discharge of Bert De Graeve (IDw Consult BV) as Director	For	For	
Mgmt	6.b	Approve Discharge of Jo Van Biesbroeck (JoVB BV) as Director	For	For	
Mgmt	6.c	Approve Discharge of Christiane Franck as Director	For	For	
Mgmt	6.d	Approve Discharge of John Porter as Director	For	For	
Mgmt	6.e	Approve Discharge of Charles H. Bracken as Director	For	For	
Mgmt	6.f	Approve Discharge of Manuel Kohnstamm as Director	For	For	
Mgmt	6.g	Approve Discharge of Severina Pascu as Director	For	For	
Mgmt	6.h	Approve Discharge of Amy Blair as Director	For	For	
Mgmt	6.i	Approve Discharge of Enrique Rodriguez as Director	For	For	
Mgmt	7	Approve Discharge of Auditors	For	For	
Mgmt	8(a)	Reelect John Porter as Director	For	For	
Mgmt	8(b)	Approve that the Mandate of the Director Appointed is not Remunerated	For	For	
Mgmt	9	Approve Change-of-Control Clause Re: Performance Shares Share Option and Restricted Share Plans Voter Rationale: It is proposed to approve the change-of-control clause included in the performance share plans, the share option plan issued on March 16, 2020 (ESOP 2020), in accordance with article 7:151 of the Belgian company law on the automatic accelerated vesting mechanism in case of a takeover as defined under the issuance and exercise conditions of the option to be issued by the board of directors in the framework of the stock option plan under Item 4.	For	Against	

Global Voting Record

THE CHEMOURS CO.

Meeting: Annual 4/28/21 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Curtis V. Anastasio	For	For
Mgmt	1b	Elect Director Bradley J. Bell	For	For
Mgmt	1c	Elect Director Richard H. Brown	For	For
Mgmt	1d	Elect Director Mary B. Cranston	For	For
Mgmt	1e	Elect Director Curtis J. Crawford	For	For
Mgmt	1f	Elect Director Dawn L. Farrell	For	For
Mgmt	1g	Elect Director Erin N. Kane	For	For
Mgmt	1h	Elect Director Sean D. Keohane	For	For
Mgmt	1i	Elect Director Mark P. Vergnano	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
Mgmt	4	Eliminate Supermajority Vote Requirement to Amend Certificate of Incorporation and Bylaws	For	For
Mgmt	5	Amend Omnibus Stock Plan	For	For

THE GEO GROUP INC.

Meeting: Annual 4/28/21 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Anne N. Foreman	For	For
Mgmt	1.2	Elect Director Richard H. Glanton	For	For
Mgmt	1.3	Elect Director Jose Gordo	For	For
Mgmt	1.4	Elect Director Duane Helkowski	For	For
Mgmt	1.5	Elect Director Scott M. Kernan	For	For
Mgmt	1.6	Elect Director Guido Van Hauwermeiren	For	For
Mgmt	1.7	Elect Director Christopher C. Wheeler	For	For
Mgmt	1.8	Elect Director Julie Myers Wood	For	For
Mgmt	1.9	Elect Director George C. Zoley	For	For
Mgmt	2	Ratify Grant Thornton LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	4	Amend Omnibus Stock Plan	For	For
Mgmt	5	Amend Qualified Employee Stock Purchase Plan	For	For
S/holder	6	Report on Lobbying Payments and Policy	Against	Against

Global Voting Record

VISTRA CORP.

Meeting: Annual 4/28/21 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Scott B. Helm	For	For
Mgmt	1.2	Elect Director Hilary E. Ackermann	For	For
Mgmt	1.3	Elect Director Arcilia C. Acosta	For	For
Mgmt	1.4	Elect Director Gavin R. Baiera	For	For
Mgmt	1.5	Elect Director Paul M. Barbás	For	For
Mgmt	1.6	Elect Director Lisa Crutchfield	For	For
Mgmt	1.7	Elect Director Brian K. Ferraioli	For	For
Mgmt	1.8	Elect Director Jeff D. Hunter	For	For
Mgmt	1.9	Elect Director Curtis A. Morgan	For	For
Mgmt	1.10	Elect Director John R. Sult	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify Deloitte & Touche LLP as Auditors	For	For

VITROLIFE AB

Meeting: Annual 4/28/21 Sweden

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting		Non Voting
Mgmt	2	Elect Chairman of Meeting	For	For
Mgmt	3	Prepare and Approve List of Shareholders	For	For
Mgmt	4	Approve Agenda of Meeting	For	For
Mgmt	5	Designate Inspector(s) of Minutes of Meeting	For	For
Mgmt	6	Acknowledge Proper Convening of Meeting	For	For
Mgmt	7	Receive President's Report		Non Voting
Mgmt	8a	Receive Financial Statements and Statutory Reports		Non Voting
Mgmt	8b	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management		Non Voting
Mgmt	9a	Accept Financial Statements and Statutory Reports	For	For
Mgmt	9b	Approve Allocation of Income and Dividends of SEK 0.80 Per Share	For	For
Mgmt	9c1	Approve Discharge of Board Chairman Jon Sigurdsson	For	For
Mgmt	9c2	Approve Discharge of Board Member Henrik Blomquist	For	For
Mgmt	9c3	Approve Discharge of Board Member Lars Holmqvist	For	For
Mgmt	9c4	Approve Discharge of Board Member Pia Marions	For	For
Mgmt	9c5	Approve Discharge of Board Member Karen Lykke Sorensen	For	For
Mgmt	9c6	Approve Discharge of CEO Thomas Axelsson	For	For
Mgmt	10	Receive Nomination Committee's Report		Non Voting
Mgmt	11	Determine Number of Members (5) and Deputy Members (0) of Board	For	For
Mgmt	12.1	Approve Remuneration of Directors in the Amount of SEK 825 000 for Chairman and SEK 275 000 for Other Directors; Approve Remuneration for Committee Work	For	For
Mgmt	12.2	Approve Remuneration of Auditors	For	For
Mgmt	13.1a	Reelect Henrik Blomquist as Director	For	For

Global Voting Record

Mgmt	13.1b	Reelect Lars Holmqvist as Director	For	For
Mgmt	13.1c	Reelect Pia Marions as Director	For	For
Mgmt	13.1d	Reelect Jon Sigurdsson as Director	For	For
Mgmt	13.1e	Reelect Karen Lykke Sorensen as Director	For	For
Mgmt	13.2	Reelect Jon Sigurdsson as Board Chairman Voter Rationale: We decided to vote against this as the candidate is considered overboarded.	For	Against
Mgmt	14	Authorize Representatives of Three of Company's Largest Shareholders to Serve on Nominating Committee	For	For
Mgmt	15	Approve Issuance of up to 10.85 Million Shares without Preemptive Rights	For	For
Mgmt	16	Authorize Share Repurchase Program	For	For
Mgmt	17	Approve Remuneration Report Voter Rationale: We decided to vote against this as STI targets were changed in flight.	For	Against
Mgmt	18	Approve Remuneration Policy And Other Terms of Employment For Executive Management	For	For
Mgmt	19a	Approve Performance Share Plan LTIP 2021 for Key Employees	For	For
Mgmt	19b	Approve Equity Plan Financing	For	For
Mgmt	19c	Approve Alternative Equity Plan Financing Voter Rationale: We decided to vote against this in support of 19b.	For	Against
Mgmt	20	Close Meeting		Non Voting

WINMARK CORPORATION

Meeting: Annual 4/28/21 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Fix Number of Directors at Seven	For	For
Mgmt	2.1	Elect Director Brett D. Heffes	For	For
Mgmt	2.2	Elect Director Lawrence A. Barbetta	For	For
Mgmt	2.3	Elect Director Jenele C. Grassle	For	For
Mgmt	2.4	Elect Director Kirk A. MacKenzie	For	For
Mgmt	2.5	Elect Director Paul C. Reyelts	For	For
Mgmt	2.6	Elect Director Gina D. Sprenger	For	For
Mgmt	2.7	Elect Director Mark L. Wilson	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	4	Ratify Grant Thornton LLP as Auditors	For	For

YDUQS PARTICIPACOES SA

Meeting: Annual 4/28/21 Brazil

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31 2020	For	For
Mgmt	2	Accept Management Statements for Fiscal Year Ended Dec. 31 2020	For	For
Mgmt	3	Approve Allocation of Income and Dividends	For	For
Mgmt	4	Install Fiscal Council	For	For
Mgmt	5	Fix Number of Fiscal Council Members at Three	For	For
Mgmt	6	Elect Fiscal Council Members	For	For
Mgmt	7	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? Voter Rationale: We decided to vote against on a precautionary basis as the disclosures regarding the resolution were insufficient to enable us to make an informed voting decision	None	Against
Mgmt	8	As an Ordinary Shareholder Would You Like to Request a Separate Election of a Member of the Fiscal Council Under the Terms of Article 161 of the Brazilian Corporate Law? Voter Rationale: We decided to vote abstain on a precautionary basis as the disclosures regarding the resolution were insufficient to enable us to make an informed voting decision.	None	Abstain
Mgmt	9	Approve Remuneration of Company's Management and Fiscal Council	For	For
Mgmt	10	Do You Wish to Request Installation of a Fiscal Council Under the Terms of Article 161 of the Brazilian Corporate Law?	None	For

YDUQS PARTICIPACOES SA

Meeting: Special 4/28/21 Brazil

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Amend Articles 6 and 7	For	For
Mgmt	2	Amend Articles 8 and 12	For	For
Mgmt	3	Amend Articles 15 16 and 18	For	For
Mgmt	4	Amend Articles 21 and 22	For	For
Mgmt	5	Amend Articles 26 and 27	For	For
Mgmt	6	Amend Article 38	For	For
Mgmt	7	Consolidate Bylaws	For	For

Global Voting Record

A2A SPA

Meeting: Annual/Special 4/29/21 Italy

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	1.2	Approve Allocation of Income	For	For
Mgmt	2.1	Approve Remuneration Policy	For	For
Mgmt	2.2	Approve Second Section of the Remuneration Report	For	For
Mgmt	3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	For
Mgmt	1	Approve Merger by Incorporation of A2A Telecommunications Srl into A2A SpA	For	For
Mgmt	2	Approve Merger by Incorporation of Suncity Energy Srl into A2A SpA	For	For
Mgmt	A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	None	Against

AMBEV SA

Meeting: Annual 4/29/21 Brazil

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31 2020	For	For
Mgmt	2	Approve Allocation of Income and Dividends	For	For
Mgmt	3	Elect Fiscal Council Members Voter Rationale: We abstained from this in support of item 5.	For	Abstain
Mgmt	4	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? Voter Rationale: We decided to vote against this as information was not disclosed in a timely manner.	None	Against
S/holder	5	Elect Vinicius Balbino Bouhid as Fiscal Council Member and Carlos Tersandro Fonseca Adeodato as Alternate Appointed by Minority Shareholder Voter Rationale: We decided to vote for this as it was in the benefit of minority shareholders.	None	For
Mgmt	6	Approve Remuneration of Company's Management Voter Rationale: We decided to vote against this as disclosure here was not comprehensive.	For	Against
Mgmt	7	Approve Remuneration of Fiscal Council Members	For	For
Mgmt	8	In the Event of a Second Call the Voting Instructions Contained in this Remote Voting Card May Also be Considered for the Second Call?	None	For

Global Voting Record

AMBEV SA

Meeting: Special 4/29/21 Brazil

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Amend Article 2	For	For
Mgmt	2	Amend Article 3 Re: Corporate Purpose	For	For
Mgmt	3	Amend Article 5 to Reflect Changes in Capital	For	For
Mgmt	4	Amend Article 21	For	For
Mgmt	5	Consolidate Bylaws	For	For
Mgmt	6	In the Event of a Second Call the Voting Instructions Contained in this Remote Voting Card May Also be Considered for the Second Call?	None	For

ASML HOLDING NV

Meeting: Annual 4/29/21 Netherlands

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting		Non Voting
Mgmt	2	Discuss the Company's Business Financial Situation and Sustainability		Non Voting
Mgmt	1	Open Meeting		Non Voting
Mgmt	3.a	Approve Remuneration Report	For	For
Mgmt	2	Discuss the Company's Business Financial Situation and Sustainability		Non Voting
Mgmt	3.b	Adopt Financial Statements and Statutory Reports	For	For
Mgmt	3.a	Approve Remuneration Report	For	For
Mgmt	3.c	Receive Clarification on Company's Reserves and Dividend Policy		Non Voting
Mgmt	3.b	Adopt Financial Statements and Statutory Reports	For	For
Mgmt	3.d	Approve Dividends of EUR 2.75 Per Share	For	For
Mgmt	3.c	Receive Clarification on Company's Reserves and Dividend Policy		Non Voting
Mgmt	4.a	Approve Discharge of Management Board	For	For
Mgmt	3.d	Approve Dividends of EUR 2.75 Per Share	For	For
Mgmt	4.b	Approve Discharge of Supervisory Board	For	For
Mgmt	4.a	Approve Discharge of Management Board	For	For
Mgmt	5	Approve Number of Shares for Management Board	For	For
Mgmt	4.b	Approve Discharge of Supervisory Board	For	For
Mgmt	6	Approve Certain Adjustments to the Remuneration Policy for Management Board	For	For
Mgmt	5	Approve Number of Shares for Management Board	For	For
Mgmt	7	Approve Certain Adjustments to the Remuneration Policy for Supervisory Board	For	For
Mgmt	6	Approve Certain Adjustments to the Remuneration Policy for Management Board	For	For
Mgmt	8	Receive Information on the Composition of the Management Board		Non Voting
Mgmt	7	Approve Certain Adjustments to the Remuneration Policy for Supervisory Board	For	For
Mgmt	9.a	Elect B. Conix to Supervisory Board	For	For
Mgmt	8	Receive Information on the Composition of the Management Board		Non Voting

Global Voting Record

Mgmt	9.b	Receive Information on the Composition of the Supervisory Board		Non Voting
Mgmt	9.a	Elect B. Conix to Supervisory Board	For	For
Mgmt	10	Ratify KPMG Accountants N.V. as Auditors	For	For
Mgmt	9.b	Receive Information on the Composition of the Supervisory Board		Non Voting
Mgmt	11.a	Grant Board Authority to Issue Shares Up to 5 Percent of Issued Capital for General Purposes	For	For
Mgmt	10	Ratify KPMG Accountants N.V. as Auditors	For	For
Mgmt	11.b	Authorize Board to Exclude Preemptive Rights from Share Issuances under Item 11.a	For	For
Mgmt	11.a	Grant Board Authority to Issue Shares Up to 5 Percent of Issued Capital for General Purposes	For	For
Mgmt	11.c	Grant Board Authority to Issue or Grant Rights to Subscribe for Ordinary Shares Up to 5 Percent in Case of Merger or Acquisition	For	For
Mgmt	11.b	Authorize Board to Exclude Preemptive Rights from Share Issuances under Item 11.a	For	For
Mgmt	11.d	Authorize Board to Exclude Preemptive Rights from Share Issuances under 11.c	For	For
Mgmt	11.c	Grant Board Authority to Issue or Grant Rights to Subscribe for Ordinary Shares Up to 5 Percent in Case of Merger or Acquisition	For	For
Mgmt	12.a	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
Mgmt	11.d	Authorize Board to Exclude Preemptive Rights from Share Issuances under 11.c	For	For
Mgmt	12.b	Authorize Additional Repurchase of Up to 10 Percent of Issued Share Capital	For	For
Mgmt	12.a	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
Mgmt	13	Authorize Cancellation of Repurchased Shares	For	For
Mgmt	12.b	Authorize Additional Repurchase of Up to 10 Percent of Issued Share Capital	For	For
Mgmt	14	Other Business (Non-Voting)		Non Voting
Mgmt	13	Authorize Cancellation of Repurchased Shares	For	For
Mgmt	15	Close Meeting		Non Voting
Mgmt	14	Other Business (Non-Voting)		Non Voting
Mgmt	15	Close Meeting		Non Voting

