

Global Voting Record



APAX GLOBAL ALPHA LTD

Meeting: Annual		5/1/24	Guernsey		
Proposal Type	Proposal	Description	MRec	Vote	
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For	
Mgmt	2	Approve Remuneration Policy	For	For	
Mgmt	3	Approve Remuneration Report	For	For	
Mgmt	4	Ratify KPMG Channel Islands Limited as Auditors	For	For	
Mgmt	5	Authorise Board to Fix Remuneration of Auditors	For	For	
Mgmt	6	Re-elect Mike Bane as Director	For	For	
Mgmt	7	Re-elect Tim Breedon as Director	For	For	
Mgmt	8	Re-elect Stephanie Coxon as Director	For	For	
Mgmt	9	Re-elect Sally-Ann Farnon as Director	For	For	
Mgmt	10	Elect Karl Sternberg as Director	For	For	
Mgmt	11	Approve Dividend Policy	For	For	
Mgmt	12	Authorise Market Purchase of Ordinary Shares	For	For	
Mgmt	13	Authorise Issue of Equity without Pre-emptive Rights	For	For	
Mgmt	14	Approve Discontinuation Resolution Voter Rationale: A vote against is warranted as there are no material concerns to justify a discontinuation.	Against	Against	

AVISTA CORPORATION

Meeting: Annual		5/1/24	USA		
Proposal Type	Proposal	Description	MRec	Vote	
Mgmt	1a	Elect Director Julie A. Bentz	For	For	
Mgmt	1b	Elect Director Donald C. Burke	For	For	
Mgmt	1c	Elect Director Kevin B. Jacobsen	For	For	
Mgmt	1d	Elect Director Rebecca A. Klein	For	For	
Mgmt	1e	Elect Director Sena M. Kwawu	For	For	
Mgmt	1f	Elect Director Scott H. Maw	For	For	
Mgmt	1g	Elect Director Scott L. Morris	For	For	
Mgmt	1h	Elect Director Jeffry L. Philipps	For	For	
Mgmt	1i	Elect Director Heidi B. Stanley	For	For	
Mgmt	1j	Elect Director Dennis P. Vermillion	For	For	
Mgmt	1k	Elect Director Janet D. Widmann	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

COGNEX CORPORATION

Meeting: Annual 5/1/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Sachin Lawande	For	For
Mgmt	1.2	Elect Director Marjorie T. Sennett	For	For
Mgmt	2	Ratify Grant Thornton LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

COTERRA ENERGY INC.

Meeting: Annual 5/1/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Dorothy M. Ables	For	For
Mgmt	1.2	Elect Director Robert S. Boswell	For	For
Mgmt	1.3	Elect Director Amanda M. Brock	For	For
Mgmt	1.4	Elect Director Dan O. Dinges	For	For
Mgmt	1.5	Elect Director Paul N. Eckley	For	For
Mgmt	1.6	Elect Director Hans Helmerich	For	For
Mgmt	1.7	Elect Director Thomas E. Jordan	For	For
Mgmt	1.8	Elect Director Lisa A. Stewart	For	For
Mgmt	1.9	Elect Director Frances M. Vallejo	For	For
Mgmt	1.10	Elect Director Marcus A. Watts	For	For
Mgmt	2	Amend Certificate of Incorporation to Reflect Delaware Law Provisions Regarding Officer Exculpation and to Make Certain Non-substantive Updates	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	4	Ratify PricewaterhouseCoopers LLP as Auditors	For	For

ESSENT GROUP LTD.

Meeting: Annual 5/1/24 Bermuda

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Aditya Dutt	For	For
Mgmt	1.2	Elect Director Henna Karna	For	For
Mgmt	1.3	Elect Director Roy J. Kasmar	For	For
Mgmt	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against

FRANCO-NEVADA CORPORATION

Meeting: Annual/Special 5/1/24 Canada

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director David Harquail	For	For
Mgmt	1.2	Elect Director Paul Brink	For	For
Mgmt	1.3	Elect Director Tom Albanese	For	For
Mgmt	1.4	Elect Director Hugo Dryland	For	For
Mgmt	1.5	Elect Director Derek W. Evans	For	For
Mgmt	1.6	Elect Director Catharine Farrow	For	For
Mgmt	1.7	Elect Director Maureen Jensen	For	For
Mgmt	1.8	Elect Director Jennifer Maki	For	For
Mgmt	1.9	Elect Director Jacques Perron	For	For
Mgmt	2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	3	Advisory Vote on Executive Compensation Approach	For	For

GLANBIA PLC

Meeting: Annual 5/1/24 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 Donard Gaynor as Director	For	For
Mgmt	3b	Elect Hugh McGuire as Director	For	For
Mgmt	3c	Re-elect Mark Garvey as Director	For	For
Mgmt	3d	Re-elect Roisin Brennan as Director	For	For
Mgmt	3e	Re-elect Paul Duffy as Director	For	For
Mgmt	3f	Re-elect Ilona Haaijer as Director	For	For
Mgmt	3g	Re-elect Brendan Hayes as Director	For	For
Mgmt	3h	Re-elect Jane Lodge as Director	For	For
Mgmt	3i	Re-elect John G Murphy as Director	For	For
Mgmt	3j	Re-elect Patrick Murphy as Director	For	For
Mgmt	3k	Re-elect Dan O'Connor as Director	For	For
Mgmt	3l	Elect Gabriella Parisse as Director	For	For
Mgmt	3m	Re-elect Kimberly Underhill as Director	For	For
Mgmt	4	Authorise Board to Fix Remuneration of Auditors	For	For
Mgmt	5	Approve Remuneration Report	For	For
Mgmt	6	Approve Remuneration Policy Voter Rationale: A vote AGAINST the proposed policy is considered warranted: * A one-off retention award is being granted to the CFO, subject only to his continued employment until 31 December 2025. This award, being free from performance-based criteria, diverges from good market practice.	For	Against
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 Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
Mgmt	11	Authorise Market Purchase of Shares	For	For
Mgmt	12	Determine Price Range for Reissuance of Treasury Shares	For	For

Global Voting Record

JANUS HENDERSON GROUP PLC

Meeting: Annual 5/1/24 Jersey

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Brian Baldwin	For	For
Mgmt	1.2	Elect Director John Cassaday	For	For
Mgmt	1.3	Elect Director Kalpana Desai	For	For
Mgmt	1.4	Elect Director Ali Dibadj	For	For
Mgmt	1.5	Elect Director Kevin Dolan	For	For
Mgmt	1.6	Elect Director Eugene Flood Jr.	For	For
Mgmt	1.7	Elect Director Josh Frank	For	For
Mgmt	1.8	Elect Director Alison Quirk	For	For
Mgmt	1.9	Elect Director Leslie F. Seidman	For	For
Mgmt	1.10	Elect Director Angela Seymour-Jackson	For	For
Mgmt	1.11	Elect Director Anne Sheehan	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Authorize Share Repurchase Program	For	For
Mgmt	4	Ratify PricewaterhouseCoopers LLP as Auditors and Authorise Their Remuneration	For	For

LANCASHIRE HOLDINGS LTD.

Meeting: Annual 5/1/24 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	Approve Final Dividend	For	For
Mgmt	4	Elect Philip Broadley as Director	For	For
Mgmt	5	Re-elect Michael Dawson as Director	For	For
Mgmt	6	Re-elect Jack Gressier as Director	For	For
Mgmt	7	Elect Bryan Joseph as Director	For	For
Mgmt	8	Re-elect Natalie Kershaw as Director	For	For
Mgmt	9	Re-elect Robert Lusardi as Director	For	For
Mgmt	10	Re-elect Alex Maloney as Director	For	For
Mgmt	11	Re-elect Irene McDermott Brown as Director	For	For
Mgmt	12	Re-elect Sally Williams as Director	For	For
Mgmt	13	Reappoint KPMG LLP as Auditors	For	For
Mgmt	14	Authorise Board to Fix Remuneration of the Auditors	For	For
Mgmt	15	Authorise Issue of Equity	For	For
Mgmt	16	Authorise Issue of Equity without Pre-emptive Rights	For	For
Mgmt	17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
Mgmt	18	Authorise Market Purchase of Common Shares	For	For

Global Voting Record

MOLINA HEALTHCARE INC.

Meeting: Annual 5/1/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Barbara L. Brasier	For	For
Mgmt	1b	Elect Director Daniel Cooperman	For	For
Mgmt	1c	Elect Director Stephen H. Lockhart	For	For
Mgmt	1d	Elect Director Steven J. Orlando	For	For
Mgmt	1e	Elect Director Ronna E. Romney	For	For
Mgmt	1f	Elect Director Richard M. Schapiro	For	For
Mgmt	1g	Elect Director Dale B. Wolf	For	For
Mgmt	1h	Elect Director Richard C. Zoretic	For	For
Mgmt	1i	Elect Director Joseph M. Zubretsky	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	Adopt Simple Majority Vote	Against	Against

REGENCY CENTERS CORPORATION

Meeting: Annual 5/1/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Martin E. Stein Jr.	For	For
Mgmt	1b	Elect Director Bryce Blair	For	For
Mgmt	1c	Elect Director C. Ronald Blankenship	For	For
Mgmt	1d	Elect Director Kristin A. Campbell	For	For
Mgmt	1e	Elect Director Deirdre J. Evens	For	For
Mgmt	1f	Elect Director Thomas W. Furphy	For	For
Mgmt	1g	Elect Director Karin M. Klein	For	For
Mgmt	1h	Elect Director Peter D. Linneman	For	For
Mgmt	1i	Elect Director David P. O'Connor	For	For
Mgmt	1j	Elect Director Lisa Palmer	For	For
Mgmt	1k	Elect Director James H. Simmons III	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify KPMG LLP as Auditors	For	For

Global Voting Record

S&P GLOBAL INC.

Meeting: Annual 5/1/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Marco Alvera	For	For
Mgmt	1.2	Elect Director Jacques Esculier	For	For
Mgmt	1.3	Elect Director Gay Huey Evans	For	For
Mgmt	1.4	Elect Director William D. Green	For	For
Mgmt	1.5	Elect Director Stephanie C. Hill	For	For
Mgmt	1.6	Elect Director Rebecca Jacoby	For	For
Mgmt	1.7	Elect Director Robert P. Kelly	For	For
Mgmt	1.8	Elect Director Ian P. Livingston	For	For
Mgmt	1.9	Elect Director Maria R. Morris	For	For
Mgmt	1.10	Elect Director Douglas L. Peterson	For	For
Mgmt	1.11	Elect Director Richard E. Thornburgh	For	For
Mgmt	1.12	Elect Director Gregory Washington	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Amend Deferred Compensation Plan	For	For
Mgmt	4	Ratify Ernst & Young LLP as Auditors	For	For

VERMILION ENERGY INC.

Meeting: Annual 5/1/24 Canada

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Fix Number of Directors at Ten	For	For
Mgmt	2a	Elect Director Dion Hatcher	For	For
Mgmt	2b	Elect Director James J. Kleckner Jr.	For	For
Mgmt	2c	Elect Director Carin S. Knickel	For	For
Mgmt	2d	Elect Director Stephen P. Larke	For	For
Mgmt	2e	Elect Director Timothy R. Marchant	For	For
Mgmt	2f	Elect Director Robert B. Michaleski	For	For
Mgmt	2g	Elect Director William B. Roby	For	For
Mgmt	2h	Elect Director Manjit K. Sharma	For	For
Mgmt	2i	Elect Director Myron M. Stadnyk	For	For
Mgmt	2j	Elect Director Judy A. Steele	For	For
Mgmt	3	Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	4	Approve Advance Notice Requirement	For	For
Mgmt	5	Advisory Vote on Executive Compensation Approach	For	For

Global Voting Record

VISTRA CORP.

Meeting: Annual 5/1/24 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. Barbas	For	For
Mgmt	1.6	Elect Director James A. Burke	For	For
Mgmt	1.7	Elect Director Lisa Crutchfield	For	For
Mgmt	1.8	Elect Director Julie A. Lagacy	For	For
Mgmt	1.9	Elect Director John W. (Bill) Pitesa	For	For
Mgmt	1.10	Elect Director John R. (J.R.) Sult	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	Amend Omnibus Stock Plan	For	For
Mgmt	5	Ratify Deloitte & Touche LLP as Auditors	For	For

Global Voting Record

AIB GROUP PLC

Meeting: Annual 5/2/24 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	Authorise Board to Fix Remuneration of Auditors	For	For
Mgmt	4	Ratify PricewaterhouseCoopers as Auditors	For	For
Mgmt	5a	Re-elect Anik Chaumartin as Director	For	For
Mgmt	5b	Re-elect Donal Galvin as Director	For	For
Mgmt	5c	Re-elect Basil Geoghegan as Director	For	For
Mgmt	5d	Re-elect Tanya Horgan as Director	For	For
Mgmt	5e	Re-elect Colin Hunt as Director	For	For
Mgmt	5f	Re-elect Sandy Kinney Pritchard as Director	For	For
Mgmt	5g	Re-elect Elaine MacLean as Director	For	For
Mgmt	5h	Re-elect Andrew Maguire as Director	For	For
Mgmt	5i	Re-elect Brendan McDonagh as Director	For	For
Mgmt	5j	Re-elect Helen Normoyle as Director	For	For
Mgmt	5k	Re-elect Ann O'Brien as Director	For	For
Mgmt	5l	Re-elect Fergal O'Dwyer as Director	For	For
Mgmt	5m	Re-elect James Pettigrew as Director	For	For
Mgmt	5n	Re-elect Jan Sijbrand as Director	For	For
Mgmt	5o	Re-elect Ranjit Singh as Director	For	For
Mgmt	6	Approve Remuneration Report	For	For
Mgmt	7	Approve Remuneration Policy	For	For
Mgmt	8	Authorise Issue of Equity	For	For
Mgmt	9a	Authorise Issue of Equity without Pre-emptive Rights	For	For
Mgmt	9b	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	Determine the Price Range at which Treasury Shares may be Re-issued Off-Market	For	For
Mgmt	12	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For
Mgmt	13	Approve the Directed Buyback Contract with the Minister for Finance	For	For
Mgmt	14	Amend Articles of Association Re: Odd-Lot Offer	For	For
Mgmt	15	Authorise Implementation of the Odd-lot Offer	For	For
Mgmt	16	Authorise Off-Market Purchase of Shares	For	For

AIB GROUP PLC

Meeting: Special 5/2/24 Ireland

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve the Buyback Contract with the Minister for Finance	For	For
Mgmt	2	Approve Related Party Transaction	For	For

ALLEIMA AB

Meeting: Annual 5/2/24 Sweden

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting		Non Voting
Mgmt	2.1	Elect Patrik Marcelius as Chairman of Meeting	For	For
Mgmt	3	Prepare and Approve List of Shareholders	For	For
Mgmt	4	Designate Inspector(s) of Minutes of Meeting	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 President's and CEO's Report		Non Voting
Mgmt	9	Accept Financial Statements and Statutory Reports	For	For
Mgmt	10.1	Approve Discharge of Andreas Nordbrandt	For	For
Mgmt	10.2	Approve Discharge of Goran Bjorkman	For	For
Mgmt	10.3	Approve Discharge of Claes Boustedt	For	For
Mgmt	10.4	Approve Discharge of Kerstin Konradsson	For	For
Mgmt	10.5	Approve Discharge of Ulf Larsson	For	For
Mgmt	10.6	Approve Discharge of Susanne Pahlen Aklundh	For	For
Mgmt	10.7	Approve Discharge of Karl Aberg	For	For
Mgmt	10.8	Approve Discharge of Tomas Karnstrom	For	For
Mgmt	10.9	Approve Discharge of Mikael Larsson	For	For
Mgmt	10.10	Approve Discharge of Maria Sundqvist	For	For
Mgmt	10.11	Approve Discharge of Niclas Widell	For	For
Mgmt	10.12	Approve Discharge of Goran Bjorkman (CEO)	For	For
Mgmt	11	Approve Allocation of Income and Dividends of SEK 2.00 Per Share	For	For
Mgmt	12	Determine Number of Members (7) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors (0)	For	For
Mgmt	13	Approve Remuneration of Directors in the Amount of SEK 1.4 Million for Chairman and SEK 510 000 for Other Directors; Approve Remuneration of Auditor	For	For
Mgmt	14.1	Reelect Goran Bjorkman as Director Reelect Claes Boustedt as Director	For	For
Mgmt	14.2	Voter Rationale: * A vote FOR candidates Goran Bjorkman, Ulf Larsson, Susanne Pahlen Aklundh, and Ingrid Victoria van Camp (Items 14.1, 14.3, 14.5, and 14.6) is warranted due to a lack of concern regarding the suitability of these individuals in particular. * A vote AGAINST candidates Karl Aberg and Claes Boustedt (Items 14.2 and 14.7) is warranted due to their non-independent status on the audit committee with insufficient level of overall independence. Additionally, the audit committee chairman Karl Aberg is non-independent. * A vote AGAINST candidate Andreas Nordbrandt (Item 14.4) is warranted due to their position on the nomination committee combined with a lack of gender diversity on the board.	For	Against
Mgmt	14.3	Reelect Ulf Larsson as New Director	For	For

Global Voting Record

Mgmt	14.4	<p>Reelect Andreas Nordbrandt as Director</p> <p>Voter Rationale: * A vote FOR candidates Goran Bjorkman, Ulf Larsson, Susanne Pahlen Aaklundh, and Ingrid Victoria van Camp (Items 14.1, 14.3, 14.5, and 14.6) is warranted due to a lack of concern regarding the suitability of these individuals in particular. * A vote AGAINST candidates Karl Aaberg and Claes Boustedt (Items 14.2 and 14.7) is warranted due to their non-independent status on the audit committee with insufficient level of overall independence. Additionally, the audit committee chairman Karl Aaberg is non-independent. * A vote AGAINST candidate Andreas Nordbrandt (Item 14.4) is warranted due to their position on the nomination committee combined with a lack of gender diversity on the board.</p>	For	Against
Mgmt	14.5	Reelect Susanne Pahlen Aklundh as Director	For	For
Mgmt	14.6	Elect Victoria Van Camp as New Director	For	For
Mgmt	14.7	<p>Reelect Karl Aberg as Director</p> <p>Voter Rationale: * A vote FOR candidates Goran Bjorkman, Ulf Larsson, Susanne Pahlen Aaklundh, and Ingrid Victoria van Camp (Items 14.1, 14.3, 14.5, and 14.6) is warranted due to a lack of concern regarding the suitability of these individuals in particular. * A vote AGAINST candidates Karl Aaberg and Claes Boustedt (Items 14.2 and 14.7) is warranted due to their non-independent status on the audit committee with insufficient level of overall independence. Additionally, the audit committee chairman Karl Aaberg is non-independent. * A vote AGAINST candidate Andreas Nordbrandt (Item 14.4) is warranted due to their position on the nomination committee combined with a lack of gender diversity on the board.</p>	For	Against
Mgmt	15.1	<p>Reelect Andreas Nordbrandt as Board Chairman</p> <p>Voter Rationale: A vote AGAINST this item is warranted because the election of this individual to the board of directors is not supported.</p>	For	Against
Mgmt	16.1	Ratify PricewaterhouseCoopers as Auditor	For	For
Mgmt	17	Authorize Chairman of Board and Representatives of Four of Company's Largest Shareholders to Serve on Nominating Committee	For	For
Mgmt	18	Approve Remuneration Report	For	For
Mgmt	19	<p>Approve Performance Share Plan (LTI 2024) for Key Employees</p> <p>Voter Rationale: A vote AGAINST this resolution is warranted because the performance period for the EPS metric is less than three years.</p>	For	Against
Mgmt	20	Authorize Share Repurchase Program	For	For
Mgmt	21	Close Meeting		Non Voting

ALPHA METALLURGICAL RESOURCES INC.

Meeting: Annual 5/2/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Joanna Baker de Neufville	For	For
Mgmt	1b	Elect Director Kenneth S. Courtis	For	For
Mgmt	1c	Elect Director Charles Andrew Eidson	For	For
Mgmt	1d	Elect Director Michael Gorzynski	For	For
Mgmt	1e	Elect Director Shelly Lombard	For	For
Mgmt	1f	Elect Director Daniel D. Smith	For	For
Mgmt	1g	Elect Director David J. Stetson	For	For
Mgmt	2	Eliminate Supermajority Vote Requirement	For	For
Mgmt	3	Ratify RSM US LLP as Auditors	For	For
Mgmt	4	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

Global Voting Record

ALTAGAS LTD.

Meeting: Annual 5/2/24 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 Jon-Al Duplantier	For	For
Mgmt	2.4	Elect Director Robert B. Hodgins	For	For
Mgmt	2.5	Elect Director Cynthia Johnston	For	For
Mgmt	2.6	Elect Director Pentti O. Karkkainen	For	For
Mgmt	2.7	Elect Director Phillip R. Knoll	For	For
Mgmt	2.8	Elect Director Angela S. Lekatsas	For	For
Mgmt	2.9	Elect Director Nancy G. Tower	For	For
Mgmt	2.10	Elect Director Vernon D. Yu	For	For
Mgmt	3	Advisory Vote on Executive Compensation Approach	For	For

BADGER INFRASTRUCTURE SOLUTIONS LTD.

Meeting: Annual 5/2/24 Canada

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1A	Elect Director Robert Blackadar	For	For
Mgmt	1B	Elect Director David Bronicheski	For	For
Mgmt	1C	Elect Director Stephanie Cuskley Voter Rationale: Vote WITHHOLD for Stephanie Cuskley as the board appears to lack racial/ethnic diversity, and the board has not made a firm public commitment to appoint at least one racial and/or ethnic diverse member at or prior to the next annual shareholder meeting. Vote FOR the other proposed nominees.	For	Withhold
Mgmt	1D	Elect Director William (Bill) Derwin	For	For
Mgmt	1E	Elect Director G. Keith Graham	For	For
Mgmt	1F	Elect Director Stephen (Steve) Jones	For	For
Mgmt	1G	Elect Director Mary Jordan	For	For
Mgmt	1H	Elect Director William Lingham	For	For
Mgmt	1I	Elect Director Patricia (Tribby) Warfield	For	For
Mgmt	2	Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	3	Advisory Vote on Executive Compensation Approach	For	For

Global Voting Record

BROADSTONE NET LEASE INC.

Meeting: Annual 5/2/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Laurie A. Hawkes	For	For
Mgmt	1.2	Elect Director John D. Moragne	For	For
Mgmt	1.3	Elect Director Denise Brooks-Williams	For	For
Mgmt	1.4	Elect Director Michael A. Coke	For	For
Mgmt	1.5	Elect Director Jessica Duran	For	For
Mgmt	1.6	Elect Director Laura Felice	For	For
Mgmt	1.7	Elect Director David M. Jacobstein	For	For
Mgmt	1.8	Elect Director Shekar Narasimhan	For	For
Mgmt	1.9	Elect Director James H. Watters	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify Deloitte & Touche LLP as Auditors	For	For

CADENCE DESIGN SYSTEMS INC.

Meeting: Annual 5/2/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Mark W. Adams	For	For
Mgmt	1.2	Elect Director Ita Brennan	For	For
Mgmt	1.3	Elect Director Lewis Chew	For	For
Mgmt	1.4	Elect Director Anirudh Devgan	For	For
Mgmt	1.5	Elect Director ML Krakauer	For	For
Mgmt	1.6	Elect Director Julia Liuson	For	For
Mgmt	1.7	Elect Director James D. Plummer	For	For
Mgmt	1.8	Elect Director Alberto Sangiovanni-Vincentelli	For	For
Mgmt	1.9	Elect Director Young K. Sohn	For	For
Mgmt	2	Amend Qualified Employee Stock Purchase Plan	For	For
Mgmt	3	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	For	For
Mgmt	4	Amend Charter to Add Restrictions on Shareholder Action by Written Consent Voter Rationale: A vote AGAINST this proposal is warranted. The proposal seeks to place a 25 percent ownership requirement to initiate shareholder action by written consent into the company's charter. This represents a restriction on shareholder rights. The company has not provided a reasonable rationale as to why the ownership threshold should be at such a relatively high level.	For	Against
Mgmt	5	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	6	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
S/holder	7	Submit Severance Agreement to Shareholder Vote	Against	Against

DOCMORRIS LTD.

Meeting: Annual 5/2/24 Switzerland

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Treatment of Net Loss	For	For

Global Voting Record

Mgmt	3	Approve Discharge of Board and Senior Management	For	For
Mgmt	4.1	Amend Articles Re: General Meetings	For	For
Mgmt	4.2	Amend Articles Re: Threshold to Submit Items to the Agenda Voter Rationale: Items 4.1 and 4.3 Votes FOR the proposed article amendments are warranted because they are overall non-contentious in nature and largely reflect amendments in line with new Swiss statutory requirements or are editorial in nature only. Item 4.2 A vote AGAINST the proposed article amendment is warranted because the ownership threshold for shareholders to submit agenda items will increase from currently 0.3 percent of the share capital to 0.5 percent of the share capital.	For	Against
Mgmt	4.3	Amend Articles Re: Editorial Changes	For	For
Mgmt	5	Amend Articles Re: Conditional Capital	For	For
Mgmt	6.1	Reelect Walter Oberhaensli as Director and Board Chair	For	For
Mgmt	6.2	Reelect Andrea Belliger as Director	For	For
Mgmt	6.3	Reelect Stefan Feuerstein as Director	For	For
Mgmt	6.4	Reelect Rongrong Hu as Director	For	For
Mgmt	6.5	Reelect Christian Mielsch as Director	For	For
Mgmt	6.6	Reelect Florian Seubert as Director	For	For
Mgmt	7.1	Reappoint Rongrong Hu as Member of the Compensation and Nomination Committee	For	For
Mgmt	7.2	Reappoint Walter Oberhaensli as Member of the Compensation and Nomination Committee	For	For
Mgmt	7.3	Reappoint Florian Seubert as Member of the Compensation and Nomination Committee	For	For
Mgmt	8	Designate Buis Buergi AG as Independent Proxy	For	For
Mgmt	9	Ratify Ernst & Young AG as Auditors	For	For
Mgmt	10	Approve Sustainability Report	For	For
Mgmt	11.1	Approve Remuneration Report Voter Rationale: A vote AGAINST the remuneration report is warranted because: * The company continues to refrain from disclosing specific targets and results on an ex-post basis, and the level of ex-post transparency is very limited. As such, the specific performance achievements underlying payouts for the year are unclear. * The report does not directly address continued shareholder dissent on last year's vote. Rather, changes already announced in 2022 continue to be referenced.	For	Against
Mgmt	11.2	Approve Fixed Remuneration of Directors in the Amount of CHF 1.3 Million for Fiscal Year 2025	For	For
Mgmt	11.3	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 1.5 Million for Fiscal Year 2023	For	For
Mgmt	11.4	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 1.5 Million for Fiscal Year 2025	For	For
Mgmt	11.5	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 3.2 Million for Fiscal Year 2025	For	For
Mgmt	12	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

ECOLAB INC.

Meeting: **Annual** **5/2/24** **USA**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Judson B. Althoff	For	For
Mgmt	1b	Elect Director Shari L. Ballard	For	For
Mgmt	1c	Elect Director Christophe Beck	For	For
Mgmt	1d	Elect Director Eric M. Green	For	For
Mgmt	1e	Elect Director Arthur J. Higgins	For	For
Mgmt	1f	Elect Director Michael Larson	For	For
Mgmt	1g	Elect Director David W. MacLennan	For	For
Mgmt	1h	Elect Director Tracy B. McKibben	For	For
Mgmt	1i	Elect Director Lionel L. Nowell III	For	For
Mgmt	1j	Elect Director Victoria J. Reich	For	For
Mgmt	1k	Elect Director Suzanne M. Vautrinot	For	For
Mgmt	1l	Elect Director John J. Zillmer	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	Require Independent Board Chair Voter Rationale: A vote for is warranted following the belief that an independent chair will benefit shareholders.	Against	For

ENGCON AB

Meeting: Annual		5/2/24	Sweden		
Proposal Type	Proposal	Description	MRec	Vote	
Mgmt	1	Open Meeting			Non Voting
Mgmt	2	Elect Annika Baremo as Chairman of Meeting	For		For
Mgmt	3	Prepare and Approve List of Shareholders			Non Voting
Mgmt	4	Designate Inspector(s) of Minutes of Meeting			Non Voting
Mgmt	5	Acknowledge Proper Convening of Meeting	For		For
Mgmt	6	Approve Agenda of Meeting	For		For
Mgmt	7	Receive CEO's Report			Non Voting
Mgmt	8	Receive Financial Statements and Statutory Reports			Non Voting
Mgmt	9.a	Accept Financial Statements and Statutory Reports	For		For
Mgmt	9.b	Approve Allocation of Income and Dividends of SEK 0.94 Per Share	For		For
Mgmt	9.c.a	Approve Discharge of Annika Baremo	For		For
Mgmt	9.c.b	Approve Discharge of Monica Engstrom	For		For
Mgmt	9.c.c	Approve Discharge of Stig Engstrom	For		For
Mgmt	9.c.d	Approve Discharge of Bob Persson	For		For
Mgmt	9.c.e	Approve Discharge of Anna Stalenbring	For		For
Mgmt	9.c.f	Approve Discharge of Krister Blomgren	For		For
Mgmt	10	Approve Remuneration Report	For		For
Mgmt	11.a	Determine Number of Members (5) and Deputy Members (0) of Board	For		For
Mgmt	11.b	Determine Number of Auditors (1) and Deputy Auditors (0)	For		For
Mgmt	12.a	Approve Remuneration of Directors in the Amount of SEK 525 000 to Chairman and SEK 262 500 to Other Directors; Approve Remuneration for Committee Work	For		For
Mgmt	12.b	Approve Remuneration of Auditors	For		For
Mgmt	13.1a	Reelect Annika Baremo as Director	For		For
Mgmt	13.1b	Reelect Anna Stalenbring as Director	For		For
Mgmt	13.1c	Reelect Monica Engstrom as Director	For		For
Mgmt	13.1d	Reelect Stig Engstrom as Director	For		For
Mgmt	13.1e	Elect Peter Hofvenstam as New Director	For		For
Mgmt	13.2	Reelect Annika Baremo as Board Chair Voter Rationale: A vote against is warranted due to concerns with potential overboarding.	For		Against
Mgmt	13.3	Ratify Deloitte AB as Auditors	For		For
Mgmt	14	Amend Articles Re: Allow Shareholder Meetings to be Held Partially or Fully by Electronic Means; Approve Third Party Presence at General Meetings Voter Rationale: A vote against is warranted due to best practice in terms of meeting set ups which recommends that the general meeting must be held at a physical location.	For		Against
Mgmt	15	Approve Issuance of Class B Shares without Preemptive Rights	For		For
Mgmt	16	Close Meeting			Non Voting

GLENVEAGH PROPERTIES PLC

Meeting: Annual 5/2/24 Ireland

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Remuneration Report Voter Rationale: A vote AGAINST this item is considered warranted for the following reason: * Although FY2024 LTIP awards have been granted, their performance metrics are yet to be disclosed. The Company has not provided a justification for the delayed reporting.	For	Against
Mgmt	3a	Re-elect John Mulcahy as Director	For	For
Mgmt	3b	Re-elect Stephen Garvey as Director	For	For
Mgmt	3c	Re-elect Michael Rice as Director	For	For
Mgmt	3d	Re-elect Pat McCann as Director	For	For
Mgmt	3e	Re-elect Cara Ryan as Director	For	For
Mgmt	3f	Re-elect Camilla Hughes as Director	For	For
Mgmt	3g	Elect Emer Finnan as Director	For	For
Mgmt	3h	Elect Lorna Conn as Director	For	For
Mgmt	3i	Elect Max Steinebach as Director	For	For
Mgmt	4	Ratify KPMG as Auditors	For	For
Mgmt	5	Authorise Board to Fix Remuneration of Auditors	For	For
Mgmt	6	Authorise Issue of Equity	For	For
Mgmt	7	Authorise Issue of Equity without Pre-emptive Rights	For	For
Mgmt	8	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
Mgmt	9	Authorise Market Purchase of Ordinary Shares	For	For
Mgmt	10	Authorise the Company to Determine the Price Range at which Treasury Shares may be Re-issued Off-Market	For	For
Mgmt	11	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

GRAFTON GROUP PLC

Meeting: Annual 5/2/24 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 Eric Born as Director	For	For
Mgmt	3b	Re-elect David Arnold 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 Avis Darzins as Director	For	For
Mgmt	3g	Elect Mark Robson as Director	For	For
Mgmt	3h	Elect Ian Tyler 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 Price Range at which Treasury Shares may be Re-issued Off-Market	For	For
S/holder	12	Impact of Share Buybacks on Earnings per Share Performance Condition of Awards Granted to Participants of the 2021 Long Term Incentive Plan of the Company Voter Rationale: A vote against as the proposed change in the calculation of EPS for the purpose of LTIP outcomes would be favourable to participants but contrary to shareholders' expectations.	Against	Against

Global Voting Record

GREAT-WEST LIFECO INC.

Meeting: **Annual** **5/2/24** **Canada**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Michael R. Amend	For	For
Mgmt	1.2	Elect Director Deborah J. Barrett	For	For
Mgmt	1.3	Elect Director Robin A. Bienfait	For	For
Mgmt	1.4	Elect Director Heather E. Conway	For	For
Mgmt	1.5	Elect Director Marcel R. Coutu	For	For
Mgmt	1.6	Elect Director Andre Desmarais	For	For
Mgmt	1.7	Elect Director Paul Desmarais Jr.	For	For
Mgmt	1.8	Elect Director Gary A. Doer	For	For
Mgmt	1.9	Elect Director Claude Genereux	For	For
Mgmt	1.10	Elect Director Jake P. Lawrence	For	For
Mgmt	1.11	Elect Director Paula B. Madoff	For	For
Mgmt	1.12	Elect Director Paul A. Mahon	For	For
Mgmt	1.13	Elect Director Susan J. McArthur	For	For
Mgmt	1.14	Elect Director R. Jeffrey Orr	For	For
Mgmt	1.15	Elect Director James P. O'Sullivan	For	For
Mgmt	1.16	Elect Director T. Timothy Ryan	For	For
Mgmt	1.17	Elect Director Dhvani D. Shah	For	For
Mgmt	1.18	Elect Director Siim A. Vanaselja	For	For
Mgmt	1.19	Elect Director Brian E. Walsh	For	For
Mgmt	2	Ratify Deloitte LLP as Auditors	For	For
Mgmt	3	Advisory Vote on Executive Compensation Approach	For	For

Global Voting Record

LOBLAW COMPANIES LIMITED

Meeting: Annual 5/2/24 Canada

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

Global Voting Record

PASON SYSTEMS INC.

Meeting: Annual/Special 5/2/24 Canada

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Fix Number of Directors at Six	For	For
Mgmt	2.1	Elect Director Marcel Kessler	For	For
Mgmt	2.2	Elect Director T. Jay Collins	For	For
Mgmt	2.3	Elect Director Jon Faber	For	For
Mgmt	2.4	Elect Director Sophia Langlois	For	For
Mgmt	2.5	Elect Director Ken Mullen	For	For
Mgmt	2.6	Elect Director Laura L. Schwinn Voter Rationale: Vote WITHHOLD for Laura Schwinn as the board appears to lack racial/ethnic diversity, and the board has not made a firm public commitment to appoint at least one racial and/or ethnic diverse member at or prior to the next annual shareholder meeting. Vote FOR the other proposed nominees.	For	Withhold
Mgmt	3	Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	4	Advisory Vote on Executive Compensation Approach	For	For
Mgmt	5	Re-approve Stock Option Plan	For	For

PRIMARIS REAL ESTATE INVESTMENT TRUST

Meeting: Annual 5/2/24 Canada

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1A	Elect Trustee Avtar Bains	For	For
Mgmt	1B	Elect Trustee Anne Fitzgerald	For	For
Mgmt	1C	Elect Trustee Louis Forbes	For	For
Mgmt	1D	Elect Trustee Timothy Pire	For	For
Mgmt	1E	Elect Trustee Alex Avery	For	For
Mgmt	1F	Elect Trustee Deborah Weinswig	For	For
Mgmt	2	Ratify KPMG LLP as Auditors	For	For
Mgmt	3	Advisory Vote on Executive Compensation Approach	For	For

RIO TINTO LIMITED

Meeting: Annual 5/2/24 Australia

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Remuneration Policy	For	For
Mgmt	3	Approve Remuneration Report for UK Law Purposes	For	For
Mgmt	4	Approve Remuneration Report for Australian Law Purposes	For	For
Mgmt	5	Approve Increase to Non-Executive Directors' Fee Cap	For	For
Mgmt	6	Elect Dean Dalla Valle as Director	For	For
Mgmt	7	Elect Susan Lloyd-Hurwitz as Director	For	For
Mgmt	8	Elect Martina Merz as Director	For	For
Mgmt	9	Elect Joc O'Rourke as Director	For	For
Mgmt	10	Elect Dominic Barton as Director	For	For
Mgmt	11	Elect Peter Cunningham as Director	For	For
Mgmt	12	Elect Simon Henry as Director	For	For
Mgmt	13	Elect Kaisa Hietala as Director	For	For
Mgmt	14	Elect Sam Laidlaw as Director	For	For
Mgmt	15	Elect Jennifer Nason as Director	For	For
Mgmt	16	Elect Jakob Stausholm as Director	For	For
Mgmt	17	Elect Ngaire Woods as Director	For	For
Mgmt	18	Elect Ben Wyatt as Director	For	For
Mgmt	19	Appoint KPMG LLP as Auditors	For	For
Mgmt	20	Authorize the Audit and Risk Committee to Fix Remuneration of Auditors	For	For
Mgmt	21	Authorize UK Political Donations and Expenditure	For	For
Mgmt	22	Approve Amendments to Rio Tinto Limited's Constitution - Amendments that Constitute Class Rights Actions	For	For
Mgmt	23	Approve Amendments to Rio Tinto Limited's Constitution - General Updates and Changes	For	For
Mgmt	24	Approve Renewal of On-Market Share Buy-Back Authority	For	For

Global Voting Record

RUSSEL METALS INC.

Meeting: Annual 5/2/24 Canada

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director M. Elyse Allan	For	For
Mgmt	1.2	Elect Director Stewart C. Burton	For	For
Mgmt	1.3	Elect Director John M. Clark	For	For
Mgmt	1.4	Elect Director James F. Dinning	For	For
Mgmt	1.5	Elect Director Brian R. Hedges	For	For
Mgmt	1.6	Elect Director Cynthia Johnston	For	For
Mgmt	1.7	Elect Director Alice D. Laberge	For	For
Mgmt	1.8	Elect Director Roger D. Paiva	For	For
Mgmt	1.9	Elect Director John G. Reid	For	For
Mgmt	1.10	Elect Director Annie Thabet	For	For
Mgmt	2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	3	Advisory Vote on Executive Compensation Approach	For	For

THE BRINKS COMPANY

Meeting: Annual 5/2/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Kathie J. Andrade	For	For
Mgmt	1b	Elect Director Paul G. Boynton	For	For
Mgmt	1c	Elect Director Ian D. Clough	For	For
Mgmt	1d	Elect Director Susan E. Docherty	For	For
Mgmt	1e	Elect Director Mark Eubanks	For	For
Mgmt	1f	Elect Director Michael J. Herling	For	For
Mgmt	1g	Elect Director A. Louis Parker	For	For
Mgmt	1h	Elect Director Timothy J. Tynan	For	For
Mgmt	1i	Elect Director Keith R. Wyche	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

WK KELLOGG CO.

Meeting: Annual 5/2/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Zack Gund	For	For
Mgmt	1b	Elect Director Gary Pilnick	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
Mgmt	5	Amend Omnibus Stock Plan	For	For

CALIFORNIA RESOURCES CORPORATION

Meeting: Annual 5/3/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Andrew B. Bremner	For	For
Mgmt	1.2	Elect Director Tiffany (TJ) Thom Cepak	For	For
Mgmt	1.3	Elect Director James N. Chapman	For	For
Mgmt	1.4	Elect Director Christian S. Kendall	For	For
Mgmt	1.5	Elect Director Francisco J. Leon	For	For
Mgmt	1.6	Elect Director Mark A. (Mac) McFarland	For	For
Mgmt	1.7	Elect Director Nicole Neeman Brady	For	For
Mgmt	1.8	Elect Director William B. Roby	For	For
Mgmt	1.9	Elect Director Alejandra (Ale) Veltmann	For	For
Mgmt	2	Ratify KPMG LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

ENERGY CORPORATION

Meeting: Annual 5/3/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Gina F. Adams	For	For
Mgmt	1b	Elect Director John H. Black	For	For
Mgmt	1c	Elect Director John R. Burbank	For	For
Mgmt	1d	Elect Director Kirkland H. Donald	For	For
Mgmt	1e	Elect Director Brian W. Ellis	For	For
Mgmt	1f	Elect Director Philip L. Frederickson	For	For
Mgmt	1g	Elect Director M. Elise Hyland	For	For
Mgmt	1h	Elect Director Stuart L. Levenick	For	For
Mgmt	1i	Elect Director Blanche L. Lincoln	For	For
Mgmt	1j	Elect Director Andrew S. Marsh	For	For
Mgmt	1k	Elect Director Karen A. Puckett	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

GREAT EASTERN SHIPPING CO. LTD.

Meeting: Special 5/3/24 India

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Reelect Raju Shukla as Director	For	For
Mgmt	2	Reelect Ranjit Pandit as Director	For	For

HDFC BANK LTD.