AXA SA

Meeting: Annual/Special 4/29/21 France

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Consolidated Financial Statements and Statutory Reports	For	For
Mgmt	3	Approve Allocation of Income and Dividends of EUR 1.43 per Share	For	For
Mgmt	4	Approve Compensation Report of Corporate Officers	For	For
Mgmt	5	Approve Compensation of Denis Duverne Chairman of the Board	For	For
Mgmt	6	Approve Compensation of Thomas Buberl CEO Voter Rationale: We decided to vote against following considerations around adjustments and performance-alignment.	For	Against
Mgmt	7	Approve Amendment of Remuneration Policy of CEO Re: GM 2019 and 2020	For	For
Mgmt	8	Approve Remuneration Policy of CEO	For	For
Mgmt	9	Approve Remuneration Policy of Chairman of the Board	For	For
Mgmt	10	Approve Remuneration Policy of Directors	For	For
Mgmt	11	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	For
Mgmt	12	Reelect Ramon de Oliveira as Director	For	For
Mgmt	13	Elect Guillaume Faury as Director	For	For
Mgmt	14	Elect Ramon Fernandez as Director	For	For
Mgmt	15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
Mgmt	16	Authorize Capitalization of Reserves of Up to EUR 1 Billion for Bonus Issue or Increase in Par Value	For	For
Mgmt	17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 2 Billions	For	For
Mgmt	18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 550 Million	For	For
Mgmt	19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 550 Million	For	For
Mgmt	20	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	For	For
Mgmt	21	Authorize Capital Increase of Up to EUR 550 Million for Future Exchange Offers	For	For
Mgmt	22	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	For
Mgmt	23	Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities without Preemptive Rights for Up to EUR 550 Million	For	For
Mgmt	24	Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities with Preemptive Rights for Up to EUR 2 Billion	For	For
Mgmt	25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For
Mgmt	26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	For	For
Mgmt	27	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For
Mgmt	28	Authorize Filing of Required Documents/Other Formalities	For	For

BANCO SANTANDER MEXICO SA INSTITUCION DE BANCA MULTIPLE

Meeting: Annual 4/29/21 Mexico

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Accept Financial Statements	For	For
Mgmt	1.2	Accept Auditor's Report	For	For
Mgmt	2	Approve Allocation of Income	For	For
Mgmt	3	Receive Executive Chairman and CEO's Reports	For	For
Mgmt	4	Receive Report on Board's Opinion on Executive Chairman and CEO's Reports	For	For
Mgmt	5	Receive Board's Report on Principal Policies and Accounting and Information Criteria	For	For
Mgmt	6	Receive Report on Adherence to Fiscal Obligations	For	For
Mgmt	7	Receive Report on Activities and Operations Undertaken by Board	For	For
Mgmt	8	Receive Report on Activities of Audit Corporate Practices Nominations and Compensations Committees	For	For
Mgmt	9	Elect and Ratify Directors and Their Alternates Representatives of Series F and B Shareholders; Fix Their Remuneration Voter Rationale: A vote AGAINST this item is warranted because:* The names of the director candidates are not disclosed;* The proposed director remuneration is not disclosed; and* The company has bundled the election of directors and proposed remuneration into a single voting item.	For	Against
Mgmt	10	Authorize Board to Ratify and Execute Approved Resolutions	For	For

BANCO SANTANDER MEXICO SA INSTITUCION DE BANCA MULTIPLE

Meeting: Special 4/29/21 Mexico

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Elect or Ratify Directors and Commissioners Representing Series B Shareholders Voter Rationale: A vote AGAINST this item is warranted because:* The names of the director candidates are not disclosed;* The company has bundled the election of directors into a single voting item; and* Undisclosed bundled director election proposals disenfranchise shareholders voting by proxy.	For	Against
Mgmt	2	Authorize Board to Ratify and Execute Approved Resolutions Voter Rationale: A vote AGAINST this closing formality is warranted in light of the vote recommendation in the previous agenda item.	For	Against

BANQUE CANTONALE VAUDOISE

Meeting: Annual 4/29/21 Switzerland

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting		Non Voting
Mgmt	2	Accept Financial Statements and Statutory Reports	For	For
Mgmt	3	Approve Allocation of Income and Dividends of CHF 3.60 per Share	For	For
Mgmt	4.1	Approve Fixed Remuneration of Directors in the Amount of CHF 1.4 Million	For	For
Mgmt	4.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 5.9 Million	For	For
Mgmt	4.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 3.4 Million	For	For
Mgmt	4.4	Approve Long-Term Variable Remuneration of Executive Committee in Form of 12 631 Shares	For	For
Mgmt	5	Approve Discharge of Board and Senior Management	For	For
Mgmt	6	Elect Pierre-Alain Urech as Director	For	For
Mgmt	7	Designate Christophe Wilhelm as Independent Proxy	For	For
Mgmt	8	Ratify KPMG AG as Auditors	For	For
Mgmt	9	Transact Other Business (Voting) Voter Rationale: We voted against the motion on a precautionary basis as the content of any other business to be transacted could not be known at the time of voting.	For	Against

Global Voting Record

BARCO NV

Meeting: Annual		4/29/21	Belgium		
Proposal Type	Proposal	Description	MRec	Vote	
Mgmt	1	Receive Directors' and Auditors' Reports (Non-Voting)		Non Voting	
Mgmt	2	Approve Financial Statements Allocation of Income and Dividends of EUR 0.378 per Share	For	For	
Mgmt	3	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)		Non Voting	
Mgmt	4a	Approve Remuneration Policy Voter Rationale: A vote AGAINST is warranted because* Unclear performance metrics. Although there is disclosure on financial metrics applicable under the STI, the policy does not clearly define non-financial metrics. There is also no disclosure on applicable performance metrics under the cash LTIP for other executives.* Significant discretion. In deviation of market practice the proposed policy gives significant discretion to the board to grant exceptional bonuses or equity grants, or deviate from the policy beyond the SRD II foreseen derogation clause.* Option plan does not have clearly disclosed caps or annual award levels. However, this concern is somewhat mitigated by the fact the company seeks annual shareholder approval for stock option grants to management.	For	Against	
Mgmt	4b	Approve Remuneration Report	For	For	
Mgmt	5	Approve Discharge of Directors	For	For	
Mgmt	6	Approve Discharge of Auditors	For	For	
Mgmt	7.1	Reelect Hilde Laga as Independent Director	For	For	
Mgmt	7.2	Elect Lieve Creten as Independent Director	For	For	
Mgmt	8	Approve Remuneration of Directors	For	For	
Mgmt	9	Ratify BV PwC as Auditors	For	For	
Mgmt	10	Approve 2021 Stock Option Plans	For	For	

BARCO NV

Meeting: Special		4/29/21	Belgium		
Proposal Type	Proposal	Description	MRec	Vote	
Mgmt	1	Receive Special Board Report Re: Authorized Capital		Non Voting	
Mgmt	2	Approve Authorization to Increase Share Capital up to 30 Percent within the Framework of Authorized Capital	For	For	

Global Voting Record

BCE INC.

Meeting: Annual 4/29/21 Canada

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Mirko Bibic	For	For
Mgmt	1.2	Elect Director David F. Denison	For	For
Mgmt	1.3	Elect Director Robert P. Dexter	For	For
Mgmt	1.4	Elect Director Ian Greenberg	For	For
Mgmt	1.5	Elect Director Katherine Lee	For	For
Mgmt	1.6	Elect Director Monique F. Leroux	For	For
Mgmt	1.7	Elect Director Sheila A. Murray	For	For
Mgmt	1.8	Elect Director Gordon M. Nixon	For	For
Mgmt	1.9	Elect Director Louis P. Pagnutti	For	For
Mgmt	1.10	Elect Director Calin Rovinescu	For	For
Mgmt	1.11	Elect Director Karen Sheriff	For	For
Mgmt	1.12	Elect Director Robert C. Simmonds	For	For
Mgmt	1.13	Elect Director Jennifer Tory	For	For
Mgmt	1.14	Elect Director Cornell Wright	For	For
Mgmt	2	Ratify Deloitte LLP as Auditors	For	For
Mgmt	3	Advisory Vote on Executive Compensation Approach	For	For

BOLSA MEXICANA DE VALORES SAB DE CV

Meeting: Annual 4/29/21 Mexico

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1.1	Approve CEO's Report and External Auditor's Report	For	For
Mgmt	1.1.2	Approve Board's Report on Operations and Results of Company	For	For
Mgmt	1.1.3	Approve Board's Opinion on CEO's Report	For	For
Mgmt	1.1.4	Approve to Add Copy of Reports Mentioned in Previous Items and Opinion to Minutes of Meeting	For	For
Mgmt	1.2	Approve Board's Report on Policies and Accounting Information and Criteria Followed in Preparation of Financial Information	For	For
Mgmt	1.3	Approve Report on Activities and Operations Undertaken by Board	For	For
Mgmt	1.4	Approve Individual and Consolidated Financial Statements	For	For
Mgmt	1.5.1	Approve Chairman's Report of Audit Committee	For	For
Mgmt	1.5.2	Approve Chairman's Report of Corporate Practices Committee	For	For
Mgmt	1.6	Approve Reports of Other Committees	For	For
Mgmt	1.7.1	Approve Discharge of Board	For	For
Mgmt	1.7.2	Approve Discharge of Audit Committee	For	For
Mgmt	1.7.3	Approve Discharge of Corporate Practices Committee	For	For
Mgmt	1.8	Approve Report of Statutory Auditors	For	For
Mgmt	1.9	Accept Report on Compliance with Fiscal Obligations	For	For
Mgmt	2.1	Approve Allocation of MXN 74.64 Million to Increase Legal Reserve	For	For
Mgmt	2.2	Approve Allocation of MXN 1.12 Billion to Reserve of Accumulated Earnings Pending to be Applied	For	For
Mgmt	3	Approve Cash Dividends of MXN 2.02 Per Share	For	For
Mgmt	4.1	Approve Discharge of Board	For	For
Mgmt	4.2.a	Elect or Ratify Marcos Alejandro Martinez Gavica as Director	For	For
Mgmt	4.2.b	Elect or Ratify Eduardo Cepeda Fernandez as Director	For	For

Global Voting Record

Mgmt	4.2.c	Elect or Ratify Carlos Bremer Gutierrez as Director	For	For
Mgmt	4.2.d	Elect or Ratify Felipe Garcia-Moreno Rodriguez as Director	For	For
Mgmt	4.2.e	Elect or Ratify Francisco Gil Diaz as Director	For	For
Mgmt	4.2.f	Elect or Ratify Alfonso Gonzalez Migoya as Director	For	For
Mgmt	4.2.g	Elect or Ratify Carlos Hank Gonzalez as Director	For	For
Mgmt	4.2.h	Elect or Ratify Ernesto Ortega Arellano as Director	For	For
Mgmt	4.2.i	Elect or Ratify Tania Ortiz Mena Lopez Negrete as Director	For	For
Mgmt	4.2.j	Elect or Ratify Eduardo Osuna Osuna as Director	For	For
Mgmt	4.2.k	Elect or Ratify Clemente Ismael Reyes-Retana Valdes as Director	For	For
Mgmt	4.2.l	Elect or Ratify Fernando Ruiz Sahagun as Director	For	For
Mgmt	4.2.m	Elect or Ratify Alberto Torrado Martinez as Director	For	For
Mgmt	4.2.n	Elect or Ratify Blanca Avelina Trevino de Vega as Director	For	For
Mgmt	4.2.o	Elect or Ratify Eduardo Valdes Acra as Director	For	For
Mgmt	4.2.p	Elect or Ratify Edgardo Mauricio Cantu Delgado as Alternate Director	For	For
Mgmt	4.2.q	Elect or Ratify Tomas Christian Ehrenberg Aldford as Alternate Director	For	For
Mgmt	4.2.r	Elect or Ratify Hector Blas Grisi Checa as Alternate Director	For	For
Mgmt	4.2.s	Elect or Ratify Claudia Janez Sanchez as Alternate Director	For	For
Mgmt	4.2.t	Elect or Ratify Lourdes Melgar Palacios as Alternate Director	For	For
Mgmt	4.2.u	Elect or Ratify Marcos Ramirez Miguel as Alternate Director	For	For
Mgmt	4.2.w	Elect or Ratify Alvaro Vaqueiro Ussel as Alternate Director	For	For
Mgmt	4.3	Approve Any Alternate Director Can Replace Director	For	For
Mgmt	4.4	Approve Independence Classification of Independent Directors	For	For
Mgmt	4.5	Accept Resignation of Each Person Who do not Ratify themselves as Director	For	For
Mgmt	4.6	Ratify Marcos Alejandro Martinez Gavica as Board Chairman	For	For
Mgmt	4.7	Ratify Rafael Robles Miaja as Secretary of Board	For	For
Mgmt	4.8	Ratify Maria Luisa Petricoli Castellon as Deputy Secretary of Board	For	For
Mgmt	4.9	Ratify Oscar Aguirre Hernandez as Statutory Auditor	For	For
Mgmt	4.10	Ratify Alfonso Gonzalez Migoya as Chairman and Member of Audit Committee	For	For
Mgmt	4.11	Ratify Fernando Ruiz Sahagun as Member of Audit Committee	For	For
Mgmt	4.12	Ratify Clemente Ismael Reyes-Retana Valdes as Member of Audit Committee	For	For
Mgmt	4.13	Ratify Marcos Alejandro Martinez Gavica as Member of Audit Committee	For	For
Mgmt	4.14	Ratify Alfonso Gonzalez Migoya as Chairman and Member of Corporate Practices Committee	For	For
Mgmt	4.15	Ratify Fernando Ruiz Sahagun as Member of Corporate Practices Committee	For	For
Mgmt	4.16	Ratify Tania Ortiz Mena Lopez Negrete as Member of Corporate Practices Committee	For	For
Mgmt	4.17	Ratify Marcos Alejandro Martinez Gavica as Member of Corporate Practices Committee	For	For
Mgmt	4.18	Authorize Board to Elect Rest of Members and Chairmen of Committees	For	For
Mgmt	5.1	Approve Remuneration of Directors and Company Secretary	For	For
Mgmt	5.2	Approve Remuneration of Members of Audit Committee in the Amount of MXN 60 000	For	For
Mgmt	5.3	Approve Remuneration of Members of Corporate Practices Committees in the Amount of MXN 25 000	For	For
Mgmt	6.1	Approve Report of Policies Related to Repurchase of Shares	For	For

Global Voting Record

Mgmt	6.2	Approve Report on Company Has 503 336 Series A Class I Repurchase Shares	For	For
Mgmt	7.1	Set Amount of Share Repurchase Reserve at MXN 900 Million	For	For
Mgmt	8.1	Authorize Rafael Robles Miaja Maria Luisa Petricioli Castellon and Clementina Ramirez de Arellano Moreno to Ratify and Execute Approved Resolutions	For	For

COCA-COLA ICECEK AS

Meeting: Annual 4/29/21 Turkey

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting and Elect Presiding Council of Meeting	For	For
Mgmt	2	Accept Board Report	For	For
Mgmt	3	Accept Audit Report	For	For
Mgmt	4	Accept Financial Statements	For	For
Mgmt	5	Approve Discharge of Board	For	For
Mgmt	6	Approve Allocation of Income	For	For
Mgmt	7	Ratify Director Appointment	For	For
Mgmt	8	Elect Directors and Approve Their Remuneration	For	For
Mgmt	9	Amend Article 8 Re: Board Related	For	For
Mgmt	10	Ratify External Auditors	For	For
Mgmt	11	Receive Information on Donations Made in 2020		Non Voting
Mgmt	12	Receive Information on Guarantees Pledges and Mortgages Provided to Third Parties		Non Voting
Mgmt	13	Receive Information in Accordance to Article 1.3.6 of Capital Market Board Corporate Governance Principles		Non Voting
Mgmt	14	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose	For	For
Mgmt	15	Close Meeting		Non Voting

COMPANHIA PARANAENSE DE ENERGIA

Meeting: Annual 4/29/21 Brazil

Proposal Type	Proposal	Description	MRec	Vote
S/holder	1	Elect Marco Antonio Bologna as Director Appointed by Preferred Shareholder	None	For
Mgmt	2	In Case Neither Class of Shares Reaches the Minimum Quorum Required by the Brazilian Corporate Law to Elect a Board Representative in Separate Elections Would You Like to Use Your Votes to Elect the Candidate with More Votes to Represent Both Classes?	None	For

CONTINENTAL AG

Meeting: Annual 4/29/21 Germany

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (Non-Voting)		Non Voting
Mgmt	2	Approve Allocation of Income and Omission of Dividends	For	For

Global Voting Record

Mgmt	3.1	Approve Discharge of Management Board Member Nikolai Setzer for Fiscal Year 2020	For	For
Mgmt	3.2	Approve Discharge of Management Board Member Elmar Degenhart for Fiscal Year 2020	For	For
Mgmt	3.3	Approve Discharge of Management Board Member Hans-Juergen Duensing for Fiscal Year 2020	For	For
Mgmt	3.4	Approve Discharge of Management Board Member Frank Jourdan for Fiscal Year 2020	For	For
Mgmt	3.5	Approve Discharge of Management Board Member Christian Koetz for Fiscal Year 2020	For	For
Mgmt	3.6	Approve Discharge of Management Board Member Helmut Matschi for Fiscal Year 2020	For	For
Mgmt	3.7	Approve Discharge of Management Board Member Ariane Reinhart for Fiscal Year 2020	For	For
Mgmt	3.8	Approve Discharge of Management Board Member Wolfgang Schaefer for Fiscal Year 2020	For	For
Mgmt	3.9	Approve Discharge of Management Board Member Andreas Wolf for Fiscal Year 2020	For	For
Mgmt	4.1	Approve Discharge of Supervisory Board Member Wolfgang Reitzle for Fiscal Year 2020	For	For
Mgmt	4.2	Approve Discharge of Supervisory Board Member Hasan Allak for Fiscal Year 2020	For	For
Mgmt	4.3	Approve Discharge of Supervisory Board Member Christiane Benner for Fiscal Year 2020	For	For
Mgmt	4.4	Approve Discharge of Supervisory Board Member Gunter Dunkel for Fiscal Year 2020	For	For
Mgmt	4.5	Approve Discharge of Supervisory Board Member Francesco Grioli for Fiscal Year 2020	For	For
Mgmt	4.6	Approve Discharge of Supervisory Board Member Michael Iglhaut for Fiscal Year 2020	For	For
Mgmt	4.7	Approve Discharge of Supervisory Board Member Satish Khattu for Fiscal Year 2020	For	For
Mgmt	4.8	Approve Discharge of Supervisory Board Member Isabel Knauf for Fiscal Year 2020	For	For
Mgmt	4.9	Approve Discharge of Supervisory Board Member Sabine Neuss for Fiscal Year 2020	For	For
Mgmt	4.10	Approve Discharge of Supervisory Board Member Rolf Nonnenmacher for Fiscal Year 2020	For	For
Mgmt	4.11	Approve Discharge of Supervisory Board Member Dirk Nordmann for Fiscal Year 2020	For	For
Mgmt	4.12	Approve Discharge of Supervisory Board Member Lorenz Pfau for Fiscal Year 2020	For	For
Mgmt	4.13	Approve Discharge of Supervisory Board Member Klaus Rosenfeld for Fiscal Year 2020	For	For
Mgmt	4.14	Approve Discharge of Supervisory Board Member Georg Schaeffler for Fiscal Year 2020	For	For
Mgmt	4.15	Approve Discharge of Supervisory Board Member Maria-Elisabeth Schaeffler-Thumann for Fiscal Year 2020	For	For
Mgmt	4.16	Approve Discharge of Supervisory Board Member Joerg Schoenfelder for Fiscal Year 2020	For	For
Mgmt	4.17	Approve Discharge of Supervisory Board Member Stefan Scholz for Fiscal Year 2020	For	For
Mgmt	4.18	Approve Discharge of Supervisory Board Member Kirsten Voerkelfor Fiscal Year 2020	For	For
Mgmt	4.19	Approve Discharge of Supervisory Board Member Elke Volkmann for Fiscal Year 2020	For	For
Mgmt	4.20	Approve Discharge of Supervisory Board Member Siegfried Wolf for Fiscal Year 2020	For	For
Mgmt	5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2021	For	For

Global Voting Record

Mgmt	6	Amend Articles of Association	For	For
Mgmt	7	Approve Spin-Off and Takeover Agreement with Vitesco Technologies Group Aktiengesellschaft	For	For

CORNING INCORPORATED

Meeting: Annual 4/29/21 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Donald W. Blair	For	For
Mgmt	1b	Elect Director Leslie A. Brun	For	For
Mgmt	1c	Elect Director Stephanie A. Burns	For	For
Mgmt	1d	Elect Director Richard T. Clark	For	For
Mgmt	1e	Elect Director Robert F. Cummings Jr.	For	For
Mgmt	1f	Elect Director Roger W. Ferguson Jr.	For	For
Mgmt	1g	Elect Director Deborah A. Henretta	For	For
Mgmt	1h	Elect Director Daniel P. Huttenlocher	For	For
Mgmt	1i	Elect Director Kurt M. Landgraf	For	For
Mgmt	1j	Elect Director Kevin J. Martin	For	For
Mgmt	1k	Elect Director Deborah D. Rieman	For	For
Mgmt	1l	Elect Director Hansel E. Tookes II	For	For
Mgmt	1m	Elect Director Wendell P. Weeks	For	For
Mgmt	1n	Elect Director Mark S. Wrighton	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
Mgmt	4	Approve Omnibus Stock Plan	For	For

Global Voting Record

CRH PLC

Meeting: Annual 4/29/21 Ireland

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Final Dividend	For	For
Mgmt	3	Approve Remuneration Report	For	For
Mgmt	4a	Re-elect Richie Boucher as Director	For	For
Mgmt	4b	Elect Caroline Dowling as Director	For	For
Mgmt	4c	Elect Richard Fearon as Director	For	For
Mgmt	4d	Re-elect Johan Karlstrom as Director	For	For
Mgmt	4e	Re-elect Shaun Kelly as Director	For	For
Mgmt	4f	Elect Lamar McKay as Director	For	For
Mgmt	4g	Re-elect Albert Manifold as Director	For	For
Mgmt	4h	Re-elect Gillian Platt as Director	For	For
Mgmt	4i	Re-elect Mary Rhinehart as Director	For	For
Mgmt	4j	Re-elect Siobhan Talbot as Director	For	For
Mgmt	5	Authorise Board to Fix Remuneration of Auditors	For	For
Mgmt	6	Ratify Deloitte Ireland LLP as Auditors	For	For
Mgmt	7	Authorise Issue of Equity	For	For
Mgmt	8	Authorise Issue of Equity without Pre-emptive Rights	For	For
Mgmt	9	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
Mgmt	10	Authorise Market Purchase of Ordinary Shares	For	For
Mgmt	11	Authorise Reissuance of Treasury Shares	For	For
Mgmt	12	Approve Scrip Dividend	For	For
Mgmt	13	Approve Savings-Related Share Option Schemes	For	For
Mgmt	14	Approve Cancellation of Share Premium Account	For	For

DOVALUE SPA

Meeting: Annual 4/29/21 Italy

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	1.2	Approve Allocation of Income	For	For
Mgmt	2.1a	Approve Remuneration Policy	For	For
Mgmt	2.1b	Approve Second Section of the Remuneration Report	For	For
Mgmt	2.2	Approve 2021 Incentive Plan	For	For
Mgmt	3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	For
S/holder	4.1	Fix Number of Directors Voter Rationale: Items 4.1-4.2; 4.4, 5.3: We decided to vote in favour following identification of no contentious matters around these items.	None	For
S/holder	4.2	Fix Board Terms for Directors	None	For
S/holder	4.3.1	Slate 1 Submitted by AVIO Sarl Voter Rationale: Items 4.3.1-4.3.2 & 5.1.1-5.1.2: The decision was taken to abstain on 4.3.1 & 5.1.1, and vote in favour of 4.3.2 & 5.1.2 due the specifics of Italian director election mechanism.	None	Abstain
S/holder	4.3.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	None	For
S/holder	4.4	Approve Remuneration of Directors	None	For
S/holder	5.1.1	Slate 1 Submitted by AVIO Sarl	None	Abstain
S/holder	5.1.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	None	For
S/holder	5.2	Appoint Chairman of Internal Statutory Auditors Voter Rationale: We decided to vote in favour as no concerns identified.	None	For
S/holder	5.3	Approve Internal Auditors' Remuneration	None	For
Mgmt	A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders Voter Rationale: An abstention was considered warranted as the content of any such deliberations was not known at the time of voting.	None	Abstain

Global Voting Record

GLENCORE PLC

Meeting: Annual 4/29/21 Jersey

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Reduction of Capital Contribution Reserves	For	For
Mgmt	3	Re-elect Anthony Hayward as Director	For	For
Mgmt	4	Re-elect Ivan Glasenberg as Director	For	For
Mgmt	5	Re-elect Peter Coates as Director	For	For
Mgmt	6	Re-elect Martin Gilbert as Director	For	For
Mgmt	7	Re-elect Gill Marcus as Director	For	For
Mgmt	8	Re-elect Patrice Merrin as Director	For	For
Mgmt	9	Re-elect Kalidas Madhavpeddi as Director	For	For
Mgmt	10	Elect Cynthia Carroll as Director	For	For
Mgmt	11	Reappoint Deloitte LLP as Auditors	For	For
Mgmt	12	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
Mgmt	13	Approve Incentive Plan	For	For
Mgmt	14	Approve Company's Climate Action Transition Plan	For	For
Mgmt	15	Approve Remuneration Policy	For	For
Mgmt	16	Approve Remuneration Report	For	For
Mgmt	17	Authorise Issue of Equity	For	For
Mgmt	18	Authorise Issue of Equity without Pre-emptive Rights	For	For
Mgmt	19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
Mgmt	20	Authorise Market Purchase of Ordinary Shares	For	For

GLOBAL PAYMENTS INC.

Meeting: Annual 4/29/21 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director F. Thaddeus Arroyo	For	For
Mgmt	1b	Elect Director Robert H.B. Baldwin Jr.	For	For
Mgmt	1c	Elect Director John G. Bruno	For	For
Mgmt	1d	Elect Director Kriss Cloninger III	For	For
Mgmt	1e	Elect Director William I Jacobs	For	For
Mgmt	1f	Elect Director Joia M. Johnson	For	For
Mgmt	1g	Elect Director Ruth Ann Marshall	For	For
Mgmt	1h	Elect Director Connie D. McDaniel	For	For
Mgmt	1i	Elect Director William B. Plummer	For	For
Mgmt	1j	Elect Director Jeffrey S. Sloan	For	For
Mgmt	1k	Elect Director John T. Turner	For	For
Mgmt	1l	Elect Director M. Troy Woods	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify Deloitte & Touche LLP as Auditors	For	For
S/holder	4	Provide Right to Act by Written Consent Voter Rationale: We decided to vote in favour of this shareholder proposal following considerations around shareholder rights.	Against	For

GREENCOAT RENEWABLES PLC

Meeting: Annual 4/29/21 Ireland

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2a	Re-elect Ronan Murphy as Director	For	For
Mgmt	2b	Re-elect Emer Gilvarry as Director	For	For
Mgmt	2c	Re-elect Kevin McNamara as Director	For	For
Mgmt	2d	Re-elect Marco Graziano as Director	For	For
Mgmt	3	Ratify BDO as Auditors	For	For
Mgmt	4	Authorise Board to Fix Remuneration of Auditors	For	For
Mgmt	5	Authorise Issue of Equity	For	For
Mgmt	6	Authorise Issue of Equity without Pre-emptive Rights	For	For
Mgmt	7	Authorise Market Purchase of Ordinary Shares	For	For
Mgmt	8	Determine the Price Range at which Treasury Shares may be Re-issued Off-Market	For	For
Mgmt	9	Amend Company's Investment Policy	For	For

GRUPO CATALANA OCCIDENTE SA

Meeting: Annual 4/29/21 Spain

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Standalone Financial Statements	For	For
Mgmt	2	Approve Allocation of Income and Dividends	For	For
Mgmt	3.1	Approve Consolidated Financial Statements	For	For
Mgmt	3.2	Approve Non-Financial Information Statement	For	For
Mgmt	4	Approve Discharge of Board	For	For
Mgmt	5	Renew Appointment of PricewaterhouseCoopers as Auditor	For	For
Mgmt	6.1	Reelect Juan Ignacio Guerrero Gilabert as Director	For	For
Mgmt	6.2	Reelect Assumpta Soler Serra as Director	For	For
Mgmt	6.3	Reelect Jorge Enrich Izard as Director	For	For
Mgmt	6.4	Elect Jorge Enrich Serra as Director	For	For
Mgmt	7	Amend Article 10	For	For
Mgmt	8	Receive Amendments to Board of Directors Regulations	For	For
Mgmt	9	Amend Remuneration Policy	For	For
Mgmt	10.1	Approve Remuneration of Directors	For	For
Mgmt	10.2	Fix Board Meeting Attendance Fees	For	For
Mgmt	10.3	Approve Annual Maximum Remuneration	For	For
Mgmt	11	Advisory Vote on Remuneration Report	For	For
Mgmt	12	Approve Dividends Charged Against Reserves	For	For
Mgmt	13	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities Excluding Preemptive Rights of up to 20 Percent	For	For
Mgmt	14	Authorize Issuance of Non-Convertible and/or Convertible Bonds Debentures Warrants and Other Debt Securities up to EUR 600 Million with Exclusion of Preemptive Rights up to 20 Percent of Capital	For	For
Mgmt	15	Authorize Board to Ratify and Execute Approved Resolutions	For	For