Meeting: Special 5/3/24 India

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Reappointment and Remuneration of Atanu Chakraborty as Part-time Chairman and Independent Director	For	For

INTERROLL HOLDING AG

Meeting: Annual 5/3/24 Switzerland

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	1.2	Approve Non-Financial Report	For	For
Mgmt	2	Approve Allocation of Income and Dividends of CHF 32.00 per Share	For	For
Mgmt	3	Approve Discharge of Board and Senior Management	For	For
Mgmt	4.1	Approve Remuneration Report Voter Rationale: A vote against is warranted because insufficient ex-post disclosure on variable payouts versus company performance, no standalone long-term incentive component measuring performance over multiple years and no response to prior shareholder dissent.	For	Against
Mgmt	4.2	Approve Remuneration of Directors in the Amount of CHF 1.1 Million	For	For
Mgmt	4.3	Approve Remuneration of Executive Committee in the Amount of CHF 4.6 Million	For	For
Mgmt	5.1	Reelect Paul Zumbuehl as Director and Board Chair	For	For
Mgmt	5.2	Reelect Stefano Mercurio as Director	For	For
Mgmt	5.3	Reelect Ingo Specht as Director	For	For
Mgmt	5.4	Reelect Elena Cortona as Director	For	For
Mgmt	5.5	Reelect Markus Asch as Director	For	For
Mgmt	5.6	Reelect Susanne Schreiber as Director	For	For
Mgmt	6.1	Reappoint Markus Asch as Member of the Compensation Committee	For	For
Mgmt	6.2	Reappoint Stefano Mercurio as Member of the Compensation Committee	For	For
Mgmt	7	Ratify PricewaterhouseCoopers AG as Auditors	For	For
Mgmt	8	Designate Francesco Adami as Independent Proxy	For	For
Mgmt	9	Transact Other Business (Voting) Voter Rationale: A vote against is warranted because the content of these new items or counterproposals is unknown.	For	Against

KLEPIERRE SA

Meeting: Annual/Special 5/3/24 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 1.80 per Share	For	For
Mgmt	4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	For
Mgmt	5	Appoint Deloitte & Associates as Auditor for the Sustainability Reporting	For	For
Mgmt	6	Appoint Ernst & Young Audit as Auditor for the Sustainability Reporting	For	For
Mgmt	7	<p>Reelect David Simon as Supervisory Board Member</p> <p>Voter Rationale: * Votes FOR the reelections of these independent nominees are warranted in the absence of specific concerns (Items 8 and 11). * Votes FOR the reelections of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 55.6 percent vs 50 percent recommended and the absence of specific concerns (Items 9 and 10). * The number of outside mandates held by David Simon is in excess of recommended guidelines for non-executive chairmen. Therefore, his reelection warrants a vote AGAINST (Item 7).</p>	For	Against
Mgmt	8	Reelect John Carrafiell as Supervisory Board Member	For	For
Mgmt	9	Reelect Steven Fivel as Supervisory Board Member	For	For
Mgmt	10	Reelect Robert Fowlds as Supervisory Board Member	For	For
Mgmt	11	Elect Anne Carron as Supervisory Board Member Following Resignation of Rose-Marie Van Lerberghe	For	For
Mgmt	12	Approve Remuneration Policy of Chairman and Supervisory Board Members	For	For
Mgmt	13	Approve Remuneration Policy of Chairman of the Management Board	For	For
Mgmt	14	Approve Remuneration Policy of Management Board Members	For	For
Mgmt	15	Approve Compensation Report of Corporate Officers	For	For
Mgmt	16	Approve Compensation of David Simon Chairman of the Supervisory Board	For	For
Mgmt	17	Approve Compensation of Jean Marc Jestin Chairman of the Management Board	For	For
Mgmt	18	Approve Compensation of Stephane Tortajada CFO and Management Board Member	For	For
Mgmt	19	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
Mgmt	20	Amend Article 7 of Bylaws Re: Shareholding Disclosure Thresholds	For	For
Mgmt	21	Amend Article 12 of Bylaws to Comply with Legal Changes	For	For
Mgmt	22	Amend Article 25 of Bylaws Re: Alternate Auditors	For	For
Mgmt	23	Authorize Filing of Required Documents/Other Formalities	For	For

Global Voting Record

LATTICE SEMICONDUCTOR CORPORATION

Meeting: Annual 5/3/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director James R. Anderson	For	For
Mgmt	1.2	Elect Director Robin A. Abrams	For	For
Mgmt	1.3	Elect Director Douglas Bettinger	For	For
Mgmt	1.4	Elect Director Que Thanh Dallara	For	For
Mgmt	1.5	Elect Director John Forsyth	For	For
Mgmt	1.6	Elect Director Mark E. Jensen	For	For
Mgmt	1.7	Elect Director James P. Lederer	For	For
Mgmt	1.8	Elect Director D. Jeffrey Richardson	For	For
Mgmt	1.9	Elect Director Elizabeth Schwarting	For	For
Mgmt	2	Ratify Ernst & Young LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

LT GROUP INC.

Meeting: Annual 5/3/24 Philippines

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Minutes of the Annual Stockholders' Meeting	For	For
Mgmt	2	Approve Management Report and Audited Financial Statements	For	For
Mgmt	3	Ratify All Acts Transactions and Resolutions of the Board of Directors and Management	For	For
Mgmt	4	Approve Re-Nomination of Florencia G. Tarriela and Wilfrido E. Sanchez as Independent Directors	For	For
Mgmt	5	Appoint SGV & Co. as External Auditor	For	For
Mgmt	6.1	Elect Lucio C. Tan as Director	For	For
Mgmt	6.2	Elect Carmen K. Tan as Director	For	For
Mgmt	6.3	Elect Lucio C. Tan III as Director	For	For
Mgmt	6.4	Elect Michael G. Tan as Director	For	For
Mgmt	6.5	Elect Karlu T. Say as Director	For	For
Mgmt	6.6	Elect Vivienne K. Tan as Director	For	For
Mgmt	6.7	Elect Juanita T. Tan Lee as Director	For	For
Mgmt	6.8	Elect Mary G. Ng as Director	For	For
Mgmt	6.9	Elect Johnip G. Cua as Director	For	For
Mgmt	6.10	Elect Wilfrido E. Sanchez as Director	For	For
Mgmt	6.11	Elect Florencia G. Tarriela as Director	For	For

MSTC LIMITED

Meeting: Special 5/3/24 India

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Amend Object Clause of Memorandum of Association	For	For

PT TELKOM INDONESIA (PERSERO) TBK

Meeting: Annual 5/3/24 Indonesia

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Annual Report Financial Statements Statutory Reports Report of the Micro and Small Business Funding Program (MSBF) and Discharge of Directors and Commissioners Voter Rationale: A vote against is warranted given government investigations surrounding corruption.	For	Against
Mgmt	2	Approve Allocation of Income	For	For
Mgmt	3	Approve Remuneration of Directors and Commissioners for the Financial Year 2024 and Bonus for the Financial Year 2023 Voter Rationale: A vote against is warranted given government investigations surrounding corruption.	For	Against
Mgmt	4	Appoint Auditors of the Company and the Micro and Small Business Funding Program	For	For
Mgmt	5	Approve Changes in the Boards of the Company Voter Rationale: A vote against is warranted given the lack of information to make an informed voting decision.	For	Against

BERKSHIRE HATHAWAY INC.

Meeting: Annual 5/4/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Warren E. Buffett	For	For
Mgmt	1.2	Elect Director Gregory E. Abel	For	For
Mgmt	1.3	Elect Director Howard G. Buffett	For	For
Mgmt	1.4	Elect Director Susan A. Buffett	For	For
Mgmt	1.5	Elect Director Stephen B. Burke	For	For
Mgmt	1.6	Elect Director Kenneth I. Chenault	For	For
Mgmt	1.7	Elect Director Christopher C. Davis	For	For
Mgmt	1.8	Elect Director Susan L. Decker Voter Rationale: A withhold vote is warranted as the company does not adequately disclose climate change related risks and opportunities.	For	Withhold
Mgmt	1.9	Elect Director Charlotte Guyman	For	For
Mgmt	1.10	Elect Director Ajit Jain	For	For
Mgmt	1.11	Elect Director Thomas S. Murphy Jr.	For	For
Mgmt	1.12	Elect Director Ronald L. Olson	For	For
Mgmt	1.13	Elect Director Wallace R. Weitz	For	For
Mgmt	1.14	Elect Director Meryl B. Witmer	For	For
S/holder	2	Report on Efforts to Measure Disclose and Reduce GHG Emissions Associated with Underwriting Insuring and Investing Voter Rationale: A vote for is warranted because the requested report would allow shareholders to evaluate emissions and it may help the company prepare for state climate regulations.	Against	For
S/holder	3	Disclose BHE's Emissions and Progress Towards Goal in Consolidated Report Voter Rationale: A vote against is warranted because BHE has already substantially implemented this proposal by reporting its Scope 1 and 2 GHG emissions and progress toward its goal.	Against	Against
S/holder	4	Report on Effectiveness of Diversity Equity and Inclusion Efforts Voter Rationale: A vote for is warranted as it would help to increase transparency of the company's DE&I efforts and disclosures.	Against	For
S/holder	5	Establish a Railroad Safety Committee Voter Rationale: A vote against is warranted as the company's existing board structure appears adequate to allow for oversight of the noted concerns and absent clear performance concerns the board is generally given latitude to determine its committee structure.	Against	Against
S/holder	6	Report on Effect of Energy Policy Research Foundation Findings to Company's Financial Statements Voter Rationale: A vote against is warranted as the company's climate policy is not clearly linked to the IEA's NZE 2050 Scenario and there are more widely accepted resources with which to evaluate the future energy mix than that requested by the proponent.	Against	Against
S/holder	7	Report on Risks Related to Operations in China Voter Rationale: A vote against is warranted as the company provides sufficient disclosures.	Against	Against

Global Voting Record

ACLARA RESOURCES INC.

Meeting: Annual 5/6/24 Canada

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Ramon Barua	For	For
Mgmt	1.2	Elect Director Eduardo Hochschild	For	For
Mgmt	1.3	Elect Director Paul Adams	For	For
Mgmt	1.4	Elect Director Eduardo Landin	For	For
Mgmt	1.5	Elect Director Catharine Farrow	For	For
Mgmt	1.6	Elect Director Maria Recart	For	For
Mgmt	1.7	Elect Director Sanjay Sarma	For	For
Mgmt	1.8	Elect Director Nicolas Hochschild	For	For
Mgmt	1.9	Elect Director Joao Miranda	For	For
Mgmt	1.10	Elect Director Jorge Born	For	For
Mgmt	2	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For

BANK OZK

Meeting: Annual 5/6/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Nicholas Brown	For	For
Mgmt	1b	Elect Director Paula Cholmondeley	For	For
Mgmt	1c	Elect Director Beverly Cole	For	For
Mgmt	1d	Elect Director Robert East	For	For
Mgmt	1e	Elect Director Kathleen Franklin	For	For
Mgmt	1f	Elect Director Jeffrey Gearhart	For	For
Mgmt	1g	Elect Director George G. Gleason	For	For
Mgmt	1h	Elect Director Peter C. Kenny	For	For
Mgmt	1i	Elect Director William A. Koefoed Jr.	For	For
Mgmt	1j	Elect Director Elizabeth Musico	For	For
Mgmt	1k	Elect Director Christopher Orndorff	For	For
Mgmt	1l	Elect Director Steven Sadoff	For	For
Mgmt	1m	Elect Director Ross Whipple	For	For
Mgmt	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

Global Voting Record

ELI LILLY AND COMPANY

Meeting: Annual 5/6/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Katherine Baicker	For	For
Mgmt	1b	Elect Director J. Erik Fyrwald	For	For
Mgmt	1c	Elect Director Jamere Jackson	For	For
Mgmt	1d	Elect Director Gabrielle Sulzberger	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify Ernst & Young LLP as Auditors	For	For
Mgmt	4	Declassify the Board of Directors	For	For
Mgmt	5	Eliminate Supermajority Vote Requirement	For	For
S/holder	6	Report on Lobbying Payments and Policy Voter Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's direct and indirect lobbying-related expenditures would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.	Against	For
S/holder	7	Report on Effectiveness of Diversity Equity and Inclusion Efforts Voter Rationale: A vote FOR this resolution is warranted, as reporting quantitative and comparable diversity statistics would allow shareholders to better assess the effectiveness of the company's diversity initiatives and its management of related risks.	Against	For
S/holder	8	Report on Impact of Extended Patent Exclusivities on Product Access	Against	Against
S/holder	9	Adopt a Comprehensive Human Rights Policy	Against	Against

IDEXX LABORATORIES INC.

Meeting: Annual 5/6/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Irene Chang Britt	For	For
Mgmt	1b	Elect Director Bruce L. Claffin	For	For
Mgmt	1c	Elect Director Asha S. Collins	For	For
Mgmt	1d	Elect Director Sam Samad	For	For
Mgmt	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
S/holder	4	Adopt Simple Majority Vote	None	For

MODERNA INC.

Meeting: Annual 5/6/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Robert Langer Voter Rationale: A vote against is warranted until the company adjusts their supermajority and classified board structure.	For	Against
Mgmt	1b	Elect Director Elizabeth Nabel	For	For
Mgmt	1c	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
Mgmt	4	Provide Right to Call Special Meeting	For	For
Mgmt	5	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	For	For

SEMIRARA MINING & POWER CORP.

Meeting: Annual 5/6/24 Philippines

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Minutes of Previous Stockholders' Meeting	For	For
Mgmt	2	Approve President's Report	For	For
Mgmt	3	Approve Audited Financial Statements	For	For
Mgmt	4	Ratify Acts of the Board of Directors and Management from the Date of the Last Annual Stockholders' Meeting up to the Date of this Meeting	For	For
Mgmt	5.1	Elect Isidro A. Consunji as Director	For	For
Mgmt	5.2	Elect Jorge A. Consunji as Director Voter Rationale: A WITHHOLD vote on the election of Cesar Buenaventura (Item 5.3) is warranted due to overboarding concerns. A WITHHOLD vote on the election of the following nominees is warranted because the board composition does not comply with the requirement of the Securities and Exchange Commission's Code of Corporate Governance on board independence: * Jorge Consunji (Item 5.2); * Cesar Buenaventura (Item 5.3); * Herbert Consunji (Item 5.4); * Maria Cristina Gotianun (Item 5.5); * Ma. Edwina Laperal (Item 5.6); * Josefa Consuelo Reyes (Item 5.7); and * Antonio Jose Periquet Jr. (Item 5.8). Given that CEO and Executive Chairman Isidro A. Consunji (Item 5.1) is integral to the company, and in the absence of any corporate governance concerns in relation to the independent directors Ferdinand M. dela Cruz (Item 5.9), Roberto L. Panlilio (Item 5.10), and Francisco A. Dizon (Item 5.11), a vote FOR their election is warranted.	For	Withhold
Mgmt	5.3	Elect Cesar A. Buenaventura as Director Voter Rationale: A WITHHOLD vote on the election of Cesar Buenaventura (Item 5.3) is warranted due to overboarding concerns. A WITHHOLD vote on the election of the following nominees is warranted because the board composition does not comply with the requirement of the Securities and Exchange Commission's Code of Corporate Governance on board independence: * Jorge Consunji (Item 5.2); * Cesar Buenaventura (Item 5.3); * Herbert Consunji (Item 5.4); * Maria Cristina Gotianun (Item 5.5); * Ma. Edwina Laperal (Item 5.6); * Josefa Consuelo Reyes (Item 5.7); and * Antonio Jose Periquet Jr. (Item 5.8). Given that CEO and Executive Chairman Isidro A. Consunji (Item 5.1) is integral to the company, and in the absence of any corporate governance concerns in relation to the independent directors Ferdinand M. dela Cruz (Item 5.9), Roberto L. Panlilio (Item 5.10), and Francisco A. Dizon (Item 5.11), a vote FOR their election is warranted.	For	Withhold

Mgmt	5.4	<p>Elect Herbert M. Consunji as Director Voter Rationale: A WITHHOLD vote on the election of Cesar Buenaventura (Item 5.3) is warranted due to overboarding concerns. A WITHHOLD vote on the election of the following nominees is warranted because the board composition does not comply with the requirement of the Securities and Exchange Commission's Code of Corporate Governance on board independence: * Jorge Consunji (Item 5.2); * Cesar Buenaventura (Item 5.3); * Herbert Consunji (Item 5.4); * Maria Cristina Gotianun (Item 5.5); * Ma. Edwina Laperal (Item 5.6); * Josefa Consuelo Reyes (Item 5.7); and * Antonio Jose Periquet Jr. (Item 5.8). Given that CEO and Executive Chairman Isidro A. Consunji (Item 5.1) is integral to the company, and in the absence of any corporate governance concerns in relation to the independent directors Ferdinand M. dela Cruz (Item 5.9), Roberto L. Panlilio (Item 5.10), and Francisco A. Dizon (Item 5.11), a vote FOR their election is warranted.</p>	For	Withhold
Mgmt	5.5	<p>Elect Maria Cristina C. Gotianun as Director Voter Rationale: A WITHHOLD vote on the election of Cesar Buenaventura (Item 5.3) is warranted due to overboarding concerns. A WITHHOLD vote on the election of the following nominees is warranted because the board composition does not comply with the requirement of the Securities and Exchange Commission's Code of Corporate Governance on board independence: * Jorge Consunji (Item 5.2); * Cesar Buenaventura (Item 5.3); * Herbert Consunji (Item 5.4); * Maria Cristina Gotianun (Item 5.5); * Ma. Edwina Laperal (Item 5.6); * Josefa Consuelo Reyes (Item 5.7); and * Antonio Jose Periquet Jr. (Item 5.8). Given that CEO and Executive Chairman Isidro A. Consunji (Item 5.1) is integral to the company, and in the absence of any corporate governance concerns in relation to the independent directors Ferdinand M. dela Cruz (Item 5.9), Roberto L. Panlilio (Item 5.10), and Francisco A. Dizon (Item 5.11), a vote FOR their election is warranted.</p>	For	Withhold
Mgmt	5.6	<p>Elect Ma. Edwina C. Laperal as Director Voter Rationale: A WITHHOLD vote on the election of Cesar Buenaventura (Item 5.3) is warranted due to overboarding concerns. A WITHHOLD vote on the election of the following nominees is warranted because the board composition does not comply with the requirement of the Securities and Exchange Commission's Code of Corporate Governance on board independence: * Jorge Consunji (Item 5.2); * Cesar Buenaventura (Item 5.3); * Herbert Consunji (Item 5.4); * Maria Cristina Gotianun (Item 5.5); * Ma. Edwina Laperal (Item 5.6); * Josefa Consuelo Reyes (Item 5.7); and * Antonio Jose Periquet Jr. (Item 5.8). Given that CEO and Executive Chairman Isidro A. Consunji (Item 5.1) is integral to the company, and in the absence of any corporate governance concerns in relation to the independent directors Ferdinand M. dela Cruz (Item 5.9), Roberto L. Panlilio (Item 5.10), and Francisco A. Dizon (Item 5.11), a vote FOR their election is warranted.</p>	For	Withhold
Mgmt	5.7	<p>Elect Josefa Consuelo C. Reyes as Director Voter Rationale: A WITHHOLD vote on the election of Cesar Buenaventura (Item 5.3) is warranted due to overboarding concerns. A WITHHOLD vote on the election of the following nominees is warranted because the board composition does not comply with the requirement of the Securities and Exchange Commission's Code of Corporate Governance on board independence: * Jorge Consunji (Item 5.2); * Cesar Buenaventura (Item 5.3); * Herbert Consunji (Item 5.4); * Maria Cristina Gotianun (Item 5.5); * Ma. Edwina Laperal (Item 5.6); * Josefa Consuelo Reyes (Item 5.7); and * Antonio Jose Periquet Jr. (Item 5.8). Given that CEO and Executive Chairman Isidro A. Consunji (Item 5.1) is integral to the company, and in the absence of any corporate governance concerns in relation to the independent directors Ferdinand M. dela Cruz (Item 5.9), Roberto L. Panlilio (Item 5.10), and Francisco A. Dizon (Item 5.11), a vote FOR their election is warranted.</p>	For	Withhold

Global Voting Record

Mgmt	5.8	Elect Antonio Jose U. Periquet Jr. as Director Voter Rationale: A WITHHOLD vote on the election of Cesar Buenaventura (Item 5.3) is warranted due to overboarding concerns. A WITHHOLD vote on the election of the following nominees is warranted because the board composition does not comply with the requirement of the Securities and Exchange Commission's Code of Corporate Governance on board independence: * Jorge Consunji (Item 5.2); * Cesar Buenaventura (Item 5.3); * Herbert Consunji (Item 5.4); * Maria Cristina Gotianun (Item 5.5); * Ma. Edwina Laperal (Item 5.6); * Josefa Consuelo Reyes (Item 5.7); and * Antonio Jose Periquet Jr. (Item 5.8). Given that CEO and Executive Chairman Isidro A. Consunji (Item 5.1) is integral to the company, and in the absence of any corporate governance concerns in relation to the independent directors Ferdinand M. dela Cruz (Item 5.9), Roberto L. Panlilio (Item 5.10), and Francisco A. Dizon (Item 5.11), a vote FOR their election is warranted.	For	Withhold
Mgmt	5.9	Elect Ferdinand M. dela Cruz as Director	For	For
Mgmt	5.10	Elect Roberto L. Panlilio as Director	For	For
Mgmt	5.11	Elect Francisco A. Dizon as Director	For	For
Mgmt	6	Appoint Independent External Auditor	For	For

UBER TECHNOLOGIES INC.

Meeting: Annual 5/6/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Ronald Sugar	For	For
Mgmt	1b	Elect Director Revathi Advaiti	For	For
Mgmt	1c	Elect Director Turqi Alnowaiser	For	For
Mgmt	1d	Elect Director Ursula Burns	For	For
Mgmt	1e	Elect Director Robert Eckert	For	For
Mgmt	1f	Elect Director Amanda Ginsberg	For	For
Mgmt	1g	Elect Director Dara Khosrowshahi	For	For
Mgmt	1h	Elect Director Wan Ling Martello	For	For
Mgmt	1i	Elect Director John Thain	For	For
Mgmt	1j	Elect Director David I. Trujillo Voter Rationale: A vote AGAINST David Trujillo is warranted for failing to attend at least 75 percent of his total board and committee meetings held during the fiscal year under review without disclosing the reason for the absences. A vote FOR the remaining director nominees is warranted.	For	Against
Mgmt	1k	Elect Director Alexander Wynaendts	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 Certificate of Incorporation to Reflect Delaware Law Provisions Regarding Officer Exculpation	For	For
S/holder	5	Commission a Third-Party Audit on Driver Health and Safety	Against	Against

Global Voting Record

USANA HEALTH SCIENCES INC.