HEXAGON AB

Meeting: Annual 4/29/21 Sweden

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Elect Chairman of Meeting	For	For
Mgmt	2	Prepare and Approve List of Shareholders	For	For
Mgmt	3	Approve Agenda of Meeting	For	For
Mgmt	4.1	Designate Johannes Wingborg as Inspector of Minutes of Meeting	For	For
Mgmt	4.2	Designate Fredrik Skoglund as Inspector of Minutes of Meeting	For	For
Mgmt	5	Acknowledge Proper Convening of Meeting	For	For
Mgmt	6.a	Receive Financial Statements and Statutory Reports		Non Voting
Mgmt	6.b	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management		Non Voting
Mgmt	6.c	Receive the Board's Dividend Proposal		Non Voting
Mgmt	7.a	Accept Financial Statements and Statutory Reports	For	For
Mgmt	7.b	Approve Allocation of Income and Dividends of EUR 0.65 Per Share	For	For
Mgmt	7.c1	Approve Discharge of Gun Nilsson	For	For
Mgmt	7.c2	Approve Discharge of Marta Schorling Andreen	For	For
Mgmt	7.c3	Approve Discharge of John Brandon	For	For
Mgmt	7.c4	Approve Discharge of Sofia Schorling Hogberg	For	For
Mgmt	7.c5	Approve Discharge of Ulrika Francke	For	For
Mgmt	7.c6	Approve Discharge of Henrik Henriksson	For	For
Mgmt	7.c7	Approve Discharge of Patrick Soderlund	For	For
Mgmt	7.c8	Approve Discharge of President Ola Rollen	For	For
Mgmt	8	Determine Number of Members (8) and Deputy Members (0) of Board	For	For
Mgmt	9.1	Approve Remuneration of Directors in the Amount of SEK 1.9 Million for Chairman and SEK 645 000 for Other Directors; Approve Remuneration for Committee Work	For	For
Mgmt	9.2	Approve Remuneration of Auditors	For	For
Mgmt	10.1	Reelect Marta Schorling Andreen as Director	For	For
Mgmt	10.2	Reelect John Brandon as Director	For	For
Mgmt	10.3	Reelect Sofia Schorling Hogberg as Director	For	For
Mgmt	10.4	Reelect Ulrika Francke as Director	For	For
Mgmt	10.5	Reelect Henrik Henriksson as Director	For	For
Mgmt	10.6	Reelect Ola Rollen as Director	For	For
Mgmt	10.7	Reelect Gun Nilsson as Director	For	For
Mgmt	10.8	Reelect Patrick Soderlund as Director	For	For
Mgmt	10.9	Reelect Gun Nilsson as Board Chairman	For	For
Mgmt	10.10	Ratify PricewaterhouseCoopers as Auditors	For	For
Mgmt	11	Reelect Mikael Ekdahl (Chair) Caroline Forsberg and Anders Oscarsson and Elect Jan Dworsky as Members of Nominating Committee	For	For
Mgmt	12	Approve Remuneration Report	For	For
Mgmt	13	Approve Performance Share Plan for Key Employees	For	For
Mgmt	14	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	For
Mgmt	15	Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights	For	For

Global Voting Record

Mgmt	16	Approve 7:1 Stock Split; Amend Articles Accordingly; Set Minimum (1.4 Billion) and Maximum (5.6 Billion) Number of Shares; Proxies and Postal Voting	For	For
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HINDUSTAN UNILEVER LIMITED

Meeting: Special		4/29/21	India		
Proposal Type	Proposal	Description	MRec	Vote	
Mgmt	1	Approve Increase in Overall Limits of Remuneration for Whole-time Director(s)	For	For	
Mgmt	2	Elect Ritesh Tiwari as Director and Approve Appointment and Remuneration of Ritesh Tiwari as Whole-time Director	For	For	

HUNTINGTON INGALLS INDUSTRIES INC.

Meeting: Annual		4/29/21	USA		
Proposal Type	Proposal	Description	MRec	Vote	
Mgmt	1.1	Elect Director Philip M. Bilden	For	For	
Mgmt	1.2	Elect Director Augustus L. Collins	For	For	
Mgmt	1.3	Elect Director Kirkland H. Donald	For	For	
Mgmt	1.4	Elect Director Victoria D. Harker	For	For	
Mgmt	1.5	Elect Director Anastasia D. Kelly	For	For	
Mgmt	1.6	Elect Director Tracy B. McKibben	For	For	
Mgmt	1.7	Elect Director Stephanie L. O'Sullivan	For	For	
Mgmt	1.8	Elect Director C. Michael Petters	For	For	
Mgmt	1.9	Elect Director Thomas C. Schievelbein	For	For	
Mgmt	1.10	Elect Director John K. Welch	For	For	
Mgmt	1.11	Elect Director Stephen R. Wilson	For	For	
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
Mgmt	3	Ratify Deloitte & Touche LLP as Auditors	For	For	
Mgmt	4	Eliminate Supermajority Vote Requirement	For	For	

ILUKA RESOURCES LIMITED

Meeting: Annual		4/29/21	Australia		
Proposal Type	Proposal	Description	MRec	Vote	
Mgmt	1	Elect Andrea Sutton as Director	For	For	
Mgmt	2	Elect Robert Cole as Director	For	For	
Mgmt	3	Approve Remuneration Report	For	For	
Mgmt	4	Approve Grant of Share Rights and Performance Rights to Tom O'Leary	For	For	

INVERSIONES LA CONSTRUCCION SA

Meeting: Annual 4/29/21 Chile

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	a	Approve Financial Statements and Statutory Reports	For	For
Mgmt	b	Approve Dividends of CLP 280 Per Share	For	For
Mgmt	c	Approve Dividend Policy	For	For
Mgmt	d	Elect Directors	For	For
Mgmt	e	Approve Remuneration of Directors	For	For
Mgmt	f	Approve Remuneration and Budget of Directors' Committee	For	For
Mgmt	g	Appoint Auditors and Designate Risk Assessment Companies	For	For
Mgmt	h	Receive Report of Directors' Committee	For	For
Mgmt	i	Receive Report Regarding Related-Party Transactions	For	For
Mgmt	j	Designate Newspaper to Publish Meeting Announcements	For	For
Mgmt	k	Other Business Voter Rationale: A vote against the item is considered warranted as the nature of any other business to be introduced at the meeting could not be known at the time of voting.	For	Against

JANUS HENDERSON GROUP PLC

Meeting: Annual 4/29/21 Jersey

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Elect Director Alison Davis	For	For
Mgmt	3	Elect Director Kalpana Desai	For	For
Mgmt	4	Elect Director Jeffrey Diermeier	For	For
Mgmt	5	Elect Director Kevin Dolan	For	For
Mgmt	6	Elect Director Eugene Flood Jr.	For	For
Mgmt	7	Elect Director Richard Gillingwater	For	For
Mgmt	8	Elect Director Lawrence Kochard	For	For
Mgmt	9	Elect Director Glenn Schafer	For	For
Mgmt	10	Elect Director Angela Seymour-Jackson	For	For
Mgmt	11	Elect Director Richard Weil	For	For
Mgmt	12	Approve PricewaterhouseCoopers LLP as Auditors and Authorise Audit Committee to Fix Their Remuneration	For	For
Mgmt	13	Authorise Market Purchase of Ordinary Shares	For	For
Mgmt	14	Authorise Market Purchase of CDIs	For	For

KINNEVIK AB

Meeting: Annual 4/29/21 Sweden

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Elect Chairman of Meeting	For	For
Mgmt	2	Prepare and Approve List of Shareholders	For	For
Mgmt	3	Approve Agenda of Meeting	For	For
Mgmt	4	Designate Inspector(s) of Minutes of Meeting	For	For
Mgmt	5	Acknowledge Proper Convening of Meeting	For	For

Global Voting Record

Mgmt	6	Receive Financial Statements and Statutory Reports		Non Voting
Mgmt	7	Accept Financial Statements and Statutory Reports	For	For
Mgmt	8	Approve Allocation of Income and Omission of Dividends	For	For
Mgmt	9.a	Approve Discharge of Susanna Campbell	For	For
Mgmt	9.b	Approve Discharge of Dame Amelia Fawcett	For	For
Mgmt	9.c	Approve Discharge of Wilhelm Klingspor	For	For
Mgmt	9.d	Approve Discharge of Brian McBride	For	For
Mgmt	9.e	Approve Discharge of Henrik Poulsen	For	For
Mgmt	9.f	Approve Discharge of Cecilia Qvist	For	For
Mgmt	9.g	Approve Discharge of Charlotte Stromberg	For	For
Mgmt	9.h	Approve Discharge of Georgi Ganev	For	For
Mgmt	10	Approve Remuneration Report Voter Rationale: A vote AGAINST this item is warranted because of the lack of information on the criteria for 50 percent of the bonus.	For	Against
Mgmt	11	Determine Number of Members (6) and Deputy Members of Board	For	For
Mgmt	12.a	Approve Remuneration of Directors in the Aggregate Amount of SEK 4.8 Million	For	For
Mgmt	12.b	Approve Remuneration of Auditors	For	For
Mgmt	13.a	Reelect Susanna Campbell as Director	For	For
Mgmt	13.b	Reelect Brian McBride as Director	For	For
Mgmt	13.c	Reelect Cecilia Qvist as Director	For	For
Mgmt	13.d	Reelect Charlotte Stromberg as Director	For	For
Mgmt	13.e	Elect James Anderson as New Director	For	For
Mgmt	13.f	Elect Harald Mix as New Director	For	For
Mgmt	14	Elect James Anderson as Board Chairman	For	For
Mgmt	15.a	Amend Articles Re: Auditor	For	For
Mgmt	15.b	Ratify KPMG as Auditors	For	For
Mgmt	16.a	Approve Nomination Committee Procedures	For	For
Mgmt	16.b	Elect Anders Oscarsson (Chairman) Hugo Stenbeck Marie Klingspor Lawrence Burns and Board Chairman James Anderson as Members of Nominating Committee	For	For
Mgmt	17.a	Amend Articles Re: Set Minimum (474 Million) and Maximum (1.9 Billion) Number of Shares	For	For
Mgmt	17.b	Approve 2:1 Stock Split	For	For
Mgmt	17.c	Amend Articles Re: Set Minimum (237 Million) and Maximum (948 Million) Number of Shares	For	For
Mgmt	17.d	Approve Reduction of Share Capital through Redemption of Shares	For	For
Mgmt	17.e	Approve Capitalization of Reserves of SEK 13.9 Million	For	For
Mgmt	17.f	Approve SEK 25 000 Reduction in Share Capital via Reduction of Par Value for Transfer to Unrestricted Equity	For	For
Mgmt	18	Approve Special Dividends to Holders of Incentive Shares of Class D	For	For
Mgmt	19	Approve Transfer of Own Class B Shares to Cover Costs for Outstanding Long-Term Incentive Plans	For	For
Mgmt	20.a	Authorize New Class of Common Stock of Class X	For	For
Mgmt	20.b	Approve Equity Plan Financing Through Issue of Class X Shares	For	For
Mgmt	20.c	Approve Equity Plan Financing Through Repurchase of Class X Shares	For	For

MAX FINANCIAL SERVICES LIMITEDMeeting: **Special** 4/29/21 India

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Payment of Commission to Non-Executive Directors	For	For
Mgmt	2	Approve Payment of Annual Compensation to Analjit Singh as Non-Executive Chairman	For	For

MILLS ESTRUTURAS E SERVICOS DE ENGENHARIA SAMeeting: **Annual** 4/29/21 Brazil

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31 2020	For	For
Mgmt	2	Elect Marise Ribeiro Barroso as Director Voter Rationale: We decided to vote against following considerations around independence.	For	Against
Mgmt	3	In Case Cumulative Voting Is Adopted Do You Wish to Equally Distribute Your Votes Amongst the Nominees below? Voter Rationale: Items 3 & 4: We decided to abstain on these items following considerations around disclosure.	None	Abstain
Mgmt	4	Percentage of Votes to Be Assigned - Elect Marise Ribeiro Barroso as Director	None	Abstain
Mgmt	5	Elect Fiscal Council Members	For	For
Mgmt	6	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? Voter Rationale: We decided to vote against following considerations around disclosure.	None	Against
Mgmt	7	Approve Remuneration of Company's Management	For	For
Mgmt	8	Approve Treatment of Net Loss	For	For

MILLS ESTRUTURAS E SERVICOS DE ENGENHARIA SAMeeting: **Special** 4/29/21 Brazil

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Amend Article 2 Re: Corporate Purpose	For	For
Mgmt	2	Amend Article 5 to Reflect Changes in Capital	For	For
Mgmt	3	Amend Articles to Comply with Regulations of Novo Mercado of B3	For	For
Mgmt	4	Consolidate Bylaws	For	For

NORDNET AB

Meeting: Annual 4/29/21 Sweden

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Elect Chairman of Meeting	For	For
Mgmt	2	Prepare and Approve List of Shareholders	For	For
Mgmt	3	Designate Inspector(s) of Minutes of Meeting	For	For
Mgmt	4	Acknowledge Proper Convening of Meeting	For	For
Mgmt	5	Approve Agenda of Meeting	For	For
Mgmt	6	Receive Financial Statements and Statutory Reports		Non Voting
Mgmt	7	Accept Financial Statements and Statutory Reports	For	For
Mgmt	8	Approve Allocation of Income and Dividends of SEK 1.51 Per Share	For	For
Mgmt	9.a	Approve Discharge of Anna Back	For	For
Mgmt	9.b	Approve Discharge of Jan Dinkelspiel	For	For
Mgmt	9.c	Approve Discharge of Tom Dinkelspiel	For	For
Mgmt	9.d	Approve Discharge of Christopher Ekdahl	For	For
Mgmt	9.e	Approve Discharge of Karitha Ericson	For	For
Mgmt	9.f	Approve Discharge of Christian Frick	For	For
Mgmt	9.g	Approve Discharge of Hans Larsson	For	For
Mgmt	9.h	Approve Discharge of Per Widerstrom	For	For
Mgmt	9.i	Approve Discharge of CEO Lars-Ake Norling	For	For
Mgmt	10.1	Determine Number of Members (8) and Deputy Members of Board (0)	For	For
Mgmt	10.2	Determine Number of Auditors (1) and Deputy Auditors (0)	For	For
Mgmt	11.1a	Approve Remuneration of Directors in the Amount of SEK 350 000 for Chairman and Other Directors	For	For
Mgmt	11.1b	Approve Remuneration for Board Committee Work	For	For
Mgmt	11.1c	Approve Remuneration for Chairman of Board Committee	For	For
Mgmt	11.1d	Approve Remuneration for Risk and Compliance Committee Work	For	For
Mgmt	11.1e	Approve Remuneration for Chairman of Risk and Compliance Committee	For	For
Mgmt	11.2	Approve Remuneration of Auditors	For	For
Mgmt	12.1a	Reelect Anna Back as Director	For	For
Mgmt	12.1b	Reelect Jan Dinkelspiel as Director	For	For
Mgmt	12.1c	Reelect Tom Dinkelspiel as Director	For	For
Mgmt	12.1d	Reelect Karitha Ericson as Director	For	For
Mgmt	12.1e	Reelect Christian Frick as Director	For	For
Mgmt	12.1f	Reelect Hans Larsson as Director	For	For
Mgmt	12.1g	Elect Charlotta Nilsson as New Director	For	For
Mgmt	12.1h	Reelect Per Widerstrom as Director	For	For
Mgmt	12.2	Reelect Tom Dinkelspiel as Board Chairman	For	For
Mgmt	12.3	Ratify Deloitte as Auditors	For	For
Mgmt	13	Approve Remuneration Policy And Other Terms of Employment For Executive Management	For	For
Mgmt	14	Approve Remuneration Report	For	For
Mgmt	15	Authorize Share Repurchase Program	For	For

OVERSEA-CHINESE BANKING CORPORATION LIMITED

Meeting: Annual 4/29/21 Singapore

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Adopt Financial Statements and Directors' and Auditors' Reports	For	For
Mgmt	2a	Elect Chua Kim Chiu as Director	For	For
Mgmt	2b	Elect Pramukti Surjaudaja as Director Voter Rationale: A vote AGAINST the elections of Pramukti Surjaudaja and Ngiap Joo Tan is warranted given that they serve on the nominating committee and the company, under the leadership of a non-independent chairman, has not appointed a lead/senior independent director and independent directors do not represent majority of the board.A vote FOR the remaining nominees is warranted given the absence of any known issues concerning the remaining nominees.	For	Against
Mgmt	2c	Elect Tan Ngiap Joo as Director Voter Rationale: A vote AGAINST the elections of Pramukti Surjaudaja and Ngiap Joo Tan is warranted given that they serve on the nominating committee and the company, under the leadership of a non-independent chairman, has not appointed a lead/senior independent director and independent directors do not represent majority of the board.A vote FOR the remaining nominees is warranted given the absence of any known issues concerning the remaining nominees.	For	Against
Mgmt	3	Elect Andrew Khoo Cheng Hoe as Director	For	For
Mgmt	4	Approve Final Dividend	For	For
Mgmt	5a	Approve Directors' Remuneration	For	For
Mgmt	5b	Approve Allotment and Issuance of Remuneration Shares to the Directors	For	For
Mgmt	6	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	7	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	For	For
Mgmt	8	Approve Grant of Options and/or Rights and Issuance of Shares Pursuant to the OCBC Share Option Scheme 2001 and OCBC Employee Share Purchase Plan Voter Rationale: A vote AGAINST this resolution is warranted given the following:* The company could be considered a mature company, and the limit under the Scheme, the Plan, and all outstanding share-based incentive schemes of the company, will increase to 10 percent of the company's issued capital following the approval of the proposed share plan in Item 11.* The company has not disclosed the performance conditions, if there is any, attached to the vesting of options granted under the Scheme.	For	Against
Mgmt	9	Approve Issuance of Shares Pursuant to the Oversea-Chinese Banking Corporation Limited Scrip Dividend Scheme	For	For
Mgmt	10	Authorize Share Repurchase Program	For	For
Mgmt	11	Approve OCBC Deferred Share Plan 2021 Voter Rationale: A vote AGAINST this resolution is warranted given the following:* The company could be considered a mature company, and the limit under the share plan, together with other outstanding share incentive schemes of the company, is 10 percent of the company's issued capital.* The lack of performance conditions attached during the vesting period of awards granted under the share plan would reduce the incentive rationale of the plan.	For	Against

Global Voting Record

OWENS & MINOR INC.

Meeting: Annual 4/29/21 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Aster Angagaw	For	For
Mgmt	1.2	Elect Director Mark A. Beck	For	For
Mgmt	1.3	Elect Director Gwendolyn M. Bingham	For	For
Mgmt	1.4	Elect Director Robert J. Henkel	For	For
Mgmt	1.5	Elect Director Stephen W. Klemash	For	For
Mgmt	1.6	Elect Director Mark F. McGettrick	For	For
Mgmt	1.7	Elect Director Edward A. Pesicka	For	For
Mgmt	1.8	Elect Director Michael C. Riordan	For	For
Mgmt	2	Ratify KPMG LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

POSTAL SAVINGS BANK OF CHINA CO. LTD.

Meeting: Special 4/29/21 China

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Change in Registered Capital	For	For
Mgmt	1	Approve Change in Registered Capital	For	For
Mgmt	2	Amend Articles of Association	For	For
Mgmt	2	Amend Articles of Association	For	For
Mgmt	3	Approve the Issuance of Write-down Eligible Tier 2 Capital Instruments	For	For
Mgmt	3	Approve the Issuance of Write-down Eligible Tier 2 Capital Instruments	For	For
Mgmt	4	Approve Formulation of the Measures for Equity Management	For	For
Mgmt	4	Approve Formulation of the Measures for Equity Management	For	For
Mgmt	5	Elect Han Wenbo as Director	For	For
Mgmt	5	Elect Han Wenbo as Director	For	For
Mgmt	6	Elect Chen Donghao as Director	For	For
Mgmt	6	Elect Chen Donghao as Director	For	For
Mgmt	7	Elect Wei Qiang as Director	For	For
Mgmt	7	Elect Wei Qiang as Director	For	For

SAILPOINT TECHNOLOGIES HOLDINGS INC.

Meeting: Annual 4/29/21 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Mark D. McClain Voter Rationale: We decided to withhold votes on 1.1 and 1.2. in light of material governance failures.	For	Withhold
Mgmt	1.2	Elect Director Tracey E. Newell	For	Withhold
Mgmt	2	Ratify Grant Thornton LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

SELECT MEDICAL HOLDINGS CORPORATION

Meeting: Annual 4/29/21 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director James S. Ely III	For	For
Mgmt	1.2	Elect Director Rocco A. Ortenzio	For	For
Mgmt	1.3	Elect Director Thomas A. Scully	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For

THE GOLDMAN SACHS GROUP INC.

Meeting: Annual 4/29/21 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director M. Michele Burns	For	For
Mgmt	1b	Elect Director Drew G. Faust	For	For
Mgmt	1c	Elect Director Mark A. Flaherty	For	For
Mgmt	1d	Elect Director Ellen J. Kullman	For	For
Mgmt	1e	Elect Director Lakshmi N. Mittal	For	For
Mgmt	1f	Elect Director Adebayo O. Ogunesi	For	For
Mgmt	1g	Elect Director Peter Oppenheimer	For	For
Mgmt	1h	Elect Director David M. Solomon	For	For
Mgmt	1i	Elect Director Jan E. Tighe	For	For
Mgmt	1j	Elect Director Jessica R. Uhl	For	For
Mgmt	1k	Elect Director David A. Viniar	For	For
Mgmt	1l	Elect Director Mark O. Winkelman	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Amend Omnibus Stock Plan Voter Rationale: A vote against is warranted due to concerns about various features of the plan which relate to change of control provisions, dilution and accelerated vesting.	For	Against
Mgmt	4	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
S/holder	5	Provide Right to Act by Written Consent Voter Rationale: Support for this shareholder proposal is warranted as the ability to act by written consent would improve shareholder rights.	Against	For
S/holder	6	Report on the Impacts of Using Mandatory Arbitration Voter Rationale: Support for this shareholder proposal is warranted as additional information on the company's policies regarding mandatory arbitration for harassment and discrimination cases would offer transparency that could benefit recruitment and retention. It would also allow shareholders to better assess the risks associated with the company's use of arbitration agreements.	Against	For
S/holder	7	Amend Certificate of Incorporation to Become a Public Benefit Corporation Voter Rationale: A vote against this shareholder proposal is warranted as the existing status and governance protocols support shareholder and stakeholder alignment.	Against	Against
S/holder	8	Report on Racial Equity Audit Voter Rationale: A vote against this shareholder resolution is warranted as the company is taking meaningful actions to address the issue of racial and economic inequality through various initiatives focused on opportunity for people and communities of color and helping improve the diversity and inclusion of its workforce.	Against	Against

Global Voting Record

UMICORE

Meeting: Annual/Special 4/29/21 Belgium

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Receive Directors' and Auditors' Reports (Non-Voting)		Non Voting
Mgmt	2	Approve Remuneration Report	For	For
Mgmt	3	Approve Financial Statements Allocation of Income and Dividends of EUR 0.75 per Share	For	For
Mgmt	4	Approve Grant of an Identical Profit Premium to Umicore Employees	For	For
Mgmt	5	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)		Non Voting
Mgmt	6	Approve Discharge of Members of the Supervisory Board	For	For
Mgmt	7	Approve Discharge of Auditors	For	For
Mgmt	8.1	Reelect Thomas Leysen as Member of the Supervisory Board	For	For
Mgmt	8.2	Reelect Koenraad Debackere as an Independent Member of the Supervisory Board	For	For
Mgmt	8.3	Reelect Mark Garrett as an Independent Member of the Supervisory Board	For	For
Mgmt	8.4	Reelect Eric Meurice as an Independent Member of the Supervisory Board	For	For
Mgmt	8.5	Elect Birgit Behrendt as an Independent Member of the Supervisory Board	For	For
Mgmt	9	Approve Remuneration of the Members of the Supervisory Board	For	For
Mgmt	10.1	Ratify EY BV as Auditors	For	For
Mgmt	10.2	Approve Auditors' Remuneration	For	For
Mgmt	1.1	Approve Change-of-Control Clause Re: Finance Contract with European Investment Bank	For	For
Mgmt	1.2	Approve Change-of-Control Clause Re: Revolving Facility Agreement with J.P. Morgan AG	For	For
Mgmt	1.3	Approve Change-of-Control Clause Re: Convertible Bonds Maturing on 23 June 2025 (ISIN BE6322623669)	For	For

ALTAGAS LTD.

Meeting: Annual 4/30/21 Canada

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	2.1	Elect Director Victoria A. Calvert	For	For
Mgmt	2.2	Elect Director David W. Cornhill	For	For
Mgmt	2.3	Elect Director Randall L. Crawford	For	For
Mgmt	2.4	Elect Director Jon-Al Duplantier	For	For
Mgmt	2.5	Elect Director Robert B. Hodgins	For	For
Mgmt	2.6	Elect Director Cynthia Johnston	For	For
Mgmt	2.7	Elect Director Pentti O. Karkkainen	For	For
Mgmt	2.8	Elect Director Phillip R. Knoll	For	For
Mgmt	2.9	Elect Director Terry D. McCallister	For	For
Mgmt	2.10	Elect Director Linda G. Sullivan	For	For
Mgmt	2.11	Elect Director Nancy G. Tower	For	For
Mgmt	3	Advisory Vote on Executive Compensation Approach	For	For

APTIV PLC

Meeting: Annual 4/30/21 Jersey

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Kevin P. Clark	For	For
Mgmt	1b	Elect Director Richard L. Clemmer	For	For
Mgmt	1c	Elect Director Nancy E. Cooper	For	For
Mgmt	1d	Elect Director Nicholas M. Donofrio	For	For
Mgmt	1e	Elect Director Rajiv L. Gupta	For	For
Mgmt	1f	Elect Director Joseph L. Hooley	For	For
Mgmt	1g	Elect Director Merit E. Janow	For	For
Mgmt	1h	Elect Director Sean O. Mahoney	For	For
Mgmt	1i	Elect Director Paul M. Meister	For	For
Mgmt	1j	Elect Director Robert K. Ortberg	For	For
Mgmt	1k	Elect Director Colin J. Parris	For	For
Mgmt	1l	Elect Director Ana G. Pinczuk	For	For
Mgmt	2	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation Voter Rationale: We decided to vote against this in light of in flight LTI adjustments.	For	Against

ATOSS SOFTWARE AG

Meeting: Annual 4/30/21 Germany

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (Non-Voting)		Non Voting
Mgmt	2	Approve Allocation of Income and Dividends of EUR 1.67 per Share	For	For
Mgmt	3	Approve Discharge of Management Board for Fiscal Year 2020	For	For
Mgmt	4	Approve Discharge of Supervisory Board for Fiscal Year 2020	For	For
Mgmt	5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2021	For	For
Mgmt	6.1	Elect Moritz Zimmermann to the Supervisory Board Voter Rationale: We abstained from this item acknowledging the lack of board level diversity.	For	Abstain
Mgmt	6.2	Elect Rolf Vielhauer von Hohenhau to the Supervisory Board	For	For
Mgmt	6.3	Elect Klaus Bauer to the Supervisory Board	For	For
Mgmt	7	Approve Remuneration Policy Voter Rationale: We abstained from this item due to concerns around the LTI.	For	Abstain
Mgmt	8	Approve Remuneration of Supervisory Board	For	For
Mgmt	9	Approve Creation of EUR 1.6 Million Pool of Capital with Partial Exclusion of Preemptive Rights Voter Rationale: We voted against 9 and 10 as the proposed share issuance exceeds recommendation.	For	Against
Mgmt	10	Approve Issuance of Warrants/Bonds with Warrants Attached/ Convertible Bonds with Partial Exclusion of Preemptive Rights up to Aggregate Nominal Amount of EUR 450 Million; Approve Creation of EUR 1.6 Million Pool of Capital to Guarantee Conversion Rights	For	Against

Global Voting Record

BBGI SICAV S.A.