Meeting: Annual 5/6/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Kevin G. Guest	For	For
Mgmt	1.2	Elect Director Xia Ding	For	For
Mgmt	1.3	Elect Director John T. Fleming	For	For
Mgmt	1.4	Elect Director Gilbert A. Fuller	For	For
Mgmt	1.5	Elect Director J. Scott Nixon	For	For
Mgmt	1.6	Elect Director Peggie Pelosi	For	For
Mgmt	1.7	Elect Director Frederic J. Winssinger	For	For
Mgmt	1.8	Elect Director Timothy E. Wood	For	For
Mgmt	2	Ratify KPMG LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

ARCH RESOURCES INC.

Meeting: Annual 5/7/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Pamela R. Butcher	For	For
Mgmt	1.2	Elect Director John T. Drexler	For	For
Mgmt	1.3	Elect Director Holly Keller Koeppel	For	For
Mgmt	1.4	Elect Director Patrick A. Kriegshauser	For	For
Mgmt	1.5	Elect Director Paul A. Lang	For	For
Mgmt	1.6	Elect Director Richard A. Navarre	For	For
Mgmt	1.7	Elect Director Molly P. Zhang (Peifang Zhang)	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify Ernst & Young LLP as Auditors	For	For

AUROBINDO PHARMA LIMITED

Meeting: Special 5/7/24 India

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Elect Mangalam Ramasubramanian Kumar as Director	For	For

BETSSON AB

Meeting: Annual 5/7/24 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	Acknowledge Proper Convening of Meeting	For	For
Mgmt	5	Designate Inspector(s) of Minutes of Meeting	For	For
Mgmt	6	Receive President's Report		Non Voting
Mgmt	7	Receive Financial Statements and Statutory Reports		Non Voting

Global Voting Record

Mgmt	8	Accept Financial Statements and Statutory Reports	For	For
Mgmt	9	Approve Remuneration Report	For	For
Mgmt	10	Approve Allocation of Income	For	For
Mgmt	11.1	Approve Discharge of Eva de Falck	For	For
Mgmt	11.2	Approve Discharge of Peter Hamberg	For	For
Mgmt	11.3	Approve Discharge of Eva Leach	For	For
Mgmt	11.4	Approve Discharge of Pontus Lindwall	For	For
Mgmt	11.5	Approve Discharge of Johan Lundberg	For	For
Mgmt	11.6	Approve Discharge of Louise Nylen	For	For
Mgmt	11.7	Approve Discharge of Tristan Sjoberg	For	For
Mgmt	11.8	Approve Discharge of CEO Pontus Lindwall	For	For
Mgmt	12.a	Determine Number of Members (7) and Deputy Members (0) of Board	For	For
Mgmt	12.b	Determine Number of Auditors (1) and Deputy Auditors (0)	For	For
Mgmt	13.a	Approve Remuneration of Directors in the Amount of SEK 1 Million to Chairman and SEK 517 000 for Other Directors; Approve Remuneration for Committee Work	For	For
Mgmt	13.b	Approve Remuneration of Auditors	For	For
Mgmt	14.a1	Reelect Eva de Falck as Director	For	For
Mgmt	14.a2	Reelect Peter Hamberg as Director	For	For
Mgmt	14.a3	Reelect Eva Leach as Director	For	For
Mgmt	14.a4	Reelect Pontus Lindwall as Director	For	For
Mgmt	14.a5	Reelect Johan Lundberg as Director	For	For
Mgmt	14.a6	Reelect Louise Nylen as Director	For	For
Mgmt	14.a7	Reelect Tristan Sjoberg as Director	For	For
Mgmt	14.b	Reelect Johan Lundberg as Board Chair	For	For
Mgmt	14.c	Ratify PricewaterhouseCoopers AB as Auditors	For	For
Mgmt	15	Approve Nomination Committee Procedures	For	For
Mgmt	16	Approve Remuneration Policy And Other Terms of Employment For Executive Management	For	For
Mgmt	17.a	Approve Performance Share Plan LTIP 2024	For	For
Mgmt	17.b	Approve Equity Plan Financing Through Transfer of Shares	For	For
Mgmt	18.a	Approve 2:1 Stock Split	For	For
Mgmt	18.b	Approve SEK 4.7 Million Reduction in Share Capital via Share Cancellation	For	For
Mgmt	18.c	Approve Capitalization of Reserves of SEK 4.7 Million for a Bonus Issue	For	For
Mgmt	19.a	Approve 2:1 Stock Split	For	For
Mgmt	19.b	Approve SEK 4.7 Million Reduction in Share Capital via Share Cancellation	For	For
Mgmt	19.c	Approve Capitalization of Reserves of SEK 4.7 Million for a Bonus Issue - (Second Occasion)	For	For
Mgmt	20	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	For
Mgmt	21	Approve Creation of Pool of Capital without Preemptive Rights	For	For
Mgmt	22	Amend Articles Re: Equity-Related	For	For
Mgmt	23	Close Meeting		Non Voting

Global Voting Record

CT REAL ESTATE INVESTMENT TRUST

Meeting: Annual 5/7/24 Canada

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Trustee Pauline Alimchandani	For	For
Mgmt	1.2	Elect Trustee Heather Briant	For	For
Mgmt	1.3	Elect Trustee Gregory Craig	For	For
Mgmt	1.4	Elect Trustee Anna Martini	For	For
Mgmt	1.5	Elect Trustee Dean McCann	For	For
Mgmt	1.6	Elect Trustee John O'Bryan	For	For
Mgmt	1.7	Elect Trustee Kevin Salsberg	For	For
Mgmt	1.8	Elect Trustee Kelly Smith	For	For
Mgmt	2	Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For

DANAHER CORPORATION

Meeting: Annual 5/7/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Rainer M. Blair	For	For
Mgmt	1b	Elect Director Feroz Dewan	For	For
Mgmt	1c	Elect Director Linda Filler	For	For
Mgmt	1d	Elect Director Teri List Voter Rationale: A vote against is warranted for a failure to sufficiently address problematic pledging activity.	For	Against
Mgmt	1e	Elect Director Jessica L. Mega	For	For
Mgmt	1f	Elect Director Mitchell P. Rales	For	For
Mgmt	1g	Elect Director Steven M. Rales	For	For
Mgmt	1h	Elect Director Pardis C. Sabeti	For	For
Mgmt	1i	Elect Director A. Shane Sanders Voter Rationale: A vote against is warranted for a failure to sufficiently address problematic pledging activity.	For	Against
Mgmt	1j	Elect Director John T. Schwieters Voter Rationale: A vote against is warranted for a failure to sufficiently address problematic pledging activity.	For	Against
Mgmt	1k	Elect Director Alan G. Spoon	For	For
Mgmt	1l	Elect Director Raymond C. Stevens Voter Rationale: A vote against is warranted for a failure to sufficiently address problematic pledging activity.	For	Against
Mgmt	1m	Elect Director Elias A. Zerhouni	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	Reduce Ownership Threshold for Shareholders to Call Special Meeting Voter Rationale: A vote for is warranted to improve shareholders' ability to use the special meeting right.	Against	For
S/holder	5	Report on Effectiveness of Diversity Equity and Inclusion Efforts Voter Rationale: A vote against is warranted due to sufficient DE&I disclosures.	Against	Against

DSM-FIRMENICH AG

Meeting: Annual 5/7/24 Switzerland

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	1.2	Approve Sustainability Report	For	For
Mgmt	2	Approve Discharge of Board and Senior Management	For	For
Mgmt	3	Approve Allocation of Income and Dividends of EUR 2.50 per Share	For	For
Mgmt	4.1.a	Reelect Thomas Leysen as Director and Board Chair	For	For
Mgmt	4.1.b	Reelect Patrick Firmenich as Director	For	For
Mgmt	4.1.c	Reelect Sze Cotte-Tan as Director	For	For
Mgmt	4.1.d	Reelect Antoine Firmenich as Director	For	For
Mgmt	4.1.e	Reelect Erica Mann as Director	For	For
Mgmt	4.1.f	Reelect Carla Mahieu as Director	For	For
Mgmt	4.1.g	Reelect Frits van Paasschen as Director	For	For
Mgmt	4.1.h	Reelect Andre Pometta as Director	For	For
Mgmt	4.1.i	Reelect John Ramsay as Director	For	For
Mgmt	4.1.j	Reelect Richard Ridinger as Director	For	For
Mgmt	4.1.k	Reelect Corien Wortmann as Director	For	For
Mgmt	4.2.1	Reappoint Carla Mahieu as Member of the Compensation Committee	For	For
Mgmt	4.2.2	Reappoint Thomas Leysen as Member of the Compensation Committee	For	For
Mgmt	4.2.3	Reappoint Frits van Paasschen as Member of the Compensation Committee	For	For
Mgmt	4.2.4	Reappoint Andre Pometta as Member of the Compensation Committee	For	For
Mgmt	5.1	Approve Remuneration of Directors in the Amount of EUR 3.7 Million	For	For
Mgmt	5.2	Approve Remuneration of Executive Committee in the Amount of EUR 39.5 Million	For	For
Mgmt	5.3	Approve Remuneration Report	For	For
Mgmt	6	Ratify KPMG as Auditors	For	For
Mgmt	7	Designate Christian Hochstrasser as Independent Proxy	For	For
Mgmt	8	Transact Other Business (Voting) Voter Rationale: A vote against is warranted as the content of these new items or counterproposals is not known at this time.	For	Against

EDENRED SE

Meeting: Annual/Special 5/7/24 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 1.10 per Share	For	For
Mgmt	4	Reelect Dominique D'Hinnin as Director	For	For
Mgmt	5	Ratify Appointment of Nathalie Balla as Director	For	For
Mgmt	6	Approve Remuneration Policy of Chairman and CEO	For	For
Mgmt	7	Approve Remuneration Policy of Directors	For	For
Mgmt	8	Approve Remuneration of Directors in the Aggregate Amount of EUR 1 Million	For	For
Mgmt	9	Approve Compensation Report of Corporate Officers	For	For
Mgmt	10	Approve Compensation of Bertrand Dumazy Chairman and CEO	For	For
Mgmt	11	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	For
Mgmt	12	Renew Appointment of Deloitte & Associates Audit as Auditor	For	For
Mgmt	13	Appoint Deloitte & Associates as Auditor for the Sustainability Reporting	For	For
Mgmt	14	Appoint Ernst & Young Audit as Auditor for the Sustainability Reporting	For	For
Mgmt	15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
Mgmt	16	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For
Mgmt	17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 164 728 118	For	For
Mgmt	18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 24 958 805	For	For
Mgmt	19	Approve Issuance of Equity or Equity-Linked Securities Reserved Qualified Investors up to Aggregate Nominal Amount of EUR 24 958 805	For	For
Mgmt	20	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 17-19	For	For
Mgmt	21	Authorize Capital Increase of up to 5 Percent of Issued Capital for Contributions in Kind	For	For
Mgmt	22	Authorize Capitalization of Reserves of Up to EUR 164 728 118 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 Filing of Required Documents/Other Formalities	For	For

Global Voting Record

ENCORE WIRE CORPORATION

Meeting: Annual 5/7/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Daniel L. Jones	For	For
Mgmt	1.2	Elect Director Gina A. Norris	For	For
Mgmt	1.3	Elect Director William R. Thomas	For	For
Mgmt	1.4	Elect Director W. Kelvin Walker	For	For
Mgmt	1.5	Elect Director Scott D. Weaver	For	For
Mgmt	1.6	Elect Director John H. Wilson	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	For	For
Mgmt	4	Amend Omnibus Stock Plan	For	Against
Mgmt	5	Ratify Ernst & Young LLP as Auditors	For	For

FINNING INTERNATIONAL INC.

Meeting: Annual 5/7/24 Canada

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Vicki L. Avril-Groves	For	For
Mgmt	1.2	Elect Director James E.C. Carter	For	For
Mgmt	1.3	Elect Director Mary Lou Kelley	For	For
Mgmt	1.4	Elect Director Andres Kuhlmann	For	For
Mgmt	1.5	Elect Director Harold N. Kvisle	For	For
Mgmt	1.6	Elect Director Stuart L. Levenick	For	For
Mgmt	1.7	Elect Director Kevin Parkes	For	For
Mgmt	1.8	Elect Director Michael C. Putnam	For	For
Mgmt	1.9	Elect Director John R. Rhind	For	For
Mgmt	1.10	Elect Director Charles F. Ruigrok	For	For
Mgmt	1.11	Elect Director Edward R. Seraphim	For	For
Mgmt	1.12	Elect Director Manjit K. Sharma	For	For
Mgmt	1.13	Elect Director Nancy G. Tower	For	For
Mgmt	2	Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	3	Advisory Vote on Executive Compensation Approach	For	For

GRAHAM HOLDINGS COMPANY

Meeting: Annual 5/7/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Tony Allen	For	For
Mgmt	1.2	Elect Director Danielle Conley	For	For
Mgmt	1.3	Elect Director Christopher C. Davis	For	For

ILUKA RESOURCES LIMITEDMeeting: **Annual** **5/7/24** **Australia**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Elect Rob Cole as Director	For	For
Mgmt	2	Elect Andrea Sutton as Director	For	For
Mgmt	3	Approve Remuneration Report	For	For
Mgmt	4	Approve Grant of Restricted Shares to Tom O'Leary	For	For
Mgmt	5	Approve Grant of Performance Rights to Tom O'Leary	For	For
Mgmt	6	Appoint KPMG as Auditor of the Company	For	For

INTEGRAL AD SCIENCE HOLDING CORP.Meeting: **Annual** **5/7/24** **USA**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Bridgette Heller Voter Rationale: WITHHOLD votes are warranted for incumbent director nominees Bridgette Heller, Christina Lema, and Jill Putman given the board's failure to remove or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board structure, each of which adversely impacts shareholder rights.	For	Withhold
Mgmt	1.2	Elect Director Christina Lema Voter Rationale: WITHHOLD votes are warranted for incumbent director nominees Bridgette Heller, Christina Lema, and Jill Putman given the board's failure to remove or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board structure, each of which adversely impacts shareholder rights.	For	Withhold
Mgmt	1.3	Elect Director Jill Putman Voter Rationale: WITHHOLD votes are warranted for incumbent director nominees Bridgette Heller, Christina Lema, and Jill Putman given the board's failure to remove or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board structure, each of which adversely impacts shareholder rights.	For	Withhold
Mgmt	2	Advisory Vote on Say on Pay Frequency	One Year	One Year
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	4	Ratify PricewaterhouseCoopers LLP as Auditors	For	For

INTEL CORPORATION

Meeting: Annual 5/7/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Patrick P. Gelsinger	For	For
Mgmt	1b	Elect Director James J. Goetz	For	For
Mgmt	1c	Elect Director Andrea J. Goldsmith	For	For
Mgmt	1d	Elect Director Alyssa H. Henry	For	For
Mgmt	1e	Elect Director Omar Ishrak	For	For
Mgmt	1f	Elect Director Risa Lavizzo-Mourey	For	For
Mgmt	1g	Elect Director Tsu-Jae King Liu	For	For
Mgmt	1h	Elect Director Barbara G. Novick	For	For
Mgmt	1i	Elect Director Gregory D. Smith	For	For
Mgmt	1j	Elect Director Stacy J. Smith	For	For
Mgmt	1k	Elect Director Lip-Bu Tan Voter Rationale: A vote against the Compensation Committee Chair is warranted due to concerns with misalignment between executive remuneration and shareholder experience.	For	Against
Mgmt	1l	Elect Director Dion J. Weisler	For	For
Mgmt	1m	Elect Director Frank D. Yeary	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 is warranted due to concerns with misalignment between executive remuneration and shareholder experience.	For	Against
S/holder	4	Establish Board Committee on Corporate Financial Sustainability Voter Rationale: A vote against is warranted as the company's existing board oversight appears adequate to address issues related to corporate financial sustainability and, absent clear performance concerns, the board should generally be given latitude to determine its committee structure.	Against	Against
S/holder	5	Report on Opposing State Abortion Regulation Voter Rationale: A vote against is warranted as the company's existing related oversights and risk management is sufficient.	Against	Against
S/holder	6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote Voter Rationale: A vote against is warranted as the company has a policy that limits cash severance to a reasonable basis, absent shareholder approval, and no significant concerns are identified with respect to equity award treatment.	Against	Against

Global Voting Record

INVESCO MORTGAGE CAPITAL INC.

Meeting: Annual 5/7/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director John S. Day	For	For
Mgmt	1.2	Elect Director Carolyn L. Gibbs	For	For
Mgmt	1.3	Elect Director Carolyn B. Handlon	For	For
Mgmt	1.4	Elect Director Katharine W. Kelley	For	For
Mgmt	1.5	Elect Director Don H. Liu	For	For
Mgmt	1.6	Elect Director Dennis P. Lockhart	For	For
Mgmt	1.7	Elect Director Beth A. Zayicek	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

JSE LTD.

Meeting: Annual 5/7/24 South Africa

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Re-elect Ian Kirk as Director	For	For
Mgmt	1.2	Re-elect Faith Khanyile as Director	For	For
Mgmt	1.3	Re-elect Zarina Bassa as Director	For	For
Mgmt	2	Reappoint Ernst & Young Inc as Auditors with Kuben Moodley as Designated Auditor and Authorise Their Remuneration	For	For
Mgmt	3.1	Re-elect Suresh Kana as Chairman of the Group Audit Committee	For	For
Mgmt	3.2	Re-elect Faith Khanyile as Member of the Group Audit Committee	For	For
Mgmt	3.3	Re-elect Zarina Bassa as Member of the Group Audit Committee	For	For
Mgmt	4	Authorise Ratification of Approved Resolutions	For	For
Mgmt	5	Approve Remuneration Policy	For	For
Mgmt	6	Approve Implementation Report	For	For
Mgmt	7	Authorise Repurchase of Issued Share Capital	For	For
Mgmt	8	Approve Financial Assistance in Terms of Sections 44 and 45 of the Companies Act	For	For
Mgmt	9	Approve Financial Assistance in Respect of the Long-Term Incentive Scheme	For	For
Mgmt	10	Approve Non-Executive Directors' Emoluments	For	For

Global Voting Record

MINTO APARTMENT REAL ESTATE INVESTMENT TRUST

Meeting: Annual 5/7/24 Canada

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1A	Elect Trustee Roger Greenberg	For	For
Mgmt	1B	Elect Trustee Allan Kimberley	For	For
Mgmt	1C	Elect Trustee Heather Kirk	For	For
Mgmt	1D	Elect Trustee Jo-Ann Lempert	For	For
Mgmt	1E	Elect Trustee Jonathan Li	For	For
Mgmt	1F	Elect Trustee Jacqueline Moss	For	For
Mgmt	1G	Elect Trustee Michael Waters	For	For
Mgmt	2	Approve KPMG LLP Auditors and Authorize Trustees to Fix Their Remuneration	For	For
Mgmt	3	Advisory Vote on Executive Compensation Approach	For	For

MULLEN GROUP LTD.

Meeting: Annual 5/7/24 Canada

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Fix Number of Directors at Eight	For	For
Mgmt	2.1	Elect Director Christine E. McGinley	For	For
Mgmt	2.2	Elect Director Stephen H. Lockwood	For	For
Mgmt	2.3	Elect Director Laura Hartwell	For	For
Mgmt	2.4	Elect Director Murray K. Mullen	For	For
Mgmt	2.5	Elect Director Sonia Tibbatts	For	For
Mgmt	2.6	Elect Director Jamil Murji	For	For
Mgmt	2.7	Elect Director Richard Whitley	For	For
Mgmt	2.8	Elect Director Benoit Durand	For	For
Mgmt	3	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	4	Advisory Vote on Executive Compensation Approach	For	For

NVR INC.

Meeting: Annual		5/7/24	USA		
Proposal Type	Proposal	Description	MRec	Vote	
Mgmt	1a	Elect Director Paul C. Saville	For	For	
Mgmt	1b	Elect Director C. E. Andrews	For	For	
Mgmt	1c	Elect Director Sallie B. Bailey	For	For	
Mgmt	1d	Elect Director Thomas D. Eckert	For	For	
Mgmt	1e	Elect Director Alfred E. Festa	For	For	
Mgmt	1f	Elect Director Alexandra A. Jung	For	For	
Mgmt	1g	Elect Director Mel Martinez	For	For	
Mgmt	1h	Elect Director David A. Preiser	For	For	
Mgmt	1i	Elect Director W. Grady Rosier	For	For	
Mgmt	1j	Elect Director Susan Williamson Ross	For	For	
Mgmt	2	Ratify KPMG LLP as Auditors	For	For	
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
S/holder	4	Report on Effectiveness of Diversity Equity and Inclusion Efforts and Metrics	Against	For	
S/holder	5	Report on Political Contributions	Against	For	

PLUS500 LTD.