Meeting: Annual 4/30/21 Luxembourg

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Receive and Approve Board's and Auditor's Reports	For	For
Mgmt	2	Approve Financial Statements and Allocation of Income and Dividends	For	For
Mgmt	3	Approve Consolidated Financial Statements and Statutory Reports	For	For
Mgmt	4	Approve Discharge of Auditors Management Board Members Supervisory Board Members and Colin Maltby as Member and Chairman of the Supervisory Board	For	For
Mgmt	5	Reelect Sarah Whitney as Supervisory Board Member	For	For
Mgmt	6	Reelect Jutta af Rosenborg as Supervisory Board Member	For	For
Mgmt	7	Reelect Howard Myles as Supervisory Board Member	For	For
Mgmt	8	Elect Christopher Waples as Supervisory Board Member	For	For
Mgmt	9	Renew Appointment of KPMG as Auditor	For	For
Mgmt	10	Authorize Board to Fix Remuneration of Auditors	For	For
Mgmt	11	Authorize Board to Offer Dividend in Stock	For	For
Mgmt	12	Amend Long-Term Incentive Plan	For	For
Mgmt	13	Approve Continuation in Business as an Investment Company in the Form of a Public Limited Company with Variable Share Capital	For	For
Mgmt	14	Approve Share Repurchase Up to 14.99 Percent of the Issued Share Capital	For	For
Mgmt	15	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights Up to 10 Percent of Issued Share Capital	For	For
Mgmt	16	Approve Increase of the Aggregate Maximum Remuneration of Supervisory Board	For	For
Mgmt	17	Authorize Board to Ratify and Execute Approved Resolutions	For	For
Mgmt	18	Transact Other Business (Non-Voting)		Non Voting

BR MALLS PARTICIPACOES SA

Meeting: Annual 4/30/21 Brazil

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31 2020	For	For
Mgmt	2	Approve Treatment of Net Loss	For	For
Mgmt	3	Approve Remuneration of Company's Management	For	For
Mgmt	4	Do You Wish to Request Installation of a Fiscal Council Under the Terms of Article 161 of the Brazilian Corporate Law?	None	For
Mgmt	5	Elect Jorge Roberto Manoel as Fiscal Council Member and Antonio Carlos Bizzo Lima as Alternate	For	For
Mgmt	6	In the Event of a Second Call the Voting Instructions Contained in this Remote Voting Card May Also be Considered for the Second Call?	None	For

Global Voting Record

BR MALLS PARTICIPACOES SA

Meeting: **Special** **4/30/21** **Brazil**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Amend Article 19	For	For
Mgmt	2	Add Article 20	For	For
Mgmt	3	Amend Articles	For	For
Mgmt	4	In the Event of a Second Call the Voting Instructions Contained in this Remote Voting Card May Also be Considered for the Second Call?	None	For

CREDIT SUISSE GROUP AG

Meeting: Annual		4/30/21	Switzerland		
Proposal Type	Proposal	Description	MRec	Vote	
Mgmt	1.1	Approve Remuneration Report	For	For	
Mgmt	1.2	Accept Financial Statements and Statutory Reports	For	For	
Mgmt	2	Approve Discharge of Board and Senior Management [Item Withdrawn]	None	Abstain	
Mgmt	3	Approve Allocation of Income and Dividends of CHF 0.10 per Share	For	For	
Mgmt	4	Approve Creation of CHF 5 Million Pool of Capital without Preemptive Rights	For	For	
Mgmt	5.1.a	Elect Antonio Horta-Osorio as Director and Board Chairman	For	For	
Mgmt	5.1.b	Reelect Iris Bohnet as Director	For	For	
Mgmt	5.1.c	Reelect Christian Gellerstad as Director	For	For	
Mgmt	5.1.d	Reelect Andreas Gottschling as Director	For	For	
Mgmt	5.1.e	Reelect Michael Klein as Director	For	For	
Mgmt	5.1.f	Reelect Shan Li as Director	For	For	
Mgmt	5.1.g	Reelect Seraina Macia as Director	For	For	
Mgmt	5.1.h	Reelect Richard Meddings as Director	For	For	
Mgmt	5.1.i	Reelect Kai Nargolwala as Director	For	For	
Mgmt	5.1.j	Reelect Ana Pessoa as Director	For	For	
Mgmt	5.1.k	Reelect Severin Schwan as Director	For	For	
Mgmt	5.1.l	Elect Clare Brady as Director	For	For	
Mgmt	5.1.m	Elect Blythe Masters as Director	For	For	
Mgmt	5.2.1	Reappoint Iris Bohnet as Member of the Compensation Committee	For	For	
Mgmt	5.2.2	Reappoint Christian Gellerstad as Member of the Compensation Committee	For	For	
Mgmt	5.2.3	Reappoint Michael Klein as Member of the Compensation Committee	For	For	
Mgmt	5.2.4	Reappoint Kai Nargolwala as Member of the Compensation Committee	For	For	
Mgmt	5.2.5	Appoint Blythe Masters as Member of the Compensation Committee	For	For	
Mgmt	6.1	Approve Remuneration of Directors in the Amount of CHF 12 Million	For	For	
Mgmt	6.2.1	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 15.7 Million [Item Withdrawn]	None	Abstain	
Mgmt	6.2.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 31 Million	For	For	
Mgmt	6.2.3	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 25.1 Million [Item Withdrawn]	None	Abstain	
Mgmt	7.1	Ratify PricewaterhouseCoopers AG as Auditors	For	For	
Mgmt	7.2	Ratify BDO AG as Special Auditors	For	For	
Mgmt	7.3	Designate Keller KLG as Independent Proxy	For	For	
Mgmt	8.1	Additional Voting Instructions - Shareholder Proposals (Voting)	Against	Against	
Mgmt	8.2	Additional Voting Instructions - Board of Directors Proposals (Voting) Voter Rationale: Votes AGAINST are warranted because:* This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders (Item 8.1) or the board of directors (Item 8.2); and* The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.	For	Against	

ENDESA SA

Meeting: Annual 4/30/21 Spain

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Consolidated and Standalone Financial Statements	For	For
Mgmt	2	Approve Consolidated and Standalone Management Reports	For	For
Mgmt	3	Approve Non-Financial Information Statement	For	For
Mgmt	4	Approve Discharge of Board	For	For
Mgmt	5	Approve Allocation of Income and Dividends	For	For
Mgmt	6.1	Add Article 26 ter Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	For	For
Mgmt	6.2	Amend Articles Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	For	For
Mgmt	6.3	Amend Article 40 Re: Director Remuneration	For	For
Mgmt	6.4	Amend Article 43 Re: Board Meetings to be Held in Virtual-Only Format	For	For
Mgmt	7.1	Add Article 10 ter of General Meeting Regulations Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	For	For
Mgmt	7.2	Amend Articles of General Meeting Regulations Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	For	For
Mgmt	8	Fix Number of Directors at 11	For	For
Mgmt	9	Approve Remuneration Report	For	For
Mgmt	10	Approve Remuneration Policy	For	For
Mgmt	11	Approve Strategic Incentive Plan	For	For
Mgmt	12	Authorize Board to Ratify and Execute Approved Resolutions	For	For

FIBRA UNO ADMINISTRACION SA DE CV

Meeting: Annual 4/30/21 Mexico

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.i	Accept Reports of Audit Corporate Practices Nominating and Remuneration Committees	For	For
Mgmt	1.ii	Accept Technical Committee Report on Compliance in Accordance to Article 172 of General Mercantile Companies Law	For	For
Mgmt	1.iii	Accept Report of Trust Managers in Accordance to Article 44-XI of Securities Market Law Including Technical Committee's Opinion on that Report	For	For
Mgmt	1.iv	Accept Technical Committee Report on Operations and Activities Undertaken	For	For
Mgmt	2	Approve Financial Statements and Allocation of Income	For	For
Mgmt	3	Ratify Ignacio Trigueros Legarreta as Member of Technical Committee	For	For
Mgmt	4	Ratify Antonio Hugo Franck Cabrera as Member of Technical Committee	For	For
Mgmt	5	Ratify Ruben Goldberg Javkin as Member of Technical Committee	For	For
Mgmt	6	Ratify Herminio Blanco Mendoza as Member of Technical Committee	For	For
Mgmt	7	Ratify Alberto Felipe Mulas Alonso as Member of Technical Committee	For	For
Mgmt	8	Approve Remuneration of Technical Committee Members	For	For
Mgmt	9	Receive Controlling's Report on Ratification of Members and Alternates of Technical Committee	For	For
Mgmt	10	Appoint Legal Representatives	For	For
Mgmt	11	Approve Minutes of Meeting	For	For

Global Voting Record

GEA GROUP AG

Meeting: Annual 4/30/21 Germany

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (Non-Voting)		Non Voting
Mgmt	2	Approve Allocation of Income and Dividends of EUR 0.85 per Share	For	For
Mgmt	3	Approve Discharge of Management Board for Fiscal Year 2020	For	For
Mgmt	4	Approve Discharge of Supervisory Board for Fiscal Year 2020	For	For
Mgmt	5	Ratify KPMG AG as Auditors for Fiscal Year 2021	For	For
Mgmt	6.1	Elect Juergen Fleischer to the Supervisory Board	For	For
Mgmt	6.2	Elect Colin Hall to the Supervisory Board	For	For
Mgmt	6.3	Elect Klaus Helmrich to the Supervisory Board	For	For
Mgmt	6.4	Elect Annette Koehler to the Supervisory Board	For	For
Mgmt	6.5	Elect Holly Lei to the Supervisory Board	For	For
Mgmt	6.6	Elect Molly Zhang to the Supervisory Board	For	For
Mgmt	7	Approve Remuneration Policy	For	For
Mgmt	8	Approve Remuneration of Supervisory Board	For	For
Mgmt	9	Amend Articles Re: Supervisory Board Term of Office	For	For
Mgmt	10	Approve Creation of EUR 52 Million Pool of Authorized Capital I with Preemptive Rights	For	For
Mgmt	11	Approve Creation of EUR 52 Million Pool of Authorized Capital II with Partial Exclusion of Preemptive Rights	For	For
Mgmt	12	Approve Creation of EUR 52 Million Pool of Authorized Capital III with Partial Exclusion of Preemptive Rights	For	For
Mgmt	13	Approve Issuance of Warrants/Bonds with Warrants Attached/ Convertible Bonds with Partial Exclusion of Preemptive Rights up to Aggregate Nominal Amount of EUR 750 Million; Approve Creation of EUR 52 Million Pool of Capital to Guarantee Conversion Rights	For	For

HAPVIDA PARTICIPACOES E INVESTIMENTOS SA

Meeting: Annual 4/30/21 Brazil

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31 2020	For	For
Mgmt	2	Approve Allocation of Income and Dividends	For	For
Mgmt	3	Approve Remuneration of Company's Management Voter Rationale: We voted against due to concerns over remuneration practices.	For	Against
Mgmt	4	Do You Wish to Request Installation of a Fiscal Council Under the Terms of Article 161 of the Brazilian Corporate Law?	None	For
Mgmt	5	In the Event of a Second Call the Voting Instructions Contained in this Remote Voting Card May Also be Considered for the Second Call?	None	For

HAPVIDA PARTICIPACOES E INVESTIMENTOS SA

Meeting: Special 4/30/21 Brazil

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Restricted Stock Plan Voter Rationale: We voted against Items 1 and 2 due to concerns over remuneration practices.	For	Against
Mgmt	2	Approve Stock Option Plan	For	Against
Mgmt	3	Approve Agreement to Acquire All Shares of Vida Saude Gestao S.A. (Vida Saude) by Ultra Som Servicos Medicos S.A. (Ultra Som) and Acquisition of All Shares of Ultra Som Servicos Medicos S.A. (Ultra Som) by the Company	For	For
Mgmt	4	Ratify Apsis Consultoria Empresarial Ltda. as Independent Firm to Appraise Proposed Transaction	For	For
Mgmt	5	Approve Independent Firm's Appraisal	For	For
Mgmt	6	Approve Capital Increase in Connection with the Transaction	For	For
Mgmt	7	Amend Article 6 to Reflect Changes in Capital	For	For
Mgmt	8	Authorize Executives to Ratify and Execute Approved Resolutions	For	For
Mgmt	9	In the Event of a Second Call the Voting Instructions Contained in this Remote Voting Card May Also be Considered for the Second Call?	None	For

KINGSPAN GROUP PLC

Meeting: Annual 4/30/21 Ireland

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Final Dividend	For	For
Mgmt	3a	Re-elect Gene Murtagh as Director	For	For
Mgmt	3b	Re-elect Geoff Doherty as Director	For	For
Mgmt	3c	Re-elect Russell Shiels as Director	For	For
Mgmt	3d	Re-elect Gilbert McCarthy as Director	For	For
Mgmt	3e	Re-elect Linda Hickey as Director	For	For
Mgmt	3f	Re-elect Michael Cawley as Director	For	For
Mgmt	3g	Re-elect John Cronin as Director	For	For
Mgmt	3h	Re-elect Jost Massenberg as Director	For	For
Mgmt	3i	Re-elect Anne Heraty as Director	For	For
Mgmt	4	Authorise Board to Fix Remuneration of Auditors	For	For
Mgmt	5	Approve Remuneration Report Voter Rationale: We voted against due to concerns about the remuneration of a departing executive.	For	Against
Mgmt	6	Approve Increase in the Limit for Non-executive Directors' Fees	For	For
Mgmt	7	Authorise Issue of Equity	For	For
Mgmt	8	Authorise Issue of Equity without Pre-emptive Rights	For	For
Mgmt	9	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
Mgmt	10	Authorise Market Purchase of Shares	For	For
Mgmt	11	Authorise Reissuance of Treasury Shares	For	For
Mgmt	12	Authorise the Company to Call EGM with Two Weeks' Notice	For	For

Global Voting Record

LECTRA SA

Meeting: Annual/Special 4/30/21 France

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Consolidated Financial Statements and Statutory Reports	For	For
Mgmt	3	Approve Discharge of Directors	For	For
Mgmt	4	Approve Allocation of Income and Dividends of EUR 0.24 per Share	For	For
Mgmt	5	Approve Compensation Report of Corporate Officers	For	For
Mgmt	6	Approve Compensation of Daniel Harari Chairman and CEO	For	For
Mgmt	7	Elect Celine Abecassis-Moedas as Director	For	For
Mgmt	8	Approve Remuneration of Directors in the Aggregate Amount of EUR 288 000	For	For
Mgmt	9	Approve Remuneration Policy of Daniel Harari Chairman and CEO	For	For
Mgmt	10	Approve Remuneration Policy of Directors	For	For
Mgmt	11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
Mgmt	12	Authorize Capital Increase for Contributions in Kind	For	For
Mgmt	13	Authorize Capital Increase of up to EUR 5 Million of Issued Capital for Contributions in Kind for AIPCF VI LG Funding LP	For	For
Mgmt	14	Amend Article 5 of Bylaws to Reflect Changes in Capital	For	For
Mgmt	15	Amend Articles 19 20 21 and 24 of Bylaws Re: Vote Instructions	For	For
Mgmt	16	Elect Jean Marie Canan as Director	For	For
Mgmt	17	Authorize Filing of Required Documents/Other Formalities	For	For

LEE & MAN PAPER MANUFACTURING LIMITED

Meeting: Annual 4/30/21 Cayman Islands

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Final Dividend	For	For
Mgmt	3	Elect Poon Chung Kwong as Director	For	For
Mgmt	4	Elect Wong Kai Tung Tony as Director	For	For
Mgmt	5	Authorize Board to Approve Terms of Appointment Including Remuneration for Peter A. Davies as Independent Non-Executive Director	For	For
Mgmt	6	Authorize Board to Approve Terms of Appointment Including Remuneration for Chau Shing Yim David as Independent Non-Executive Director	For	For
Mgmt	7	Approve Remuneration of Directors for the Year Ended December 31 2020	For	For
Mgmt	8	Authorize Board to Fix Remuneration of Directors for the Year Ending December 31 2021	For	For
Mgmt	9	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	10	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	For
Mgmt	11	Authorize Repurchase of Issued Share Capital	For	For
Mgmt	12	Authorize Reissuance of Repurchased Shares	For	For