Meeting: Annual		5/7/24	Israel		
Proposal Type	Proposal	Description	MRec	Vote	
Mgmt	1	Re-elect David Zruia as Director	For	For	
Mgmt	2	Re-elect Elad Even-Chen as Director	For	For	
Mgmt	3	Re-elect Steve Baldwin as Director	For	For	
Mgmt	4	Re-elect Varda Liberman as Director	For	For	
Mgmt	5	Re-elect Jacob Frenkel as Director Voter Rationale: Items 1-4 A vote FOR these Directors is warranted as no significant concerns have been identified. Item 5 A vote AGAINST the re-election of Jacob Frenkel is warranted: * Resolutions which relate to Directors' remuneration received significant level of shareholder dissent at the 2023 AGM, and the Company's response to dissenting shareholders' concerns is considered insufficient.	For	Against	
Mgmt	6	Reappoint Kesselman & Kesselman as Auditors and Authorize Board to Fix Their Remuneration	For	For	
Mgmt	7	Authorise Issue of Equity without Pre-emptive Rights	For	For	
Mgmt	8	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	
Mgmt	9	Approve Remuneration Report Voter Rationale: A vote AGAINST this resolution is warranted because: * The Directors' remuneration report did not meet the requisite shareholder approval at the 2023 AGM, following a trend of significant shareholder dissent recorded since the 2021 AGM, raising questions regarding the extent to which the Committee has addressed the recurring concerns of shareholders. * While the Company's attempts to provide greater level of disclosures are recognised, there remains significant scope for more robust disclosures in respect of qualitative measures and the payment/ vesting outcomes of the variable incentives given the maximum payout under the bonus and LTIP.	For	Against	
Mgmt	10	Authorise Market Purchase of Ordinary Shares	For	For	

SKAN GROUP AG

Meeting: Annual 5/7/24 Switzerland

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Non-Financial Report (Non-Binding)	For	For
Mgmt	3	Approve Discharge of Board and Senior Management Voter Rationale: An abstain vote is warranted due to the ongoing investigation.	For	Abstain
Mgmt	4	Approve Allocation of Income and Dividends of CHF 0.35 per Share	For	For
Mgmt	5.1.1	Reelect Beat Luethi as Director and Board Chair	For	For
Mgmt	5.1.2	Reelect Oliver Baumann as Director	For	For
Mgmt	5.1.3	Reelect Cornelia Gehrig as Director	For	For
Mgmt	5.1.4	Reelect Thomas Huber as Director	For	For
Mgmt	5.1.5	Reelect Gregor Plattner as Director	For	For
Mgmt	5.1.6	Reelect Patrick Schaer as Director	For	For
Mgmt	6.1	Reappoint Oliver Baumann as Member of the Personnel and Compensation Committee	For	For
Mgmt	6.2	Reappoint Beat Luethi as Member of the Personnel and Compensation Committee	For	For
Mgmt	6.3	Appoint Gregor Plattner as Member of the Personnel and Compensation Committee	For	For
Mgmt	7	Approve Remuneration Report (Non-Binding)	For	For
Mgmt	8	Approve Remuneration of Directors in the Amount of CHF 650 000	For	For
Mgmt	9	Approve Remuneration of Executive Committee in the Amount of CHF 7 Million	For	For
Mgmt	10	Ratify BDO AG as Auditors	For	For
Mgmt	11	Designate v.FISCHER Recht AG as Independent Proxy	For	For
Mgmt	12	Transact Other Business (Voting) Voter Rationale: A vote against is warranted as it pertains to counterproposals or new voting items which are not known at this time.	For	Against

TALANX AG

Meeting: Annual 5/7/24 Germany

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)		Non Voting
Mgmt	2	Approve Allocation of Income and Dividends of EUR 2.35 per Share	For	For
Mgmt	3.1	Approve Discharge of Management Board Member Torsten Leue for Fiscal Year 2023	For	For
Mgmt	3.2	Approve Discharge of Management Board Member Jean-Jacques Henchoz for Fiscal Year 2023	For	For
Mgmt	3.3	Approve Discharge of Management Board Member Wilm Langenbach for Fiscal Year 2023	For	For
Mgmt	3.4	Approve Discharge of Management Board Member Edgar Puls for Fiscal Year 2023	For	For
Mgmt	3.5	Approve Discharge of Management Board Member Caroline Schlienkamp for Fiscal Year 2023	For	For
Mgmt	3.6	Approve Discharge of Management Board Member Jens Warkentin for Fiscal Year 2023	For	For
Mgmt	3.7	Approve Discharge of Management Board Member Jan Wicke for Fiscal Year 2023	For	For

Global Voting Record

Mgmt	4.1	Approve Discharge of Supervisory Board Member Herbert Haas for Fiscal Year 2023	For	For
Mgmt	4.2	Approve Discharge of Supervisory Board Member Ralf Rieger for Fiscal Year 2023	For	For
Mgmt	4.3	Approve Discharge of Supervisory Board Member Angela Titzrath for Fiscal Year 2023	For	For
Mgmt	4.4	Approve Discharge of Supervisory Board Member Benita Bierstedt for Fiscal Year 2023	For	For
Mgmt	4.5	Approve Discharge of Supervisory Board Member Rainer-Karl Bock-Wehr for Fiscal Year 2023	For	For
Mgmt	4.6	Approve Discharge of Supervisory Board Member Joachim Brenk for Fiscal Year 2023	For	For
Mgmt	4.7	Approve Discharge of Supervisory Board Member Sebastian Gascard for Fiscal Year 2023	For	For
Mgmt	4.8	Approve Discharge of Supervisory Board Member Christof Guenther for Fiscal Year 2023	For	For
Mgmt	4.9	Approve Discharge of Supervisory Board Member Jutta Hammer for Fiscal Year 2023	For	For
Mgmt	4.10	Approve Discharge of Supervisory Board Member Herrmann Jung for Fiscal Year 2023	For	For
Mgmt	4.11	Approve Discharge of Supervisory Board Member Dirk Lohmann for Fiscal Year 2023	For	For
Mgmt	4.12	Approve Discharge of Supervisory Board Member Christoph Meister for Fiscal Year 2023	For	For
Mgmt	4.13	Approve Discharge of Supervisory Board Member Jutta Mueck for Fiscal Year 2023	For	For
Mgmt	4.14	Approve Discharge of Supervisory Board Member Sandra Reich for Fiscal Year 2023	For	For
Mgmt	4.15	Approve Discharge of Supervisory Board Member Jens Schubert for Fiscal Year 2023	For	For
Mgmt	4.16	Approve Discharge of Supervisory Board Member Norbert Steiner for Fiscal Year 2023	For	For
Mgmt	5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024 and for the Review of the Interim Financial Statements for Fiscal Year 2024 and for the First Quarter of Fiscal Year 2025	For	For
Mgmt	6	Approve Remuneration Report	For	For
Mgmt	7	Amend Articles Re: Dematerialization of Securities	For	For
Mgmt	8	Approve Affiliation Agreement with Zweite Riethorst Grundstuecksgesellschaft mbH	For	For

TERRENO REALTY CORPORATION

Meeting: Annual		5/7/24	USA		
Proposal Type	Proposal	Description	MRec	Vote	
Mgmt	1a	Elect Director W. Blake Baird	For	For	
Mgmt	1b	Elect Director Michael A. Coke	For	For	
Mgmt	1c	Elect Director Gary N. Boston	For	For	
Mgmt	1d	Elect Director LeRoy E. Carlson	For	For	
Mgmt	1e	Elect Director Irene H. Oh	For	For	
Mgmt	1f	Elect Director Douglas M. Pasquale	For	For	
Mgmt	1g	Elect Director Dennis Polk	For	For	
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
Mgmt	3	Ratify Ernst & Young LLP as Auditors	For	For	

Global Voting Record

THE GAP INC.

Meeting: Annual 5/7/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Richard Dickson	For	For
Mgmt	1b	Elect Director Elisabeth B. Donohue	For	For
Mgmt	1c	Elect Director Robert J. Fisher Voter Rationale: A vote AGAINST Robert Fisher is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.	For	Against
Mgmt	1d	Elect Director William S. Fisher	For	For
Mgmt	1e	Elect Director Tracy Gardner	For	For
Mgmt	1f	Elect Director Kathryn A. Hall	For	For
Mgmt	1g	Elect Director Amy Miles	For	For
Mgmt	1h	Elect Director Chris O'Neill	For	For
Mgmt	1i	Elect Director Mayo A. Shattuck III	For	For
Mgmt	1j	Elect Director Tariq Shaukat	For	For
Mgmt	1k	Elect Director Salaam Coleman Smith	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	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	For	For

TREX COMPANY INC.

Meeting: Annual 5/7/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director James E. Cline	For	For
Mgmt	1.2	Elect Director Gena C. Lovett	For	For
Mgmt	1.3	Elect Director Melkeya McDuffie	For	For
Mgmt	1.4	Elect Director Patricia B. Robinson	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify Ernst & Young LLP as Auditors	For	For

WHARF REAL ESTATE INVESTMENT COMPANY LIMITED

Meeting: Annual 5/7/24 Cayman Islands

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2a	Elect Paul Yiu Cheung Tsui as Director	For	For
Mgmt	2b	Elect Yen Thean Leng as Director	For	For
Mgmt	2c	Elect Horace Wai Chung Lee as Director	For	For
Mgmt	2d	Elect Tak Hay Chau as Director	For	For
Mgmt	3a	Approve Increase in the Rate of Annual Fee Payable to the Chairman of the Company	For	For
Mgmt	3b	Approve Increase in the Rate of Annual Fee Payable to Each of the Directors Other than the Chairman of the Company	For	For
Mgmt	3c	Approve Increase in the Rate of Annual Fee Payable to the Chairman of the Audit Committee of the Company	For	For
Mgmt	3d	Approve Increase in the Rate of Annual Fee Payable to Each Member Other than the Chairman of the Audit Committee of the Company	For	For
Mgmt	3e	Approve Increase in the Rate of Annual Fee Payable to the Chairman and Each Member of the Remuneration Committee of the Company	For	For
Mgmt	4	Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	5	Authorize Repurchase of Issued Share Capital	For	For
Mgmt	6	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 for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.	For	Against
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 for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.	For	Against

Global Voting Record

WIENERBERGER AG

Meeting: Annual 5/7/24 Austria

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)		Non Voting
Mgmt	2	Approve Allocation of Income and Dividends of EUR 0.90 per Share	For	For
Mgmt	3	Approve Discharge of Management Board for Fiscal Year 2023	For	For
Mgmt	4	Approve Discharge of Supervisory Board for Fiscal Year 2023	For	For
Mgmt	5	Ratify Deloitte Audit as Auditors and as Auditor for the Sustainability Reporting for Fiscal Year 2024	For	For
Mgmt	6	Approve Remuneration Report	For	For
Mgmt	7	Approve Remuneration Policy for the Management Board	For	For
Mgmt	8.1	Approve Remuneration Policy for the Supervisory Board	For	For
Mgmt	8.2	Approve Remuneration of Supervisory Board Members	For	For
Mgmt	9	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	For
Mgmt	10	Authorize Reissuance of Repurchased Shares	For	For
Mgmt	11	Approve Creation of EUR 16.8 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	For	For

ADVANCED MICRO DEVICES INC.

Meeting: Annual 5/8/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Nora M. Denzel	For	For
Mgmt	1b	Elect Director Mark Durcan	For	For
Mgmt	1c	Elect Director Michael P. Gregoire	For	For
Mgmt	1d	Elect Director Joseph A. Householder	For	For
Mgmt	1e	Elect Director John W. Marren	For	For
Mgmt	1f	Elect Director Jon A. Olson	For	For
Mgmt	1g	Elect Director Lisa T. Su	For	For
Mgmt	1h	Elect Director Abhi Y. Talwalkar	For	For
Mgmt	1i	Elect Director Elizabeth W. Vanderslice	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	Reduce Ownership Threshold for Shareholders to Call Special Meeting Voter Rationale: A vote for is warranted as the proposed 10 percent ownership threshold for shareholders to call a special meeting would enhance shareholders ability to make use of the right.	Against	For

ALCON AG

Meeting: Annual 5/8/24 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 0.24 per Share	For	For
Mgmt	4	Approve Non-Financial Report (Non-Binding)	For	For
Mgmt	5.1	Approve Remuneration Report (Non-Binding) Voter Rationale: A vote AGAINST the remuneration report is warranted. While a small improvement to disclosure is acknowledged, overall ex-post disclosure of performance achievements in each incentive program remains limited. Moreover, the CEO's target LTI award opportunity, which was already high relative to Swiss peers, further increased significantly to a level that far exceeds local market practice.	For	Against
Mgmt	5.2	Approve Remuneration of Directors in the Amount of CHF 3.9 Million	For	For
Mgmt	5.3	Approve Remuneration of Executive Committee in the Amount of CHF 43 Million	For	For
Mgmt	6.1	Reelect Michael Ball as Director and Board Chair	For	For
Mgmt	6.2	Reelect Lynn Bleil as Director	For	For
Mgmt	6.3	Reelect Raquel Bono as Director	For	For
Mgmt	6.4	Reelect Arthur Cummings as Director	For	For
Mgmt	6.5	Reelect David Endicott as Director	For	For
Mgmt	6.6	Reelect Thomas Glanzmann as Director	For	For
Mgmt	6.7	Reelect Keith Grossman as Director	For	For
Mgmt	6.8	Reelect Scott Maw as Director	For	For
Mgmt	6.9	Reelect Karen May as Director	For	For
Mgmt	6.10	Reelect Ines Poeschel as Director	For	For
Mgmt	6.11	Reelect Dieter Spaelti as Director	For	For
Mgmt	7.1	Reappoint Thomas Glanzmann as Member of the Compensation Committee	For	For
Mgmt	7.2	Reappoint Scott Maw as Member of the Compensation Committee	For	For
Mgmt	7.3	Reappoint Karen May as Member of the Compensation Committee	For	For
Mgmt	7.4	Reappoint Ines Poeschel as Member of the Compensation Committee	For	For
Mgmt	8	Designate Hartmann Dreyer as Independent Proxy	For	For
Mgmt	9	Ratify PricewaterhouseCoopers SA as Auditors	For	For
Mgmt	10	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

ALLISON TRANSMISSION HOLDINGS INC.Meeting: **Annual** **5/8/24** **USA**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Judy L. Altmaier	For	For
Mgmt	1b	Elect Director D. Scott Barbour	For	For
Mgmt	1c	Elect Director Philip J. Christman	For	For
Mgmt	1d	Elect Director David C. Everitt	For	For
Mgmt	1e	Elect Director David S. Graziosi	For	For
Mgmt	1f	Elect Director Carolann I. Haznedar	For	For
Mgmt	1g	Elect Director Richard P. Lavin	For	For
Mgmt	1h	Elect Director Sasha Ostojic	For	For
Mgmt	1i	Elect Director Gustave F. Perna	For	For
Mgmt	1j	Elect Director Krishna Shivram	For	For
Mgmt	2	Ratify PricewaterhouseCoopers 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

ASIAN PAINTS LIMITEDMeeting: **Special** **5/8/24** **India**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Elect Gopichand Katragadda as Director	For	For
Mgmt	2	Approve Remuneration of Cost Auditors	For	For

CAMURUS ABMeeting: **Annual** **5/8/24** **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	Designate Inspector of Minutes of Meeting		Non Voting
Mgmt	5	Acknowledge Proper Convening of Meeting	For	For
Mgmt	6	Approve Agenda of Meeting	For	For
Mgmt	7	Receive President's Report		Non Voting
Mgmt	8.a	Receive Financial Statements and Statutory Reports		Non Voting
Mgmt	8.b	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management		Non Voting
Mgmt	9.a	Accept Financial Statements and Statutory Reports	For	For
Mgmt	9.b	Approve Allocation of Income and Omission of Dividends	For	For
Mgmt	9.c1	Approve Discharge of Per Olof Wallstrom	For	For
Mgmt	9.c2	Approve Discharge of Hege Hellstrom	For	For
Mgmt	9.c3	Approve Discharge of Jakob Lindberg	For	For
Mgmt	9.c4	Approve Discharge of Stefan Persson	For	For

Global Voting Record

Mgmt	9.c5	Approve Discharge of Behshad Sheldon	For	For
Mgmt	9.c6	Approve Discharge of Erika Soderberg Johnsson	For	For
Mgmt	9.c7	Approve Discharge of Fredrik Tiberg	For	For
Mgmt	9.c8	Approve Discharge of Ole Vahlgren	For	For
Mgmt	9.c9	Approve Discharge of Kerstin Valinder Strinnholm	For	For
Mgmt	9.c10	Approve Discharge of Fredrik Tiberg	For	For
Mgmt	10.1	Determine Number of Members (6) and Deputy Members (0) of Board	For	For
Mgmt	10.2	Determine Number of Auditors (1) and Deputy Auditors (0)	For	For
Mgmt	11.1	Approve Remuneration of Directors in the Amount of SEK 800 000 for Chairman and SEK 335 000 for Other Directors; Approve Remuneration for Committee Work	For	For
Mgmt	11.2	Approve Remuneration of Auditors	For	For
Mgmt	12.11	Reelect Hege Hellstrom as Director Voter Rationale: A vote FOR candidates Per-Olof Wallstrom, Fredrik Tiberg, Jakob Lindberg, Stefan Persson and Erika Soederberg-Johnsson (Items 12.12, 12.13, 12.14, 12.15 and 12.16) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidate Hege Hellstrom (Item 12.11) is warranted due to them being considered overboarded.	For	Against
Mgmt	12.12	Reelect Jakob Lindberg as Director	For	For
Mgmt	12.13	Reelect Stefan Persson as Director	For	For
Mgmt	12.14	Reelect Erika Soderberg Johnsson as Director	For	For
Mgmt	12.15	Reelect Fredrik Tiberg as Director	For	For
Mgmt	12.16	Reelect Per Olof Wallstrom as Director	For	For
Mgmt	12.17	Reelect Per Olof Wallstrom as Board Chair	For	For
Mgmt	12.2	Ratify PricewaterhouseCoopers AB as Auditors	For	For
Mgmt	13	Approve Remuneration Report Voter Rationale: A vote AGAINST this item is warranted because: * The significant base salary increase, absent a justifying rationale. * Lack of individual metric weights under the STIP. * Lack of disclosure surrounding the performance targets and the non-financial performance metric attached to the STIP.	For	Against
Mgmt	14	Approve Issuance of up to 20 Percent of Issued Shares without Preemptive Rights Voter Rationale: A vote AGAINST this issuance authorization is warranted because the potential share capital increase is excessive.	For	Against
Mgmt	15	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	For
Mgmt	16.A	Approve Performance Share Program 2024/2027 for Key Employees	For	For
Mgmt	16.B	Approve Equity Plan Financing	For	For
Mgmt	16.	Approve Alternative Equity Plan Financing	For	For
Mgmt	17	Approve Transfer of Warrants Issued under ESOP 2021/2024	For	For
Mgmt	18	Close Meeting		Non Voting

Global Voting Record

DECCAN GOLD MINES LIMITED

Meeting: Extraordinary Sh: 5/8/24 India

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Increase Authorized Share Capital	For	For
Mgmt	2	Approve Issuance of Compulsorily Convertible Debentures on Preferential Basis	For	For
Mgmt	3	Approve Issuance of Optionally Convertible Cumulative Redeemable Preference Shares on Preferential Basis	For	For
Mgmt	4	Approve Issuance of Equity Shares on a Preferential Basis	For	For
Mgmt	5	Approve Deccan Gold Mines Limited Stock Incentive Plan 2024 and Grant of Employee Stock Options to the Eligible Employees of the Company	For	For
Mgmt	6	Approve Extension of the Deccan Gold Mines Limited Stock Incentive Plan 2024 and Grant of Employee Stock Options to the Eligible Employees of Subsidiary or Associate Companies	For	For
Mgmt	7	Approve Grant of ESOP Options Exceeding One Percent of the Issued Capital of the Company	For	For

DUNDEE PRECIOUS METALS INC.

Meeting: Annual 5/8/24 Canada

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Nicole Adshead-Bell	For	For
Mgmt	1.2	Elect Director Robert M. Bosshard	For	For
Mgmt	1.3	Elect Director Jaimie Donovan	For	For
Mgmt	1.4	Elect Director R. Peter Gillin	For	For
Mgmt	1.5	Elect Director Kalidas Madhavpeddi	For	For
Mgmt	1.6	Elect Director Juanita Montalvo	For	For
Mgmt	1.7	Elect Director David Rae	For	For
Mgmt	1.8	Elect Director Marie-Anne Tawil	For	For
Mgmt	2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	3	Advisory Vote on Executive Compensation Approach	For	For

Global Voting Record

FIRST SOLAR INC.

Meeting: Annual 5/8/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Michael J. Ahearn	For	For
Mgmt	1.2	Elect Director Anita Marangoly George	For	For
Mgmt	1.3	Elect Director Molly E. Joseph	For	For
Mgmt	1.4	Elect Director Lisa A. Kro	For	For
Mgmt	1.5	Elect Director William J. Post	For	For
Mgmt	1.6	Elect Director Venkata "Murthy" Renduchintala	For	For
Mgmt	1.7	Elect Director Paul H. Stebbins	For	For
Mgmt	1.8	Elect Director Michael T. Sweeney	For	For
Mgmt	1.9	Elect Director Mark R. Widmar	For	For
Mgmt	1.10	Elect Director Norman L. Wright	For	For
Mgmt	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	4	Provide Right to Call a Special Meeting at a 25 Percent Ownership Threshold	For	For
		Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold		
S/holder	5	Voter Rationale: A vote for is warranted as it will increase the likelihood that shareholders will be granted the right to call a special meeting.	Against	For

FLOOR & DECOR HOLDINGS INC.

Meeting: Annual 5/8/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Norman H. Axelrod	For	For
Mgmt	1b	Elect Director William T. Giles	For	For
Mgmt	1c	Elect Director Dwight James	For	For
Mgmt	1d	Elect Director Melissa Kersey	For	For
Mgmt	1e	Elect Director Ryan Marshall	For	For
Mgmt	1f	Elect Director Peter M. Starrett	For	For
Mgmt	1g	Elect Director Richard L. Sullivan	For	For
Mgmt	1h	Elect Director Thomas V. Taylor Jr.	For	For
Mgmt	1i	Elect Director Felicia D. Thornton	For	For
Mgmt	1j	Elect Director George Vincent West	For	For
Mgmt	1k	Elect Director Charles Young	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	Advisory Vote on Say on Pay Frequency	One Year	One Year

Global Voting Record

FLUIDRA SA

Meeting: Annual 5/8/24 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	Renew Appointment of Ernst & Young as Auditor	For	For
Mgmt	6	Amend Article 36 Re: Increase in Board Size to 14	For	For
Mgmt	7	Elect Olatz Urroz Garcia as Director	For	For
Mgmt	8.1	Reelect Esther Berrozpe Galindo as Director	For	For
Mgmt	8.2	Reelect Brian McDonald as Director	For	For
Mgmt	9	Advisory Vote on Remuneration Report	For	For
Mgmt	10	Approve Remuneration Policy	For	For
Mgmt	11	Approve Annual Maximum Remuneration	For	For
Mgmt	12	Authorize Board to Ratify and Execute Approved Resolutions	For	For

GILEAD SCIENCES INC.

Meeting: Annual 5/8/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Jacqueline K. Barton	For	For
Mgmt	1b	Elect Director Jeffrey A. Bluestone	For	For
Mgmt	1c	Elect Director Sandra J. Horning	For	For
Mgmt	1d	Elect Director Kelly A. Kramer	For	For
Mgmt	1e	Elect Director Ted W. Love	For	For
Mgmt	1f	Elect Director Harish M. Manwani	For	For
Mgmt	1g	Elect Director Daniel P. O'Day	For	For
Mgmt	1h	Elect Director Javier J. Rodriguez	For	For
Mgmt	1i	Elect Director Anthony Welters	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 Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	For	For
S/holder	5	Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	Against	Against
S/holder	6	Report on Risks of Supporting Abortion	Against	Against
S/holder	7	Adopt Share Retention Policy For Senior Executives	Against	For

GT CAPITAL HOLDINGS INC.

Meeting: Annual 5/8/24 Philippines

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Minutes of Previous Annual Stockholders' Meeting	For	For
Mgmt	2	Ratify All Acts and Resolutions of the Board of Directors Committees and Management	For	For
Mgmt	3	Appoint External Auditor	For	For
Mgmt	4.1	Elect Francisco C. Sebastian as Director	For	For
Mgmt	4.2	Elect Alfred Vy Ty as Director	For	For
Mgmt	4.3	Elect Arthur Vy Ty as Director	For	For
Mgmt	4.4	Elect Carmelo Maria Luza Bautista as Director	For	For
Mgmt	4.5	Elect David T. Go as Director	For	For
Mgmt	4.6	Elect Regis V. Puno as Director	For	For
Mgmt	4.7	Elect Renato C. Valencia as Director	For	For
Mgmt	4.8	Elect Rene J. Buenaventura as Director	For	For
Mgmt	4.9	Elect Gil B. Genio as Director	For	For
Mgmt	4.10	Elect Consuelo D. Garcia as Director	For	For
Mgmt	4.11	Elect Carlos G. Dominguez III as Director	For	For

HONGKONG LAND HOLDINGS LTD.

Meeting: Annual 5/8/24 Bermuda

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports Voter Rationale: A vote AGAINST this resolution is warranted because of the following reasons: * There is an absence of independent representation on the Remuneration Committee; * An Executive Director sits on the Remuneration Committee; * The level of disclosure in terms of the remuneration received by the Directors during the year is not in line with recommended market practice; and * The terms of the notional options granted to the former CEO and CFO during the year under review were not publicly disclosed.	For	Against
Mgmt	2	Approve Final Dividend	For	For
Mgmt	3	Re-elect Craig Beattie as Director	For	For
Mgmt	4	Re-elect Adam Keswick as Director	For	For
Mgmt	5	Elect Michael Smith as Director	For	For
Mgmt	6	Ratify Auditors and Authorise Their Remuneration	For	For
Mgmt	7	Authorise Issue of Equity	For	For

Global Voting Record

INNERGEX RENEWABLE ENERGY INC.

Meeting: Annual 5/8/24 Canada

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Daniel Lafrance	For	For
Mgmt	1.2	Elect Director Marc-Andre Aube	For	For
Mgmt	1.3	Elect Director Pierre G. Brodeur	For	For
Mgmt	1.4	Elect Director Radha D. Curpen	For	For
Mgmt	1.5	Elect Director Nathalie Francisci	For	For
Mgmt	1.6	Elect Director Richard Gagnon	For	For
Mgmt	1.7	Elect Director Jean-Hugues Lafleur	For	For
Mgmt	1.8	Elect Director Michel Letellier	For	For
Mgmt	1.9	Elect Director Patrick Loulou	For	For
Mgmt	1.10	Elect Director Monique Mercier	For	For
Mgmt	1.11	Elect Director Ouma Sananikone	For	For
Mgmt	2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	3	Advisory Vote on Executive Compensation Approach	For	For

INTACT FINANCIAL CORPORATION

Meeting: Annual 5/8/24 Canada

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Charles Brindamour	For	For
Mgmt	1.2	Elect Director Emmanuel Clarke	For	For
Mgmt	1.3	Elect Director Janet De Silva	For	For
Mgmt	1.4	Elect Director Michael Katchen	For	For
Mgmt	1.5	Elect Director Stephani Kingsmill	For	For
Mgmt	1.6	Elect Director Jane E. Kinney	For	For
Mgmt	1.7	Elect Director Robert G. Leary	For	For
Mgmt	1.8	Elect Director Sylvie Paquette	For	For
Mgmt	1.9	Elect Director Stuart J. Russell	For	For
Mgmt	1.10	Elect Director Indira V. Samarasekera	For	For
Mgmt	1.11	Elect Director Frederick Singer	For	For
Mgmt	1.12	Elect Director Carolyn A. Wilkins	For	For
Mgmt	1.13	Elect Director William L. Young	For	For
Mgmt	2	Ratify Ernst & Young LLP as Auditors	For	For
Mgmt	3	Re-approve Stock Option Plan	For	For
Mgmt	4	Advisory Vote on Executive Compensation Approach	For	For

JARDINE MATHESON HOLDINGS LTD.Meeting: **Annual** **5/8/24** **Bermuda**

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 Janine Feng as Director	For	For
Mgmt	4	Elect Keyu Jin as Director	For	For
Mgmt	5	Re-elect Graham Baker as Director	For	For
Mgmt	6	Re-elect Percy Weatherall as Director	For	For
Mgmt	7	Ratify Auditors and Authorise Their Remuneration	For	For
Mgmt	8	Authorise Issue of Equity	For	For

KARNOV GROUP AB

Meeting: Annual 5/8/24 Sweden

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Elect Chairman of Meeting; Open 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.b	Approve Allocation of Income and Omission of Dividends	For	For
Mgmt	7.c1	Approve Discharge of Magnus Mandersson	For	For
Mgmt	7.c2	Approve Discharge of Ulf Bonnevier	For	For
Mgmt	7.c3	Approve Discharge of Lone Moller Olsen	For	For
Mgmt	7.c4	Approve Discharge of Salla Vainio	For	For
Mgmt	7.c5	Approve Discharge of Loris Barisa	For	For
Mgmt	7.c6	Approve Discharge of Ted Keith	For	For
Mgmt	7.c7	Approve Discharge of CEO Pontus Bodelsson	For	For
Mgmt	8.1	Determine Number of Members (6) and Deputy Members of Board (0)	For	For
Mgmt	8.2	Determine Number of Auditors (1) and Deputy Auditors (0)	For	For
Mgmt	9.1	Approve Remuneration of Directors in the Amount of SEK 1.05 Million for Chairman and SEK 375 000 for Other Directors; Approve Remuneration for Committee Work	For	For
Mgmt	9.2	Approve Remuneration of Auditors	For	For
Mgmt	10.1	Reelect Magnus Mandersson as Director	For	For
Mgmt	10.2	Reelect Ulf Bonnevier as Director	For	For
Mgmt	10.3	Reelect Lone Moller Olsen as Director	For	For
Mgmt	10.4	Reelect Salla Vainio as Director	For	For
Mgmt	10.5	Reelect Loris Barisa as Director	For	For
Mgmt	10.6	Reelect Ted Keith as Director	For	For
Mgmt	10.7	Reelect Magnus Mandersson as Board Chair	For	For
Mgmt	10.8	Ratify PricewaterhouseCooper as Auditors	For	For
Mgmt	11	Approve Remuneration Report Voter Rationale: A vote against is warranted as the company has not disclosed the financial criteria used to evaluate the outcome of the STIP.	For	Against
Mgmt	12	Approve Performance Share Plan LTIP 2024 for Key Employees	For	For
Mgmt	13	Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	For	For
Mgmt	14	Close Meeting		Non Voting

Global Voting Record

KINROSS GOLD CORPORATION

Meeting: Annual 5/8/24 Canada

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Kerry D. Dyte	For	For
Mgmt	1.2	Elect Director Glenn A. Ives	For	For
Mgmt	1.3	Elect Director Ave G. Lethbridge	For	For
Mgmt	1.4	Elect Director Michael A. Lewis	For	For
Mgmt	1.5	Elect Director Elizabeth D. McGregor	For	For
Mgmt	1.6	Elect Director Catherine McLeod-Seltzer	For	For
Mgmt	1.7	Elect Director Kelly J. Osborne	For	For
Mgmt	1.8	Elect Director George N. Paspalas	For	For
Mgmt	1.9	Elect Director J. Paul Rollinson	For	For
Mgmt	1.10	Elect Director David A. Scott	For	For
Mgmt	2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	3	Re-approve Shareholder Rights Plan	For	For
Mgmt	4	Advisory Vote on Executive Compensation Approach	For	For

LONZA GROUP AG

Meeting: Annual 5/8/24 Switzerland

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Non-Financial Report	For	For
Mgmt	3	Approve Remuneration Report	For	For
Mgmt	4	Approve Discharge of Board and Senior Management	For	For
Mgmt	5	Approve Allocation of Income and Dividends of CHF 4.00 per Share	For	For
Mgmt	6.1.1	Reelect Marion Helmes as Director	For	For
Mgmt	6.1.2	Reelect Angelica Kohlmann as Director	For	For
Mgmt	6.1.3	Reelect Christoph Maeder as Director	For	For
Mgmt	6.1.4	Reelect Roger Nitsch as Director	For	For
Mgmt	6.1.5	Reelect Barbara Richmond as Director	For	For
Mgmt	6.1.6	Reelect Juergen Steinemann as Director	For	For
Mgmt	6.1.7	Reelect Olivier Verscheure as Director	For	For
Mgmt	6.2	Elect Jean-Marc Huet as Director	For	For
Mgmt	6.3	Elect Jean-Marc Huet as Board Chair	For	For
Mgmt	6.4.1	Reappoint Angelica Kohlmann as Member of the Nomination and Compensation Committee	For	For
Mgmt	6.4.2	Reappoint Christoph Maeder as Member of the Nomination and Compensation Committee	For	For
Mgmt	6.4.3	Reappoint Juergen Steinemann as Member of the Nomination and Compensation Committee	For	For
Mgmt	7	Ratify Deloitte AG as Auditors for Fiscal Year 2025	For	For
Mgmt	8	Designate ThomannFischer as Independent Proxy	For	For
Mgmt	9	Approve Remuneration of Directors in the Amount of CHF 3 Million	For	For
Mgmt	10.1	Approve Variable Short-Term Remuneration of Executive Committee in the Amount of CHF 4.3 Million	For	For
Mgmt	10.2	Approve Fixed and Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 27.7 Million	For	For
Mgmt	11	Transact Other Business (Voting) Voter Rationale: vote against this item is warranted as it pertains to counterproposals or new voting items which are not known at this time.	For	Against

MYCRONIC AB

Meeting: Annual 5/8/24 Sweden

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Patrik Tigerschiold as 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 Julia Lamers as Inspector 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	Accept Financial Statements and Statutory Reports	For	For
Mgmt	8	Approve Allocation of Income and Dividends of SEK 4.50 Per Share	For	For
Mgmt	9.1	Approve Discharge of Patrik Tigerschiold	For	For
Mgmt	9.2	Approve Discharge of Arun Bansal	For	For

Global Voting Record

Mgmt	9.3	Approve Discharge of Anna Belfrage	For	For
Mgmt	9.4	Approve Discharge of Katarina Bonde	For	For
Mgmt	9.5	Approve Discharge of Staffan Dahlstrom	For	For
Mgmt	9.6	Approve Discharge of Bo Risberg	For	For
Mgmt	9.7	Approve Discharge of Robert Larsson	For	For
Mgmt	9.8	Approve Discharge of CEO Anders Lindqvist	For	For
Mgmt	10	Determine Number of Members (7) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors	For	For
Mgmt	11	Approve Remuneration of Directors in the Amount of SEK 925 000 for Chair and SEK 370 000 for Other Directors; Approve Remuneration of Auditors	For	For
Mgmt	12.1	Reelect Patrik Tigerschild as Director Voter Rationale: A vote FOR candidates Arun Bansal, Anna Belfrage, Katarina Bonde, Staffan Dahlstrom, Jens Hinrichsen and Bo Risberg (Items 12.2-12.7) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST chairman Patrik Tigerschild (Item 12.1) is warranted due to their position on the nomination committee combined with a lack of gender diversity on the board. Furthermore, this candidate is considered overboarded.	For	Against
Mgmt	12.2	Reelect Arun Bansal as Director	For	For
Mgmt	12.3	Reelect Anna Belfrage as Director	For	For
Mgmt	12.4	Reelect Katarina Bondel as Director	For	For
Mgmt	12.5	Reelect Staffan Dahlstrom as Director	For	For
Mgmt	12.6	Reelect Bo Risberg as Director	For	For
Mgmt	12.7	Elect Jens Hinrichsen as New Director	For	For
Mgmt	12.8	Reelect Patrik Tigerschild as Board Chair Voter Rationale: A vote AGAINST this item is warranted because the election of this individual to the board of directors is not supported.	For	Against
Mgmt	13.1	Ratify Ernst & Young as Auditors	For	For
Mgmt	14	Approve Remuneration Report Voter Rationale: A vote AGAINST this item is warranted due to a lack of disclosure of achievement levels of individual metrics, lack of disclosure of performance targets, and considering the capping of the short-term bonus.	For	Against
Mgmt	15	Approve Remuneration Policy And Other Terms of Employment For Executive Management	For	For
Mgmt	16	Authorize Chairman of Board and Representatives of Three of Company's Largest Shareholders to Serve on Nominating Committee	For	For
Mgmt	17	Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights	For	For
Mgmt	18	Authorize Share Repurchase Program	For	For
Mgmt	19.a	Approve Performance Based Share Plan LTIP 2024	For	For
Mgmt	19.b	Approve Equity Plan Financing	For	For
Mgmt	19.c	Approve Alternative Equity Plan Financing	For	For
Mgmt	19.d	Other Matters in Relation to LTIP 2024	For	For

Global Voting Record

OFG BANCORP

Meeting: Annual 5/8/24 Puerto Rico

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Jorge Colon-Gerena	For	For
Mgmt	1.2	Elect Director Nestor de Jesus	For	For
Mgmt	1.3	Elect Director Annette Franqui	For	For
Mgmt	1.4	Elect Director Susan Harnett	For	For
Mgmt	1.5	Elect Director Jose Rafael Fernandez	For	For
Mgmt	1.6	Elect Director Angel Vazquez	For	For
Mgmt	1.7	Elect Director Rafael Velez	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify KPMG LLP as Auditors	For	For

ORMAT TECHNOLOGIES INC.

Meeting: Annual 5/8/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1A	Elect Director Isaac Angel	For	For
Mgmt	1B	Elect Director Ravit Barniv	For	For
Mgmt	1C	Elect Director Karin Corfee	For	For
Mgmt	1D	Elect Director David Granot	For	For
Mgmt	1E	Elect Director Michal Marom	For	For
Mgmt	1F	Elect Director Mike Nikkel	For	For
Mgmt	1G	Elect Director Dafna Sharir	For	For
Mgmt	1H	Elect Director Stanley B. Stern	For	For
Mgmt	1I	Elect Director Byron G. Wong	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify Kesselman & Kesselman as Auditors	For	For
Mgmt	4	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	For	For
Mgmt	5	Amend Omnibus Stock Plan	For	For

PERSHING SQUARE HOLDINGS LTDMeeting: **Annual** **5/8/24** **Guernsey**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Reappoint 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 Bronwyn Curtis as Director	For	For
Mgmt	6	Re-elect Andrew Henton as Director	For	For
Mgmt	7	Re-elect Tope Lawani as Director	For	For
Mgmt	8	Re-elect Rupert Morley as Director	For	For
Mgmt	9	Elect Charlotte Denton as Director	For	For
Mgmt	10	Authorise Market Purchase of Public Shares	For	For
Mgmt	11	Authorise Issue of Equity without Pre-emptive Rights	For	For

RATIONAL AG

Meeting: Annual		5/8/24	Germany		
Proposal Type	Proposal	Description	MRec	Vote	
Mgmt	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)		Non Voting	
Mgmt	2	Approve Allocation of Income and Dividends of EUR 13.50 per Share	For	For	
Mgmt	3	Approve Discharge of Management Board for Fiscal Year 2023	For	For	
Mgmt	4	Approve Discharge of Supervisory Board for Fiscal Year 2023	For	For	
Mgmt	5	Approve Remuneration Report	For	For	
Mgmt	6	Ratify Deloitte GmbH as Auditors for Fiscal Year 2024	For	For	
Mgmt	7	Amend Articles Re: Proof of Entitlement	For	For	
Mgmt	8.1	Elect Erich Baumgaertner to the Supervisory Board	For	For	
Mgmt	8.2	Elect Johannes Wuerbser to the Supervisory Board Voter Rationale: Votes AGAINST the non-independent nominees, Christoph Lintz, and Johannes Wuerbser, are warranted because of the failure to establish a sufficiently independent board. A vote AGAINST Johannes Wuerbser is further warranted as a signal of concern to the board because the board is insufficiently gender diverse. We note that the board does not have a nomination committee, nor is the board chair up for reelection. As such, Wuerbser is considered the most appropriate director to hold accountable for gender diversity concerns as he is the most tenured director affiliated to the controlling shareholder block. Votes FOR the independent nominees, Clarissa Kaefer, Werner Schwind, and Erich Baumgaertner, are warranted.	For	Against	
Mgmt	8.3	Elect Werner Schwind to the Supervisory Board	For	For	
Mgmt	8.4	Elect Clarissa Kaefer to the Supervisory Board	For	For	
Mgmt	8.5	Elect Christoph Lintz to the Supervisory Board Voter Rationale: Votes AGAINST the non-independent nominees, Christoph Lintz, and Johannes Wuerbser, are warranted because of the failure to establish a sufficiently independent board. A vote AGAINST Johannes Wuerbser is further warranted as a signal of concern to the board because the board is insufficiently gender diverse. We note that the board does not have a nomination committee, nor is the board chair up for reelection. As such, Wuerbser is considered the most appropriate director to hold accountable for gender diversity concerns as he is the most tenured director affiliated to the controlling shareholder block. Votes FOR the independent nominees, Clarissa Kaefer, Werner Schwind, and Erich Baumgaertner, are warranted.	For	Against	

SMARTGROUP CORPORATION LIMITED

Meeting: Annual		5/8/24	Australia		
Proposal Type	Proposal	Description	MRec	Vote	
Mgmt	1	Approve Remuneration Report	For	For	
Mgmt	2	Elect Mark Rigotti as Director	For	For	
Mgmt	3	Elect Ian Watt as Director	For	For	
Mgmt	4	Approve Issuance of Securities Under the Loan Funded Share Plan	For	For	
Mgmt	5	Approve Issuance of Shares to Scott Wharton Under the Loan Funded Share Plan	For	For	
Mgmt	6	Approve Issuance of Performance Rights to Scott Wharton Under the Short Term Incentive Plan	None	For	
Mgmt	7	Appoint KPMG as Auditor of the Company	For	For	