LEIDOS HOLDINGS INC.Meeting: **Annual** **4/30/21** **USA**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Gregory R. Dahlberg	For	For
Mgmt	1b	Elect Director David G. Fubini	For	For
Mgmt	1c	Elect Director Miriam E. John	For	For
Mgmt	1d	Elect Director Frank Kendall III	For	For
Mgmt	1e	Elect Director Robert C. Kovarik Jr.	For	For
Mgmt	1f	Elect Director Harry M. J. Kraemer Jr.	For	For
Mgmt	1g	Elect Director Roger A. Krone	For	For
Mgmt	1h	Elect Director Gary S. May	For	For
Mgmt	1i	Elect Director Surya N. Mohapatra	For	For
Mgmt	1j	Elect Director Robert S. Shapard	For	For
Mgmt	1k	Elect Director Susan M. Stalneckner	For	For
Mgmt	1l	Elect Director Noel B. Williams	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify Deloitte & Touche LLP as Auditors	For	For

LOCAWEB SERVICOS DE INTERNET SA

Meeting: **Annual** **4/30/21** **Brazil**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31 2020	For	For
Mgmt	2	Approve Capital Budget	For	For
Mgmt	3	Approve Allocation of Income and Dividends	For	For
Mgmt	4	Fix Number of Directors at Eight	For	For
Mgmt	5	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?	None	For
Mgmt	6	Do You Wish to Request Installation of a Fiscal Council Under the Terms of Article 161 of the Brazilian Corporate Law?	None	For
Mgmt	7	In the Event of a Second Call the Voting Instructions Contained in this Remote Voting Card May Also be Considered for the Second Call?	None	For
Mgmt	8	As an Ordinary Shareholder Would You like to Request a Separate Minority Election of a Member of the Board of Directors Under the Terms of Article 141 of the Brazilian Corporate Law?	None	For
Mgmt	9	Elect Directors	For	For
Mgmt	10	In Case There is Any Change to the Board Slate Composition May Your Votes Still be Counted for the Proposed Slate?	None	For
Mgmt	11	In Case Cumulative Voting Is Adopted Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	None	For
Mgmt	12.1	Percentage of Votes to Be Assigned - Elect Gilberto Mautner as Director	None	For
Mgmt	12.2	Percentage of Votes to Be Assigned - Elect Ricardo Gora as Director	None	For
Mgmt	12.3	Percentage of Votes to Be Assigned - Elect Flavio Benicio Jansen Ferreira as Director	None	For
Mgmt	12.4	Percentage of Votes to Be Assigned - Elect Claudio Gora as Director	None	For
Mgmt	12.5	Percentage of Votes to Be Assigned - Elect Sylvio Alves de Barros Neto as Independent Director	None	For
Mgmt	12.6	Percentage of Votes to Be Assigned - Elect German Pasquale Quiroga Vilardo as Independent Director	None	For
Mgmt	12.7	Percentage of Votes to Be Assigned - Elect Carlos Elder Maciel de Aquino as Independent Director	None	For
Mgmt	12.8	Percentage of Votes to Be Assigned - Elect Andrea Gora Cohen as Director	None	For

LOCAWEB SERVICOS DE INTERNET SA

Meeting: **Special** **4/30/21** **Brazil**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Remuneration of Company's Management	For	For
Mgmt	2	Rename One of the Vacant Positions of Director of the Business Unit and Amend Competences	For	For
Mgmt	3	Rename Position of Executive Director of Human Resources	For	For
Mgmt	4	Rectify Remuneration of Company's Management for 2020	For	For
Mgmt	5	Approve Performance Based Stock Plan	For	For
Mgmt	6	Approve Restricted Stock Plan	For	For
Mgmt	7	Amend Article 5 to Reflect Changes in Capital	For	For
Mgmt	8	Consolidate Bylaws	For	For
Mgmt	9	Authorize Board to Ratify and Execute Approved Resolutions and Dismiss Publication of Attachments	For	For
Mgmt	10	In the Event of a Second Call the Voting Instructions Contained in this Remote Voting Card May Also be Considered for the Second Call?	None	For

LOUISIANA-PACIFIC CORPORATION

Meeting: Annual 4/30/21 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director F. Nicholas Grasberger III	For	For
Mgmt	1b	Elect Director Ozey K. Horton Jr.	For	For
Mgmt	1c	Elect Director W. Bradley Southern	For	For
Mgmt	2	Ratify Deloitte & Touche LLP as Auditor	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

M. DIAS BRANCO SA INDUSTRIA E COMERCIO DE ALIMENTOS

Meeting: Annual 4/30/21 Brazil

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31 2020	For	For
Mgmt	2	Approve Allocation of Income and Dividends	For	For
Mgmt	3	Fix Number of Directors at Six	For	For
Mgmt	4	Elect Directors	For	For
Mgmt	5	In Case There is Any Change to the Board Slate Composition May Your Votes Still be Counted for the Proposed Slate?	None	For
Mgmt	6	In Case Cumulative Voting Is Adopted Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	None	For
Mgmt	7.1	Percentage of Votes to Be Assigned - Elect Maria Consuelo Saraiva Leao Dias Branco as Board Chairman and Maria Regina Saraiva Leao Dias Branco as Alternate	None	For
Mgmt	7.2	Percentage of Votes to Be Assigned - Elect Francisco Claudio Saraiva Leao Dias Branco as Board Vice-Chairman	None	For
Mgmt	7.3	Percentage of Votes to Be Assigned - Elect Maria das Gracas Dias Branco da Escossia as Director and Francisco Marcos Saraiva Leao Dias Branco as Alternate	None	For
Mgmt	7.4	Percentage of Votes to Be Assigned - Elect Fernando Fontes Iunes as Independent Director and Francisco Ivens de Sa Dias Branco Junior as Alternate	None	For
Mgmt	7.5	Percentage of Votes to Be Assigned - Elect Guilherme Affonso Ferreira as Independent Director and Daniel Mota Gutierrez as Alternate	None	For
Mgmt	7.6	Percentage of Votes to Be Assigned - Elect Daniel Perecim Funis as Independent Director and Luiza Andrea Farias Nogueira as Alternate	None	For
Mgmt	8	Approve Classification of Independent Directors	For	For
Mgmt	9	Do You Wish to Request Installation of a Fiscal Council Under the Terms of Article 161 of the Brazilian Corporate Law?	None	For
Mgmt	10	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?	None	For
Mgmt	11	As an Ordinary Shareholder Would You like to Request a Separate Minority Election of a Member of the Board of Directors Under the Terms of Article 141 of the Brazilian Corporate Law?	None	For

M. DIAS BRANCO SA INDUSTRIA E COMERCIO DE ALIMENTOSMeeting: **Special** **4/30/21** **Brazil**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Amend Remuneration of Company's Management of 2020	For	For
Mgmt	2	Approve Remuneration of Company's Management	For	For
Mgmt	3	Amend Articles and Consolidate Bylaws	For	For
Mgmt	4	Approve Long-Term Incentive Plan	For	For

METALL ZUG AGMeeting: **Annual** **4/30/21** **Switzerland**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	1.2	Approve Remuneration Report Voter Rationale: A vote AGAINST the remuneration report is warranted because:* The level of disclosure provided in the remuneration report does not allow for an independent assessment of remuneration practices.* The company does not operate a long-term incentive plan which would align executives to the long-term well-being of the firm.* The former non-executive chairman of the boards receives retirement benefits.	For	Against
Mgmt	2	Approve Allocation of Income and Dividends of CHF 1.70 per Registered Share Series A and CHF 17.00 per Registered Share Series B	For	For
Mgmt	3	Approve Discharge of Board and Senior Management	For	For
Mgmt	4.1a	Reelect Martin Wipfli as Director Voter Rationale: Board elections (Items 4.1a-4.2)Votes FOR the proposed nominees Dominik Berchtold, Sandra Emme, Claudia Pletscher, and Peter Terwiesch are warranted due to a lack of concerns.Votes AGAINST Martin Wipfli are warranted because he would hold an excessive number of mandates at listed companies.A vote AGAINST Heinz Buhofer is warranted because he is non-independent and is currently the chair of the audit committee.Compensation committee elections (Items 4.3.1-4.3.2)A vote FOR Peter Terwiesch is warranted due to a lack of concerns.A vote AGAINST Heinz Buhofer is warranted since his election to the board does not warrant support.	For	Against
Mgmt	4.1b	Reelect Dominik Berchtold as Director Reelect Heinz Buhofer as Director Voter Rationale: Board elections (Items 4.1a-4.2)Votes FOR the proposed nominees Dominik Berchtold, Sandra Emme, Claudia Pletscher, and Peter Terwiesch are warranted due to a lack of concerns.Votes AGAINST Martin Wipfli are warranted because he would hold an excessive number of mandates at listed companies.A vote AGAINST Heinz Buhofer is warranted because he is non-independent and is currently the chair of the audit committee.Compensation committee elections (Items 4.3.1-4.3.2)A vote FOR Peter Terwiesch is warranted due to a lack of concerns.A vote AGAINST Heinz Buhofer is warranted since his election to the board does not warrant support.	For	For
Mgmt	4.1c	Reelect Dominik Berchtold as Director Reelect Heinz Buhofer as Director Voter Rationale: Board elections (Items 4.1a-4.2)Votes FOR the proposed nominees Dominik Berchtold, Sandra Emme, Claudia Pletscher, and Peter Terwiesch are warranted due to a lack of concerns.Votes AGAINST Martin Wipfli are warranted because he would hold an excessive number of mandates at listed companies.A vote AGAINST Heinz Buhofer is warranted because he is non-independent and is currently the chair of the audit committee.Compensation committee elections (Items 4.3.1-4.3.2)A vote FOR Peter Terwiesch is warranted due to a lack of concerns.A vote AGAINST Heinz Buhofer is warranted since his election to the board does not warrant support.	For	Against
Mgmt	4.1d	Reelect Sandra Emme as Director	For	For
Mgmt	4.1e	Reelect Claudia Pletscher as Director	For	For
Mgmt	4.1f	Reelect Peter Terwiesch as Director	For	For
Mgmt	4.1g	Elect Peter Terwiesch as Shareholder Representative of Series B Shares	For	For

Mgmt	4.2	<p>Reelect Martin Wipfli as Board Chairman Voter Rationale: Board elections (Items 4.1a-4.2)Votes FOR the proposed nominees Dominik Berchtold, Sandra Emme, Claudia Pletscher, and Peter Terwiesch are warranted due to a lack of concerns.Votes AGAINST Martin Wipfli are warranted because he would hold an excessive number of mandates at listed companies.A vote AGAINST Heinz Buhofer is warranted because he is non-independent and is currently the chair of the audit committee.Compensation committee elections (Items 4.3.1-4.3.2)A vote FOR Peter Terwiesch is warranted due to a lack of concerns.A vote AGAINST Heinz Buhofer is warranted since his election to the board does not warrant support.</p>	For	Against
Mgmt	4.3.1	<p>Reappoint Heinz Buhofer as Member of the Personnel and Compensation Committee Voter Rationale: Board elections (Items 4.1a-4.2)Votes FOR the proposed nominees Dominik Berchtold, Sandra Emme, Claudia Pletscher, and Peter Terwiesch are warranted due to a lack of concerns.Votes AGAINST Martin Wipfli are warranted because he would hold an excessive number of mandates at listed companies.A vote AGAINST Heinz Buhofer is warranted because he is non-independent and is currently the chair of the audit committee.Compensation committee elections (Items 4.3.1-4.3.2)A vote FOR Peter Terwiesch is warranted due to a lack of concerns.A vote AGAINST Heinz Buhofer is warranted since his election to the board does not warrant support.</p>	For	Against
Mgmt	4.3.2	<p>Reappoint Peter Terwiesch as Member of the Personnel and Compensation Committee</p>	For	For
Mgmt	4.4	Designate Blum & Partner AG as Independent Proxy	For	For
Mgmt	4.5	Ratify Ernst & Young AG as Auditors	For	For
Mgmt	5.1	Approve Fixed Remuneration of Directors in the Amount of CHF 1.2 Million	For	For
Mgmt	5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 1 Million	For	For
Mgmt	5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 150 000	For	For
Mgmt	6	<p>Transact Other Business (Voting) Voter Rationale: A vote AGAINST is warranted because:* This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and* The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.</p>	For	Against

QUALICORP CONSULTORIA E CORRETORA DE SEGUROS SA

Meeting: Annual 4/30/21 Brazil

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31 2020	For	For
Mgmt	2	Approve Allocation of Income and Dividends	For	For
Mgmt	3	Fix Number of Directors at Seven	For	For
Mgmt	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?	None	Abstain
Mgmt	5	Elect Directors	For	For
Mgmt	6	In Case There is Any Change to the Board Slate Composition May Your Votes Still be Counted for the Proposed Slate?	None	Against
Mgmt	7	In Case Cumulative Voting Is Adopted Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	None	Abstain
Mgmt	8.1	Percentage of Votes to Be Assigned - Elect Heraclito de Brito Gomes Junior as Independent Board Chairman	None	Abstain
Mgmt	8.2	Percentage of Votes to Be Assigned - Elect Mauro Teixeira Sampaio as Independent Director	None	Abstain
Mgmt	8.3	Percentage of Votes to Be Assigned - Elect Murilo Ramos Neto as Independent Director	None	Abstain
Mgmt	8.4	Percentage of Votes to Be Assigned - Elect Roberto Martins de Souza as Independent Director	None	Abstain
Mgmt	8.5	Percentage of Votes to Be Assigned - Elect Ricardo Wagner Lopes Barbosa as Independent Director	None	Abstain
Mgmt	8.6	Percentage of Votes to Be Assigned - Elect Bernardo Dantas Rodenburg as Independent Director	None	Abstain
Mgmt	8.7	Percentage of Votes to Be Assigned - Elect Martha Maria Soares Savedra as Independent Director	None	Abstain
Mgmt	9	Approve Remuneration of Company's Management Voter Rationale: A vote AGAINST this proposal is warranted because the company's remuneration disclosure lacks transparency regarding its compensation practices, specially related to severance payments.	For	Against
Mgmt	10	Do You Wish to Request Installation of a Fiscal Council Under the Terms of Article 161 of the Brazilian Corporate Law?	None	For