SWISSQUOTE GROUP HOLDING LTD.Meeting: **Annual** **5/8/24** **Switzerland**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Remuneration Report (Non-Binding)	For	For
Mgmt	3	Approve Sustainability Report	For	For
Mgmt	4	Approve Allocation of Income and Dividends of CHF 4.30 per Share	For	For
Mgmt	5	Approve Discharge of Board and Senior Management	For	For
Mgmt	6.1.1	Reelect Markus Dennler as Director and Board Chair	For	For
Mgmt	6.1.2	Reelect Jean-Christophe Pernollet as Director	For	For
Mgmt	6.1.3	Reelect Beat Oberlin as Director	For	For
Mgmt	6.1.4	Reelect Monica Dell'Anna as Director	For	For
Mgmt	6.1.5	Reelect Michael Ploog as Director	For	For
Mgmt	6.1.6	Reelect Paolo Buzzi as Director	For	For
Mgmt	6.1.7	Reelect Demetra Kalogerou as Director	For	For
Mgmt	6.1.8	Reelect Esther Finidor as Director	For	For
Mgmt	6.2.1	Reappoint Beat Oberlin as Member of the Nomination and Compensation Committee	For	For
Mgmt	6.2.2	Reappoint Monica Dell'Anna as Member of the Nomination and Compensation Committee	For	For
Mgmt	6.2.3	Reappoint Paolo Buzzi as Member of the Nomination and Compensation Committee	For	For
Mgmt	6.3	Ratify PricewaterhouseCoopers Ltd as Auditors	For	For
Mgmt	6.4	Designate Juan Gil as Independent Proxy	For	For
Mgmt	7.1	Approve Remuneration of Directors in the Amount of CHF 1.5 Million	For	For
Mgmt	7.2	Approve Remuneration of Executive Committee in the Amount of CHF 8.5 Million	For	For
Mgmt	8	Transact Other Business (Voting) Voter Rationale: A vote against is warranted because the content of these new items or counterproposals is not known at this time.	For	Against

THE SWATCH GROUP AG

Meeting: Annual		5/8/24	Switzerland		
Proposal Type	Proposal	Description	MRec	Vote	
Mgmt	1	Accept Financial Statements and Statutory Reports; Approve Sustainability Report	For	For	
Mgmt	2	Approve Discharge of Board and Senior Management	For	For	
Mgmt	3	Approve Allocation of Income and Dividends of CHF 1.30 per Registered Share and CHF 6.50 per Bearer Share	For	For	
Mgmt	4.1.1	Approve Fixed Remuneration of Non-Executive Directors in the Amount of CHF 1.2 Million	For	For	
Mgmt	4.1.2	Approve Fixed Remuneration of Executive Directors in the Amount of CHF 2.9 Million	For	For	
Mgmt	4.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 5.4 Million	For	For	
Mgmt	4.3	Approve Variable Remuneration of Executive Directors in the Amount of CHF 7.5 Million Voter Rationale: A vote against items 4.3 and 4.4 is warranted due to concerns with the remuneration proposals not being aligned with best market practice.	For	Against	
Mgmt	4.4	Approve Variable Remuneration of Executive Committee in the Amount of CHF 14.7 Million	For	Against	
Mgmt	5.1	Reelect Nayla Hayek as Director Voter Rationale: A vote against items 5.1 and 5.2 is warranted due to concerns with the governance practices of the company not being in line with shareholder expectations.	For	Against	
Mgmt	5.2	Reelect Ernst Tanner as Director	For	Against	
Mgmt	5.3	Reelect Daniela Aeschlimann as Director	For	For	
Mgmt	5.4	Reelect Georges Hayek as Director	For	For	
Mgmt	5.5	Reelect Claude Nicollier as Director	For	For	
Mgmt	5.6	Reelect Jean-Pierre Roth as Director	For	For	
Mgmt	5.7	Elect Marc Hayek as Director	For	For	
Mgmt	5.8	Reelect Nayla Hayek as Board Chair	For	For	
Mgmt	6.1	Reappoint Nayla Hayek as Member of the Compensation Committee	For	For	
Mgmt	6.2	Reappoint Ernst Tanner as Member of the Compensation Committee	For	For	
Mgmt	6.3	Reappoint Daniela Aeschlimann as Member of the Compensation Committee	For	For	
Mgmt	6.4	Reappoint Georges Hayek as Member of the Compensation Committee	For	For	
Mgmt	6.5	Reappoint Claude Nicollier as Member of the Compensation Committee	For	For	
Mgmt	6.6	Reappoint Jean-Pierre Roth as Member of the Compensation Committee	For	For	
Mgmt	6.7	Appoint Marc Hayek as Member of the Compensation Committee	For	For	
Mgmt	7	Designate Proxy Voting Services GmbH as Independent Proxy	For	For	
Mgmt	8	Ratify PricewaterhouseCoopers AG as Auditors	For	For	
Mgmt	9	Amend Articles of Association	For	For	
Mgmt	10	Transact Other Business (Voting)	For	For	

Global Voting Record

VODAFONE IDEA LIMITED

Meeting: Extraordinary Sh: 5/8/24 India

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Increase Authorized Share Capital and Amend Capital Clause of the Memorandum of Association	For	For
Mgmt	2	Approve Issuance of Equity Shares on Preferential Basis to Oriana Investments Pte. Ltd.	For	For

WOLTERS KLUWER NV

Meeting: Annual 5/8/24 Netherlands

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting		Non Voting
Mgmt	2.a	Receive Report of Executive Board		Non Voting
Mgmt	2.b	Discussion on Company's Corporate Governance Structure		Non Voting
Mgmt	2.c	Receive Report of Supervisory Board		Non Voting
Mgmt	2.d	Approve Remuneration Report	For	For
Mgmt	3.a	Adopt Financial Statements and Statutory Reports	For	For
Mgmt	3.b	Receive Explanation on Company's Dividend Policy		Non Voting
Mgmt	3.c	Approve Dividends	For	For
Mgmt	4.a	Approve Discharge of Executive Board	For	For
Mgmt	4.b	Approve Discharge of Supervisory Board	For	For
Mgmt	5.a	Elect David Sides to Supervisory Board	For	For
Mgmt	5.b	Reelect Jack de Kreij to Supervisory Board	For	For
Mgmt	5.c	Reelect Sophie Vandebroek to Supervisory Board	For	For
Mgmt	6.a	Approve Remuneration Policy of Supervisory Board	For	For
Mgmt	6.b	Amend Remuneration of Supervisory Board	For	For
Mgmt	7.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	For
Mgmt	7.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	For
Mgmt	8	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
Mgmt	9	Approve Cancellation of Shares	For	For
Mgmt	10	Amend Articles to Reflect Changes in Capital	For	For
Mgmt	11	Other Business		Non Voting
Mgmt	12	Close Meeting		Non Voting

Global Voting Record

WPP PLC

Meeting: Annual 5/8/24 Jersey

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 Compensation Committee Report	For	For
Mgmt	4	Elect Andrew Scott as Director	For	For
Mgmt	5	Re-elect Angela Ahrendts as Director	For	For
Mgmt	6	Re-elect Simon Dingemans as Director	For	For
Mgmt	7	Re-elect Sandrine Dufour as Director	For	For
Mgmt	8	Re-elect Tom Ilube as Director	For	For
Mgmt	9	Re-elect Roberto Quarta as Director	For	For
Mgmt	10	Re-elect Mark Read as Director	For	For
Mgmt	11	Re-elect Cindy Rose as Director	For	For
Mgmt	12	Re-elect Keith Weed as Director	For	For
Mgmt	13	Re-elect Jasmine Whitbread as Director	For	For
Mgmt	14	Re-elect Joanne Wilson as Director	For	For
Mgmt	15	Re-elect Ya-Qin Zhang as Director	For	For
Mgmt	16	Appoint PricewaterhouseCoopers LLP as Auditors	For	For
Mgmt	17	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
Mgmt	18	Authorise Issue of Equity	For	For
Mgmt	19	Authorise Market Purchase of Ordinary Shares	For	For
Mgmt	20	Authorise Issue of Equity without Pre-emptive Rights	For	For
Mgmt	21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For

ARCH CAPITAL GROUP LTD.Meeting: **Annual** **5/9/24** **Bermuda**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Laurie S. Goodman	For	For
Mgmt	1b	Elect Director John M. Pasquesi	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
Mgmt	4a	Elect Director Brian Chen as Designated Company Director of Non-U.S. Subsidiaries	For	For
Mgmt	4b	Elect Director Crystal Doughty as Designated Company Director of Non-U.S. Subsidiaries	For	For
Mgmt	4c	Elect Director Matthew Dragonetti as Designated Company Director of Non-U.S. Subsidiaries	For	For
Mgmt	4d	Elect Director Seamus Fearon as Designated Company Director of Non-U.S. Subsidiaries	For	For
Mgmt	4e	Elect Director Jerome Halgan as Designated Company Director of Non-U.S. Subsidiaries	For	For
Mgmt	4f	Elect Director Chris Hovey as Designated Company Director of Non-U.S. Subsidiaries	For	For
Mgmt	4g	Elect Director Francois Morin as Designated Company Director of Non-U.S. Subsidiaries	For	For
Mgmt	4h	Elect Director David J. Mulholland as Designated Company Director of Non-U.S. Subsidiaries	For	For
Mgmt	4i	Elect Director Chiara Nannini as Designated Company Director of Non-U.S. Subsidiaries	For	For
Mgmt	4j	Elect Director Maamoun Rajeh as Designated Company Director of Non-U.S. Subsidiaries	For	For
Mgmt	4k	Elect Director William Soares as Designated Company Director of Non-U.S. Subsidiaries	For	For
Mgmt	4l	Elect Director Alan Tiernan as Designated Company Director of Non-U.S. Subsidiaries	For	For
Mgmt	4m	Elect Director Christine Todd as Designated Company Director of Non-U.S. Subsidiaries	For	For

BUZZI SPAMeeting: **Annual/Special** **5/9/24** **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	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	For
Mgmt	4.1	Approve Remuneration Policy	For	Against
Mgmt	4.2	Approve Second Section of the Remuneration Report	For	Against
Mgmt	1	Amend Company Bylaws Re: Article 5	For	Against
Mgmt	2	Amend Company Bylaws Re: Article 9	For	Against

CAMECO CORPORATION

Meeting: Annual 5/9/24 Canada

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	A1	Elect Director Catherine Gignac	For	For
Mgmt	A2	Elect Director Daniel Camus	For	For
Mgmt	A3	Elect Director Tammy Cook-Searson	For	For
Mgmt	A4	Elect Director Tim Gitzel	For	For
Mgmt	A5	Elect Director Kathryn (Kate) Jackson	For	For
Mgmt	A6	Elect Director Don Kayne	For	For
Mgmt	A7	Elect Director Dominique Miniere	For	For
Mgmt	A8	Elect Director Leontine van Leeuwen-Atkins	For	For
Mgmt	B	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	C	Advisory Vote on Executive Compensation Approach	For	For
Mgmt	D	The Undersigned Hereby Certifies that the Shares Represented by this Proxy are Owned and Controlled by a Resident of Canada. Vote FOR = Yes and ABSTAIN = No. A Vote AGAINST will be treated as not voted. Voter Rationale: A vote abstain is warranted as the shares are not owned or controlled by a resident of Canada.	None	Abstain

CHINA MEDICAL SYSTEM HOLDINGS LTD.

Meeting: Annual 5/9/24 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 Lam Kong as Director	For	For
Mgmt	3b	Elect Chen Hongbing as Director	For	For
Mgmt	3c	Elect Fung Ching Simon 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 for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.	For	Against
Mgmt	6	Authorize Repurchase of Issued Share Capital 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 for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.	For	For
Mgmt	7	Approve Proposed Amendments to the Existing Memorandum and Articles of Association and Adopt New Memorandum and Articles of Association	For	Against
Mgmt	8	Approve Proposed Amendments to the Existing Memorandum and Articles of Association and Adopt New Memorandum and Articles of Association	For	For

Global Voting Record

CME GROUP INC.

Meeting: **Annual** **5/9/24** **USA**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Terrence A. Duffy	For	For
Mgmt	1b	Elect Director Kathryn Benesh	For	For
Mgmt	1c	Elect Director Timothy S. Bitsberger	For	For
Mgmt	1d	Elect Director Charles P. Carey	For	For
Mgmt	1e	Elect Director Bryan T. Durkin	For	For
Mgmt	1f	Elect Director Harold Ford Jr.	For	For
Mgmt	1g	Elect Director Martin J. Gepsman	For	For
Mgmt	1h	Elect Director Larry G. Gerdes	For	For
Mgmt	1i	Elect Director Daniel R. Glickman	For	For
Mgmt	1j	Elect Director Daniel G. Kaye	For	For
Mgmt	1k	Elect Director Phyllis M. Lockett Voter Rationale: A vote against the Governance Committee Chair is warranted given the capital structure that negatively impacts shareholder rights.	For	Against
Mgmt	1l	Elect Director Deborah J. Lucas	For	For
Mgmt	1m	Elect Director Terry L. Savage	For	For
Mgmt	1n	Elect Director Rahael Seifu	For	For
Mgmt	1o	Elect Director William R. Shepard	For	For
Mgmt	1p	Elect Director Howard J. Siegel	For	For
Mgmt	1q	Elect Director Dennis A. Suskind	For	For
Mgmt	2	Ratify Ernst & Young LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

DUKE ENERGY CORPORATION

Meeting: Annual 5/9/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Derrick Burks	For	For
Mgmt	1b	Elect Director Annette K. Clayton	For	For
Mgmt	1c	Elect Director Theodore F. Craver Jr.	For	For
Mgmt	1d	Elect Director Robert M. Davis	For	For
Mgmt	1e	Elect Director Caroline Dorsa	For	For
Mgmt	1f	Elect Director W. Roy Dunbar	For	For
Mgmt	1g	Elect Director Nicholas C. Fanandakis	For	For
Mgmt	1h	Elect Director Lynn J. Good	For	For
Mgmt	1i	Elect Director John T. Herron	For	For
Mgmt	1j	Elect Director Idalene F. Kesner	For	For
Mgmt	1k	Elect Director E. Marie McKee	For	For
Mgmt	1l	Elect Director Michael J. Pacilio	For	For
Mgmt	1m	Elect Director Thomas E. Skains	For	For
Mgmt	1n	Elect Director William E. Webster Jr.	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	Eliminate Supermajority Vote Requirement	For	For
S/holder	5	Adopt Share Retention Policy For Senior Executives Voter Rationale: A vote FOR the proposal is warranted as the adoption of more stringent stock ownership requirements would more meaningfully align executives' interest with long-term shareholder value.	Against	For
S/holder	6	Report on Financial Statement Assumption and Climate Change	Against	Against

HELIA GROUP LTD.

Meeting: Annual 5/9/24 Australia

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Remuneration Report	For	For
Mgmt	2	Approve Grant of Share Rights to Pauline Blight-Johnston Voter Rationale: A vote AGAINST the grant of share rights to the CEO Pauline Blight-Johnston is warranted. This is a bundled proposal and despite the terms and conditions of the FY23 Deferred STI and FY24 LTI grants being sufficiently consistent with accepted market practice and shareholder expectations, the company is seeking advance approval to grant additional share rights representing notional dividend equivalents, known as "dividends on unvested shares" in respect of LTI rights that are still on-foot and have not vested. At no time during the performance period of the rights is there any ownership of, or present entitlement to, shares or dividends paid on the shares. Concern for the calculation of the "underlying" ROE may involve excessive judgement or discretion which may be misaligned with actual performance and shareholder outcomes.	For	Against
Mgmt	3	Approve Further Possible On-Market Share Buy-Back	For	For
Mgmt	4	Elect Duncan West as Director	For	For

IA FINANCIAL CORPORATION INC.

Meeting: Annual		5/9/24	Canada		
Proposal Type	Proposal	Description	MRec	Vote	
Mgmt	1.1	Elect Director William F. Chinery	For	For	
Mgmt	1.2	Elect Director Benoit Daignault	For	For	
Mgmt	1.3	Elect Director Nicolas Darveau-Garneau	For	For	
Mgmt	1.4	Elect Director Martin Gagnon	For	For	
Mgmt	1.5	Elect Director Alka Gautam	For	For	
Mgmt	1.6	Elect Director Emma K. Griffin	For	For	
Mgmt	1.7	Elect Director Ginette Maille	For	For	
Mgmt	1.8	Elect Director Jacques Martin	For	For	
Mgmt	1.9	Elect Director Monique Mercier	For	For	
Mgmt	1.10	Elect Director Marc Poulin	For	For	
Mgmt	1.11	Elect Director Suzanne Rancourt	For	For	
Mgmt	1.12	Elect Director Denis Ricard	For	For	
Mgmt	1.13	Elect Director Ouma Sananikone	For	For	
Mgmt	1.14	Elect Director Rebecca Schechter	For	For	
Mgmt	1.15	Elect Director Ludwig W. Willisch	For	For	
Mgmt	2	Ratify Deloitte LLP as Auditors	For	For	
Mgmt	3	Advisory Vote on Executive Compensation Approach	For	For	
S/holder	4	SP 1: Adopt ESG Incentive Pay for All Employees	Against	Against	
		SP 2: Hold Annual Meetings of the Company in Person with Virtual Meetings as Complements			
S/holder	5	Voter Rationale: Vote FOR this shareholder proposal. Compelling investor feedback indicates that a significant majority of shareholders want to retain the ability to attend shareholder meetings in person, even if in a given year they elect to participate only virtually. While shareholders agree with the purported benefits of virtual meetings as highlighted by the board, they believe those benefits should be combined with the option to participate in person, as such "hybrid" meetings would mitigate corporate governance concerns related to virtual-only meetings, while also maximizing attendance and participation. In light of the fact that the COVID-19 public health emergency was declared to have ended in May 2023, the company has not provided compelling reasons for continuing to hold virtual-only shareholder meetings. In the absence of any other extenuating circumstances preventing the company from holding an in-person meeting, support for this shareholder proposal is warranted at this time.	Against	For	
S/holder	6	SP 3: Auditor Rotation	Against	Against	
S/holder	7	SP 4: Advisory Vote on Environmental Policies	Against	Against	

Global Voting Record

ITRON INC.

Meeting: Annual 5/9/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Sanjay Mirchandani	For	For
Mgmt	1b	Elect Director Thomas L. Deitrich	For	For
Mgmt	1c	Elect Director Timothy M. Leyden	For	For
Mgmt	1d	Elect Director Santiago Perez	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 Deloitte & Touche LLP as Auditors	For	For

MAN GROUP PLC (JERSEY)

Meeting: Annual 5/9/24 Jersey

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 Final Dividend	For	For
Mgmt	4	Re-elect Lucinda Bell as Director	For	For
Mgmt	5	Re-elect Richard Berliand as Director	For	For
Mgmt	6	Elect Laurie Fitch as Director	For	For
Mgmt	7	Re-elect Antoine Forterre as Director	For	For
Mgmt	8	Elect Robyn Grew as Director	For	For
Mgmt	9	Re-elect Cecelia Kurzman as Director	For	For
Mgmt	10	Re-elect Anne Wade as Director	For	For
Mgmt	11	Reappoint Deloitte LLP as Auditors	For	For
Mgmt	12	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For	For
Mgmt	13	Authorise UK Political Donations and Expenditure	For	For
Mgmt	14	Authorise Issue of Equity	For	For
Mgmt	15	Authorise Issue of Equity without Pre-emptive Rights	For	For
Mgmt	16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
Mgmt	17	Authorise Market Purchase of Ordinary Shares	For	For
Mgmt	18	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

Global Voting Record

MANULIFE FINANCIAL CORP.

Meeting: Annual 5/9/24 Canada

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Nicole S. Arnaboldi	For	For
Mgmt	1.2	Elect Director Guy L.T. Bainbridge	For	For
Mgmt	1.3	Elect Director Susan F. Dabarno	For	For
Mgmt	1.4	Elect Director Julie E. Dickson	For	For
Mgmt	1.5	Elect Director J. Michael Durland	For	For
Mgmt	1.6	Elect Director Roy Gori	For	For
Mgmt	1.7	Elect Director Donald P. Kanak	For	For
Mgmt	1.8	Elect Director Vanessa Kanu	For	For
Mgmt	1.9	Elect Director Donald R. Lindsay	For	For
Mgmt	1.10	Elect Director Anna Manning	For	For
Mgmt	1.11	Elect Director C. James Prieur	For	For
Mgmt	1.12	Elect Director May Tan	For	For
Mgmt	1.13	Elect Director Leagh E. Turner	For	For
Mgmt	1.14	Elect Director John Wong	For	For
Mgmt	2	Ratify Ernst & Young LLP as Auditors	For	For
Mgmt	3	Advisory Vote on Executive Compensation Approach	For	For

METTLER-TOLEDO INTERNATIONAL INC.

Meeting: Annual 5/9/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Roland Diggelmann	For	For
Mgmt	1.2	Elect Director Domitille Doat-Le Bigot	For	For
Mgmt	1.3	Elect Director Elisha W. Finney	For	For
Mgmt	1.4	Elect Director Richard Francis	For	For
Mgmt	1.5	Elect Director Michael A. Kelly	For	For
Mgmt	1.6	Elect Director Thomas P. Salice	For	For
Mgmt	1.7	Elect Director Wolfgang Wienand	For	For
Mgmt	1.8	Elect Director Ingrid Zhang	For	For
Mgmt	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation Voter Rationale: A vote against is warranted due to a large portion of the LTIP not being tested on performance. Additionally, the CEO was given a one-off additional equity award of \$2 million without a rationale. The performance hurdles in the one-off award are not deemed particularly stretching, and the award was made following a period of poor share price performance.	For	Against

Global Voting Record

MURPHY USA INC.

Meeting: Annual 5/9/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director David L. Goebel	For	For
Mgmt	1b	Elect Director James W. Keyes	For	For
Mgmt	1c	Elect Director Diane N. Landen	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	Eliminate Supermajority Vote Requirement	For	For
Mgmt	5	Eliminate Supermajority Vote Requirement for Business Combinations	For	For
Mgmt	6	Amend Certificate of Incorporation to Limit the Liability of Officers	For	For
S/holder	7	Adopt Simple Majority Vote Voter Rationale: A vote FOR this proposal is warranted given that elimination of the supermajority vote requirement would enhance shareholder rights.	Against	For

NMI HOLDINGS INC.