Global Voting Record

SANOFI

Meeting: Annual/Special 4/30/21 France

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Consolidated Financial Statements and Statutory Reports	For	For
Mgmt	3	Approve Treatment of Losses and Dividends of EUR 3.20 per Share	For	For
Mgmt	4	Ratify Appointment of Gilles Schnepf as Director	For	For
Mgmt	5	Reelect Fabienne Lecorvaisier as Director	For	For
Mgmt	6	Reelect Melanie Lee as Director	For	For
Mgmt	7	Elect Barbara Lavernos as Director	For	For
Mgmt	8	Approve Compensation Report of Corporate Officers	For	For
Mgmt	9	Approve Compensation of Serge Weinberg Chairman of the Board	For	For
Mgmt	10	Approve Compensation of Paul Hudson CEO	For	For
Mgmt	11	Approve Remuneration Policy of Directors	For	For
Mgmt	12	Approve Remuneration Policy of Chairman of the Board	For	For
Mgmt	13	Approve Remuneration Policy of CEO	For	For
Mgmt	14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
Mgmt	15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For
Mgmt	16	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 997 Million	For	For
Mgmt	17	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 240 Million	For	For
Mgmt	18	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 240 Million	For	For
Mgmt	19	Approve Issuance of Debt Securities Giving Access to New Shares of Subsidiaries and/or Debt Securities up to Aggregate Amount of EUR 7 Billion	For	For
Mgmt	20	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	For	For
Mgmt	21	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	For
Mgmt	22	Authorize Capitalization of Reserves of Up to EUR 500 Million for Bonus Issue or Increase in Par Value	For	For
Mgmt	23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For
Mgmt	24	Authorize up to 5 Percent of Issued Capital for Use in Restricted Stock Plans	For	For
Mgmt	25	Amend Article 13 of Bylaws Re: Written Consultation	For	For
Mgmt	26	Amend Articles 14 and 17 of Bylaws Re: Board Powers and Censors	For	For
Mgmt	27	Authorize Filing of Required Documents/Other Formalities	For	For

TARKETT SA

Meeting: Annual/Special 4/30/21 France

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Consolidated Financial Statements and Statutory Reports	For	For
Mgmt	3	Approve Allocation of Income and Absence of Dividends	For	For

Global Voting Record

Mgmt	4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions Voter Rationale: A vote AGAINST this proposal is warranted because the company failed to provide sufficient information with respect to the ongoing transactions with SID, majority shareholder. It is therefore impossible to ascertain that the continuation of this agreement is in shareholders' interests.	For	Against
Mgmt	5	Reelect Agnes Touraine as Supervisory Board Member Voter Rationale: * A vote FOR the reelection of this independent nominee is warranted in the absence of specific concerns (Item 6). * Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (30.0 percent vs 33.3 percent recommended) (Items 5 and 7).	For	Against
Mgmt	6	Reelect Sabine Roux de Bezieux as Supervisory Board Member Elect Veronique Laury as Supervisory Board Member	For	For
Mgmt	7	Voter Rationale: * A vote FOR the reelection of this independent nominee is warranted in the absence of specific concerns (Item 6). * Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (30.0 percent vs 33.3 percent recommended) (Items 5 and 7).	For	Against
Mgmt	8	Approve Compensation Report of Corporate Officers Approve Compensation of Fabrice Barthelemy Chairman of the Management Board	For	For
Mgmt	9	Voter Rationale: A vote AGAINST this remuneration report is warranted because: * The disclosure of the achievements of the qualitative performance criteria for the bonus are below market practice; * The granted LTIP has no disclosed vesting scale, and allows for significant vesting for underperforming the targets; * Half of the awards granted under the 2017-2020 LTIP vested despite a performance achievement that reached 0-percent of target, and; * The LTIP whose performance conditions ended during FY20 allows for substantial vesting below median on its TSR criterion.	For	Against
Mgmt	10	Approve Compensation of Eric La Bonnardiere Chairman of the Supervisory Board Approve Remuneration Policy of Chairman of the Management Board	For	For
Mgmt	11	Voter Rationale: A vote AGAINST these remuneration policies are warranted because: * The CFO is remunerated under a working contract, which creates a lack of transparency; * The policy fails to disclose a cap or performance conditions attached to the LTIP; * The policy fails to disclose the nature of quantitative performance criteria attached to the bonus; * The CFO's termination package lacks transparency; * The performance conditions attached to the CEO's termination payment lack stringency; and * There is no cap to exceptional remunerations.	For	Against
Mgmt	12	Approve Remuneration Policy of Management Board Members Voter Rationale: A vote AGAINST these remuneration policies are warranted because: * The CFO is remunerated under a working contract, which creates a lack of transparency; * The policy fails to disclose a cap or performance conditions attached to the LTIP; * The policy fails to disclose the nature of quantitative performance criteria attached to the bonus; * The CFO's termination package lacks transparency; * The performance conditions attached to the CEO's termination payment lack stringency; and * There is no cap to exceptional remunerations.	For	Against
Mgmt	13	Approve Remuneration Policy of Chairman of the Supervisory Board	For	For
Mgmt	14	Approve Remuneration Policy of Supervisory Board Members	For	For
Mgmt	15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
Mgmt	16	Authorize Capitalization of Reserves of Up to EUR 50 Million for Bonus Issue or Increase in Par Value	For	For

Global Voting Record

Mgmt	17	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans Voter Rationale: A vote AGAINST this resolution is warranted because:* The vesting period is not sufficiently long-term oriented.* The performance period is not disclosed.* The performance conditions are not disclosed.* The burn rate exceeds the sector cap, and there is no public commitment from the company to address this issue.	For	Against
Mgmt	18	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For
Mgmt	19	Authorize Filing of Required Documents/Other Formalities	For	For

UNITED OVERSEAS BANK LTD. (SINGAPORE)

Meeting: Annual 4/30/21 Singapore

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Adopt Financial Statements and Directors' and Auditors' Reports	For	For
Mgmt	2	Approve Final Dividend	For	For
Mgmt	3	Approve Directors' Fees	For	For
Mgmt	4	Approve Ernst & Young LLP as Auditors and Authorize Directors to Fix Their Remuneration	For	For
Mgmt	5	Elect Wong Kan Seng as Director	For	For
Mgmt	6	Elect Alvin Yeo Khirn Hai as Director	For	For
Mgmt	7	Elect Chia Tai Tee as Director	For	For
Mgmt	8	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	For	For
Mgmt	9	Approve Issuance of Shares Pursuant to the UOB Scrip Dividend Scheme	For	For
Mgmt	10	Authorize Share Repurchase Program	For	For

VALE SA

Meeting: Annual/Special 4/30/21 Brazil

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31 2020	For	For
Mgmt	2	Approve Allocation of Income and Dividends	For	For
Mgmt	3	Fix Number of Directors at 13	For	For
Mgmt	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? Voter Rationale: We decided to abstain following considerations around the specifics of cumulative voting requirements in this market.	None	Abstain
Mgmt	5.1	Elect Jose Luciano Duarte Penido as Independent Director	For	For
Mgmt	5.2	Elect Fernando Jorge Buso Gomes as Director	For	For
Mgmt	5.3	Elect Clinton James Dines as Independent Director	For	For
Mgmt	5.4	Elect Eduardo de Oliveira Rodrigues Filho as Director	For	For
Mgmt	5.5	Elect Elaine Dorward-King as Independent Director	For	For
Mgmt	5.6	Elect Jose Mauricio Pereira Coelho as Director	For	For
Mgmt	5.7	Elect Ken Yasuhara as Director Voter Rationale: Items 5.7 & 7.7: We decided to vote against following considerations around experience.	For	Against
Mgmt	5.8	Elect Manuel Lino Silva de Sousa Oliveira (Ollie Oliveira) as Independent Director	For	For

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Mgmt	5.9	Elect Maria Fernanda dos Santos Teixeira as Independent Director	For	For
Mgmt	5.10	Elect Murilo Cesar Lemos dos Santos Passos as Independent Director	For	For
Mgmt	5.11	Elect Roger Allan Downey as Independent Director	For	For
Mgmt	5.12	Elect Sandra Maria Guerra de Azevedo as Independent Director	For	For
S/holder	5.13	Elect Marcelo Gasparino da Silva as Independent Director Appointed by Shareholders Voter Rationale: Items 5.13-14 & 5.16; 7.13-14 & 7.16; 9 & 11: We decided to abstain following considerations around rationale and strategy.	None	Abstain
S/holder	5.14	Elect Mauro Gentile Rodrigues da Cunha as Independent Director Appointed by Shareholders	None	Abstain
S/holder	5.15	Elect Rachel de Oliveira Maia as Independent Director Appointed by Shareholders Voter Rationale: We decided to vote in favour following consideration that no contentious matters identified.	None	For
S/holder	5.16	Elect Roberto da Cunha Castello Branco as Independent Director Appointed by Shareholders	None	Abstain
Mgmt	6	In Case Cumulative Voting Is Adopted Do You Wish to Equally Distribute Your Votes Amongst the Nominees below? Voter Rationale: We decided to abstain following considerations around the specifics of cumulative voting requirements in this market.	None	Abstain
Mgmt	7.1	Percentage of Votes to Be Assigned - Elect Jose Luciano Duarte Penido as Independent Director	None	For
Mgmt	7.2	Percentage of Votes to Be Assigned - Elect Fernando Jorge Buso Gomes as Director	None	For
Mgmt	7.3	Percentage of Votes to Be Assigned - Elect Clinton James Dines as Independent Director	None	For
Mgmt	7.4	Percentage of Votes to Be Assigned - Elect Eduardo de Oliveira Rodrigues Filho as Director	None	For
Mgmt	7.5	Percentage of Votes to Be Assigned - Elect Elaine Dorward-King as Independent Director	None	For
Mgmt	7.6	Percentage of Votes to Be Assigned - Elect Jose Mauricio Pereira Coelho as Director	None	For
Mgmt	7.7	Percentage of Votes to Be Assigned - Elect Ken Yasuhara as Director	None	Abstain
Mgmt	7.8	Percentage of Votes to Be Assigned - Elect Manuel Lino Silva de Sousa Oliveira (Ollie Oliveira) as Independent Director	None	For
Mgmt	7.9	Percentage of Votes to Be Assigned - Elect Maria Fernanda dos Santos Teixeira as Independent Director	None	For
Mgmt	7.10	Percentage of Votes to Be Assigned - Elect Murilo Cesar Lemos dos Santos Passos as Independent Director	None	For
Mgmt	7.11	Percentage of Votes to Be Assigned - Elect Roger Allan Downey as Independent Director	None	For
Mgmt	7.12	Percentage of Votes to Be Assigned - Elect Sandra Maria Guerra de Azevedo as Independent Director	None	For
S/holder	7.13	Percentage of Votes to Be Assigned - Elect Marcelo Gasparino da Silva as Independent Director Appointed by Shareholders	None	Abstain
S/holder	7.14	Percentage of Votes to Be Assigned - Elect Mauro Gentile Rodrigues da Cunha as Independent Director Appointed by Shareholders	None	Abstain
S/holder	7.15	Percentage of Votes to Be Assigned - Elect Rachel de Oliveira Maia as Independent Director Appointed by Shareholders Voter Rationale: We decided to vote in favour following consideration that no contentious matters identified.	None	For
S/holder	7.16	Percentage of Votes to Be Assigned - Elect Roberto da Cunha Castello Branco as Independent Director Appointed by Shareholders	None	Abstain
Mgmt	8	Elect Jose Luciano Duarte Penido as Board Chairman	For	For
S/holder	9	Elect Roberto da Cunha Castello Branco as Board Chairman Appointed by Shareholders	None	Abstain
Mgmt	10	Elect Fernando Jorge Buso Gomes as Board Vice-Chairman	For	For

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S/holder	11	Elect Mauro Gentile Rodrigues da Cunha as Board Vice-Chairman Appointed by Shareholders	None	Abstain
Mgmt	12.1	Elect Cristina Fontes Doherty as Fiscal Council Member and Nelson de Menezes Filho as Alternate	For	For
Mgmt	12.2	Elect Marcus Vinicius Dias Severini as Fiscal Council Member and Vera Elias as Alternate	For	For
Mgmt	12.3	Elect Marcelo Moraes as Fiscal Council Member	For	For
Mgmt	12.4	Elect Raphael Manhaes Martins as Fiscal Council Member and Adriana de Andrade Sole as Alternate	For	For
Mgmt	13	Approve Remuneration of Company's Management and Fiscal Council Voter Rationale: We decided to vote against following considerations around disclosure.	For	Against
Mgmt	1	Amend Restricted Stock Plan	For	For
Mgmt	2	Approve Agreement to Absorb Companhia Paulista de Ferroligas (CPFL) and Valesul Alumínio S.A. (Valesul)	For	For
Mgmt	3	Ratify Macso Legate Auditores Independentes (Macso) as Independent Firm to Appraise Proposed Transaction	For	For
Mgmt	4	Approve Independent Firm's Appraisal	For	For
Mgmt	5	Approve Absorption of Companhia Paulista de Ferroligas (CPFL) and Valesul Alumínio S.A. (Valesul) without Capital Increase and without Issuance of Shares	For	For
Mgmt	6	Approve Agreement for Partial Spin-Off of Mineracoes Brasileiras Reunidas S.A. (MBR) and Absorption of Partial Spun-Off Assets	For	For
Mgmt	7	Ratify Macso Legate Auditores Independentes (Macso) as Independent Firm to Appraise Proposed Transaction	For	For
Mgmt	8	Approve Independent Firm's Appraisal	For	For
Mgmt	9	Approve Absorption of Spun-Off Assets without Capital Increase and without Issuance of Shares	For	For

YANGZIJIANG SHIPBUILDING (HOLDINGS) LTD.

Meeting: Annual 4/30/21 Singapore

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Adopt Financial Statements and Directors' and Auditors' Reports	For	For
Mgmt	2	Approve Final Dividend	For	For
Mgmt	3	Approve Directors' Fees	For	For
Mgmt	4	Elect Ren Letian as Director	For	For
Mgmt	5	Elect Song Shuming as Director	For	For
Mgmt	6	Elect Toe Teow Heng as Director Voter Rationale: A vote AGAINST the election of Chen Timothy Teck-Leng @ Chen Teck Leng and Toe Teow Heng is warranted given that they serve on the nominating committee and the company, under the leadership of a non-independent chairman, does not have independent directors representing the majority of the board. In the absence of any other known issues concerning other nominees, a vote FOR these nominees is warranted.	For	Against
Mgmt	7	Elect Chen Timothy Teck-Leng @ Chen Teck Leng as Director Voter Rationale: A vote AGAINST the election of Chen Timothy Teck-Leng @ Chen Teck Leng and Toe Teow Heng is warranted given that they serve on the nominating committee and the company, under the leadership of a non-independent chairman, does not have independent directors representing the majority of the board. In the absence of any other known issues concerning other nominees, a vote FOR these nominees is warranted.	For	Against
Mgmt	8	Approve Teo Yi-Dar (Zhang Yida) to Continue Office as Independent Director for the Purposes of Rule 210(5)(d)(iii)(A) of the SGX-ST	For	For
Mgmt	9	Approve Teo Yi-Dar (Zhang Yida) to Continue Office as Independent Director for the Purposes of Rule 210(5)(d)(iii)(B) of the SGX-ST	For	For
Mgmt	10	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	11	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights Voter Rationale: A vote AGAINST this resolution is warranted because the issuance request without preemptive rights exceeds the recommended limit.	For	Against
Mgmt	12	Authorize Share Repurchase Program	For	For

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