Meeting: Annual 5/9/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Bradley M. Shuster	For	For
Mgmt	1.2	Elect Director Adam S. Pollitzer	For	For
Mgmt	1.3	Elect Director Michael Embler	For	For
Mgmt	1.4	Elect Director John C. Erickson	For	For
Mgmt	1.5	Elect Director Priya Huskins	For	For
Mgmt	1.6	Elect Director Lynn S. McCreary	For	For
Mgmt	1.7	Elect Director Michael Montgomery	For	For
Mgmt	1.8	Elect Director Regina Muehlhauser	For	For
Mgmt	1.9	Elect Director Steven L. Scheid	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify BDO USA P.C. as Auditors	For	For
Mgmt	4	Amend Certificate of Incorporation to Provide for the Exculpation of Certain Officers	For	For

Global Voting Record

PAREX RESOURCES INC.

Meeting: Annual/Special 5/9/24 Canada

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Fix Number of Directors at Nine	For	For
Mgmt	2.1	Elect Director Lynn Azar	For	For
Mgmt	2.2	Elect Director Lisa Colnett	For	For
Mgmt	2.3	Elect Director Sigmund Cornelius	For	For
Mgmt	2.4	Elect Director Robert Engbloom	For	For
Mgmt	2.5	Elect Director Wayne Foo	For	For
Mgmt	2.6	Elect Director G.R. (Bob) MacDougall	For	For
Mgmt	2.7	Elect Director Glenn McNamara	For	For
Mgmt	2.8	Elect Director Imad Mohsen	For	For
Mgmt	2.9	Elect Director Carmen Sylvain	For	For
Mgmt	3	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	4	Re-approve Shareholder Rights Plan	For	For
Mgmt	5	Approve Restricted Share Unit Plan (Longer Duration)	For	For
Mgmt	6	Advisory Vote on Executive Compensation Approach	For	For

POPULAR INC.

Meeting: Annual 5/9/24 Puerto Rico

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Ignacio Alvarez	For	For
Mgmt	1b	Elect Director Alejandro M. Ballester	For	For
Mgmt	1c	Elect Director Robert Carrady	For	For
Mgmt	1d	Elect Director Richard L. Carrion	For	For
Mgmt	1e	Elect Director Bertil E. Chappuis	For	For
Mgmt	1f	Elect Director Betty DeVita	For	For
Mgmt	1g	Elect Director John W. Diercksen	For	For
Mgmt	1h	Elect Director Maria Luisa Ferre Rangel	For	For
Mgmt	1i	Elect Director C. Kim Goodwin	For	For
Mgmt	1j	Elect Director Jose R. Rodriguez	For	For
Mgmt	1k	Elect Director Alejandro M. Sanchez	For	For
Mgmt	1l	Elect Director Myrna M. Soto	For	For
Mgmt	1m	Elect Director Carlos A. Unanue	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For

POWER CORPORATION OF CANADA

Meeting: Annual 5/9/24 Canada

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Pierre Beaudoin	For	For
Mgmt	1.2	Elect Director Marcel R. Coutu	For	For

Global Voting Record

Mgmt	1.3	Elect Director Andre Desmarais Voter Rationale: Vote AGAINST Paul Desmarais Jr. and Andre Desmarais for serving as controlling shareholders on the Nominating Committee. Vote AGAINST Andre Desmarais as the board appears to lack racial/ethnic diversity, and the board has not made a firm public commitment to appoint at least one racial and/or ethnic diverse member at or prior to the next annual shareholder meeting. Vote FOR the other proposed nominees.	For	Against
Mgmt	1.4	Elect Director Paul Desmarais Jr. Voter Rationale: Vote AGAINST Paul Desmarais Jr. and Andre Desmarais for serving as controlling shareholders on the Nominating Committee. Vote AGAINST Andre Desmarais as the board appears to lack racial/ethnic diversity, and the board has not made a firm public commitment to appoint at least one racial and/or ethnic diverse member at or prior to the next annual shareholder meeting. Vote FOR the other proposed nominees.	For	Against
Mgmt	1.5	Elect Director Gary A. Doer	For	For
Mgmt	1.6	Elect Director Segolene Gallienne-Frere	For	For
Mgmt	1.7	Elect Director Anthony R. Graham	For	For
Mgmt	1.8	Elect Director Sharon MacLeod	For	For
Mgmt	1.9	Elect Director Paula B. Madoff	For	For
Mgmt	1.10	Elect Director Isabelle Marcoux	For	For
Mgmt	1.11	Elect Director R. Jeffrey Orr	For	For
Mgmt	1.12	Elect Director T. Timothy Ryan Jr.	For	For
Mgmt	1.13	Elect Director Siim A. Vanaselja	For	For
Mgmt	1.14	Elect Director Elizabeth D. Wilson	For	For
Mgmt	2	Ratify Deloitte LLP as Auditors	For	For
Mgmt	3	Advisory Vote on Executive Compensation Approach	For	For
S/holder	4	SP 1: Disclose the Corporation's Scope 1-3 Financed Emissions Annually	Against	Against
S/holder	5	SP 2: Approve Incentive Compensation for All Employees Based on ESG Targets	Against	Against
S/holder	6	SP 3: Hold Annual Meetings of the Company in Person with Virtual Meetings as Complements Voter Rationale: Vote FOR this shareholder proposal. After four years of holding its annual meeting virtually, the company will be holding its 2024 annual shareholder meeting in person. However, in its response, the board insists that the company must maintain flexibility in its ability to determine the format for the annual shareholder meeting, including the ability to hold future annual shareholder meetings in virtual or hybrid formats. Compelling investor feedback indicates that a significant majority of shareholders want to retain the ability to attend shareholder meetings in person, even if in a given year they elect to participate only virtually. While shareholders agree with the purported benefits of virtual meetings as highlighted by the board, they believe those benefits should be combined with the option to participate in person, as such "hybrid" meetings would mitigate corporate governance concerns related to virtual-only meetings, while also maximizing attendance and participation. In the absence of any other extenuating circumstances preventing the company from holding an in-person meeting, a vote FOR the proponent's request is warranted at this time.	Against	For
S/holder	7	SP 4: Disclose Language Fluency of Executives	Against	Against
S/holder	8	SP 5: Advisory Vote on Environmental Policies	Against	Against

Global Voting Record

REPSOL SA

Meeting: Annual 5/9/24 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 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	Approve Dividends Charged Against Reserves	For	For
Mgmt	7	Approve Reduction in Share Capital via Cancellation of Treasury Shares	For	For
Mgmt	8	Approve Reduction in Share Capital via Cancellation of Treasury Shares	For	For
Mgmt	9	Advisory Vote on Remuneration Report	For	For
Mgmt	10	Advisory Vote on the Company's Energy Transition Strategy	For	For
Mgmt	11	Authorize Board to Ratify and Execute Approved Resolutions	For	For

SEMPRA

Meeting: Annual 5/9/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Andres Conesa	For	For
Mgmt	1b	Elect Director Pablo A. Ferrero	For	For
Mgmt	1c	Elect Director Richard J. Mark	For	For
Mgmt	1d	Elect Director Jeffrey W. Martin	For	For
Mgmt	1e	Elect Director Bethany J. Mayer	For	For
Mgmt	1f	Elect Director Michael N. Mears	For	For
Mgmt	1g	Elect Director Jack T. Taylor	For	For
Mgmt	1h	Elect Director Cynthia J. Warner	For	For
Mgmt	1i	Elect Director James C. Yardley	For	For
Mgmt	2	Ratify Deloitte & Touche LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
S/holder	4	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against	Against
S/holder	5	Report on Steps to Reduce Certain Safety and Environmental Risks	Against	For

STANTEC INC.

Meeting: Annual 5/9/24 Canada

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Douglas K. Ammerman	For	For
Mgmt	1.2	Elect Director Martin A. a Porta	For	For
Mgmt	1.3	Elect Director Shelley A. M. Brown	For	For
Mgmt	1.4	Elect Director Angeline G. Chen	For	For
Mgmt	1.5	Elect Director Patricia D. Galloway	For	For
Mgmt	1.6	Elect Director Gordon (Gord) A. Johnston	For	For
Mgmt	1.7	Elect Director Donald (Don) J. Lowry	For	For
Mgmt	1.8	Elect Director Marie-Lucie Morin	For	For
Mgmt	1.9	Elect Director Celina J. Wang Doka	For	For
Mgmt	2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	3	Advisory Vote on Executive Compensation Approach	For	For

STELLA INTERNATIONAL HOLDINGS LIMITED

Meeting: Annual 5/9/24 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	3.1	Elect Chi Lo-Jen as Director	For	For
Mgmt	3.2	Elect Chan Fu Keung William as Director	For	For
Mgmt	3.3	Elect Shi Nan-Sun as Director	For	For
Mgmt	3.4	Authorize Board to Fix Remuneration of Directors	For	For
Mgmt	4	Approve Ernst & Young as Auditor and Authorize Board to Fix Their Remuneration	For	For
Mgmt	5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	For
Mgmt	6	Authorize Repurchase of Issued Share Capital	For	For
Mgmt	7	Adopt 2024 Share Option Scheme Voter Rationale: A vote AGAINST the proposed adoption of the New Scheme in Item 7 is warranted given the following: * the company could be considered a mature company, and the limit under the proposed New Scheme, together with other share incentive schemes of the company, exceeds 5 percent of the company's issued capital; * performance conditions and meaningful vesting periods have not been disclosed; and * the directors eligible to receive options under the New Scheme are involved in its administration. On the other hand, a vote FOR the proposed termination of the Existing Scheme in Item 8 is warranted as the Existing Scheme includes negative features (being excessive plan limit, lack of disclosure on performance conditions, and conflicts of interests in terms of the administration of the Existing Scheme).	For	Against
Mgmt	8	Approve Termination of the 2017 Share Option Scheme	For	For

Global Voting Record

SWIRE PACIFIC LIMITED

Meeting: Annual 5/9/24 Hong Kong

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Cogman David Peter as Director	For	For
Mgmt	1b	Elect Murray Martin James as Director	For	For
Mgmt	1c	Elect Swire Merlin Bingham as Director	For	For
Mgmt	2	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	3	Authorize Repurchase of Issued Share Capital	For	For
Mgmt	4	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	For

THE ANDERSONS INC.

Meeting: Annual 5/9/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Patrick E. Bowe	For	For
Mgmt	1.2	Elect Director Gerard M. Anderson	For	For
Mgmt	1.3	Elect Director Steven K. Campbell	For	For
Mgmt	1.4	Elect Director Gary A. Douglas	For	For
Mgmt	1.5	Elect Director Pamela S. Hershberger	For	For
Mgmt	1.6	Elect Director Catherine M. Kilbane	For	For
Mgmt	1.7	Elect Director Robert J. King Jr.	For	For
Mgmt	1.8	Elect Director Ross W. Manire	For	For
Mgmt	1.9	Elect Director John T. Stout Jr.	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify Deloitte & Touche LLP as Auditors	For	For

TRACTOR SUPPLY COMPANY

Meeting: Annual 5/9/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Joy Brown	For	For
Mgmt	1.2	Elect Director Ricardo Cardenas	For	For
Mgmt	1.3	Elect Director Meg Ham	For	For
Mgmt	1.4	Elect Director Andre Hawaux	For	For
Mgmt	1.5	Elect Director Denise L. Jackson	For	For
Mgmt	1.6	Elect Director Ramkumar Krishnan	For	For
Mgmt	1.7	Elect Director Edna K. Morris	For	For
Mgmt	1.8	Elect Director Mark J. Weikel	For	For
Mgmt	1.9	Elect Director Harry A. Lawton III	For	For
Mgmt	2	Ratify Ernst & Young LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

Global Voting Record

UNION PACIFIC CORPORATION

Meeting: Annual 5/9/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director William J. DeLaney	For	For
Mgmt	1b	Elect Director David B. Dillon	For	For
Mgmt	1c	Elect Director Sheri H. Edison	For	For
Mgmt	1d	Elect Director Teresa M. Finley	For	For
Mgmt	1e	Elect Director Deborah C. Hopkins	For	For
Mgmt	1f	Elect Director Jane H. Lute	For	For
Mgmt	1g	Elect Director Michael R. McCarthy	For	For
Mgmt	1h	Elect Director Doyle R. Simons	For	For
Mgmt	1i	Elect Director John K. Tien Jr.	For	For
Mgmt	1j	Elect Director V. James Vena	For	For
Mgmt	1k	Elect Director John P. Wiehoff	For	For
Mgmt	1l	Elect Director Christopher J. Williams	For	For
Mgmt	2	Ratify Deloitte & Touche LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
S/holder	4	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against	Against
S/holder	5	Amend Board's Safety and Service Quality Committee to Review Staffing Levels and Confer on Safety Issues with Stakeholders	Against	Against

UNITED ELECTRONICS CO.

Meeting: Annual 5/9/24 Saudi Arabia

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Review and Discuss Board Report on Company Operations for FY 2023	For	For
Mgmt	2	Approve Auditors' Report on Company Financial Statements for FY 2023	For	For
Mgmt	3	Review and Discuss Financial Statements and Statutory Reports for FY 2023	For	For
Mgmt	4	Approve Discharge of Directors for FY 2023	For	For
Mgmt	5	Ratify Auditors and Fix Their Remuneration for Q2 Q3 and Annual Statement of FY 2024 and Q1 of FY 2025	For	For
Mgmt	6	Authorize Board to Distribute Interim Dividends Semi Annually or Quarterly for FY 2024	For	For
Mgmt	7.1	Elect Ibraheem Al Wazeer as Director Voter Rationale: A vote abstain for items 7.1-7.34 is warranted due to the absence of sufficient information with regards to the candidates up for election.	None	Abstain
Mgmt	7.2	Elect Ahmed Al Baqshi as Director	None	Abstain
Mgmt	7.3	Elect Ahmed Al Rashid as Director	None	Abstain
Mgmt	7.4	Elect Ahmed Khoqeer as Director	None	Abstain
Mgmt	7.5	Elect Ayman Al Jabir as Director	None	Abstain
Mgmt	7.6	Elect Basmah Al Tuweejri as Director	None	Abstain
Mgmt	7.7	Elect Bandar Al Natheer as Director	None	Abstain
Mgmt	7.8	Elect Jasir Al Jasir as Director	None	Abstain
Mgmt	7.9	Elect Hazim Mubarak as Director	None	Abstain
Mgmt	7.10	Elect Hassan Al Shueebi as Director	None	Abstain

Global Voting Record

Mgmt	7.11	Elect Huseen Abulqadir as Director	None	Abstain
Mgmt	7.12	Elect Khalid Al Houshan as Director	None	Abstain
Mgmt	7.13	Elect Sulayman Al Jabreen as Director	None	Abstain
Mgmt	7.14	Elect Salah Al Deen Mohammed as Director	None	Abstain
Mgmt	7.15	Elect Adil Mureab as Director	None	Abstain
Mgmt	7.16	Elect Abdulazeez Al Sudees as Director	None	Abstain
Mgmt	7.17	Elect Abdulateef Al Fouzan as Director	None	Abstain
Mgmt	7.18	Elect Abdullah Al Al Sheikh as Director	None	Abstain
Mgmt	7.19	Elect Isam Al Saqeer as Director	None	Abstain
Mgmt	7.20	Elect Ali Faramawi as Director	None	Abstain
Mgmt	7.21	Elect Anan Al Subeeheen as Director	None	Abstain
Mgmt	7.22	Elect Fahd Al Sameeh as Director	None	Abstain
Mgmt	7.23	Elect Fahd Al Mansour as Director	None	Abstain
Mgmt	7.24	Elect Fouzan Al Fouzan as Director	None	Abstain
Mgmt	7.25	Elect Faysal Al Mushawah as Director	None	Abstain
Mgmt	7.26	Elect Majid Al Suweegh as Director	None	Abstain
Mgmt	7.27	Elect Mohammed Al Abdulateef as Director	None	Abstain
Mgmt	7.28	Elect Mohammed Fahmi as Director	None	Abstain
Mgmt	7.29	Elect Mohammed Al Qurayshah as Director	None	Abstain
Mgmt	7.30	Elect Mansour Abou Thneen as Director	None	Abstain
Mgmt	7.31	Elect Nayif Al Arfaj as Director	None	Abstain
Mgmt	7.32	Elect Wael Al Bassam as Director	None	Abstain
Mgmt	7.33	Elect Ahmed Al Orabi as Director	None	Abstain
Mgmt	7.34	Elect Yousif Al Qurayshi as Director	None	Abstain
Mgmt	8	Approve Related Party Transactions with Abdul latif and Mohamed Al Fozan Company Re: Lease Contract of Warehouse	For	For
Mgmt	9	Approve Related Party Transactions with Abdul latif and Mohamed Al Fozan Company Re: Lease Contract of Land	For	For
Mgmt	10	Approve Related Party Transactions with Madar Building Materials Company Re: Lease Contract of Warehouse	For	For
Mgmt	11	Approve Related Party Transactions with United Homeware Company Re: Lease contract of Selling Space	For	For
Mgmt	12	Approve Related Party Transactions with United Homeware Company Re: Agreement of Support Services Voter Rationale: A vote against items 12 and 13 is warranted due to a lack of sufficient disclosures.	For	Against
Mgmt	13	Approve Related Party Transactions with Al Fozan Holding Company Re: Agreement of Support Services	For	Against
Mgmt	14	Approve Related Party Transactions with United Homeware Company Re: Commercial Transactions	For	For
Mgmt	15	Approve Related Party Transactions with Al Fozan Holding Company Re: Commercial Transactions	For	For
Mgmt	16	Approve Related Party Transactions with Madar Hardware Company Re: Commercial Transactions	For	For

Global Voting Record

UNITED RENTALS INC.

Meeting: **Annual** **5/9/24** **USA**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Marc A. Bruno	For	For
Mgmt	1b	Elect Director Larry D. De Shon	For	For
Mgmt	1c	Elect Director Matthew J. Flannery	For	For
Mgmt	1d	Elect Director Bobby J. Griffin	For	For
Mgmt	1e	Elect Director Kim Harris Jones	For	For
Mgmt	1f	Elect Director Terri L. Kelly	For	For
Mgmt	1g	Elect Director Michael J. Kneeland	For	For
Mgmt	1h	Elect Director Francisco J. Lopez-Balboa	For	For
Mgmt	1i	Elect Director Gracia C. Martore	For	For
Mgmt	1j	Elect Director Shiv Singh	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 Certificate of Incorporation to Permit the Exculpation of Officers	For	For
S/holder	5	Require a Majority Vote Standard for the Election of Directors with Mandatory Resignation Policy Voter Rationale: A vote against is warranted as there are no recurring issues regarding failed director elections at the company that suggests a mandatory resignation policy is needed.	Against	Against

VERIZON COMMUNICATIONS INC.

Meeting: Annual 5/9/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Shellye Archambeau	For	For
Mgmt	1.2	Elect Director Roxanne Austin	For	For
Mgmt	1.3	Elect Director Mark Bertolini	For	For
Mgmt	1.4	Elect Director Vittorio Colao	For	For
Mgmt	1.5	Elect Director Laxman Narasimhan	For	For
Mgmt	1.6	Elect Director Clarence Otis Jr.	For	For
Mgmt	1.7	Elect Director Daniel Schulman	For	For
Mgmt	1.8	Elect Director Rodney Slater	For	For
Mgmt	1.9	Elect Director Carol Tome	For	For
Mgmt	1.10	Elect Director Hans Vestberg	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	Commission Third Party Study on Impact of Prohibiting Direct and Indirect Political Contributions to Candidates Report on Lobbying Payments and Policy	Against	Against
S/holder	5	Voter Rationale: A vote FOR this resolution is warranted, as greater disclosure would allow shareholders to better evaluate the risks and benefits associated with the company's participation in the public policy process.	Against	For
S/holder	6	Amend Clawback Policy Voter Rationale: A vote FOR this proposal is warranted as the company's current clawback policy does not provide for the disclosure of the amounts and circumstances surrounding any recoupments. Such disclosure would benefit shareholders.	Against	For
S/holder	7	Require Independent Board Chair Voter Rationale: A vote FOR this proposal is warranted. The company's sustained long-term TSR underperformance has largely coincided with a board leadership structure in which the chair and CEO roles are combined. Accordingly, shareholders would benefit from a policy requiring the strongest form of independent oversight in the form of an independent chair.	Against	For
S/holder	8	Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	Against	Against
S/holder	9	Report on Lead-Sheathed Cables	Against	Against
S/holder	10	Report on Congruency of Political Spending with Company Values and Priorities	Against	Against

Global Voting Record

AMERICAN HOMES 4 RENT

Meeting: Annual 5/10/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Matthew J. Hart	For	For
Mgmt	1b	Elect Director David P. Singelyn	For	For
Mgmt	1c	Elect Director Douglas N. Benham	For	For
Mgmt	1d	Elect Director Jack Corrigan	For	For
Mgmt	1e	Elect Director David Goldberg	For	For
Mgmt	1f	Elect Director Tamara H. Gustavson	For	For
Mgmt	1g	Elect Director Michelle C. Kerrick	For	For
Mgmt	1h	Elect Director James H. Kropp	For	For
Mgmt	1i	Elect Director Lynn C. Swann	For	For
Mgmt	1j	Elect Director Winifred M. Webb	For	For
Mgmt	1k	Elect Director Jay Willoughby	For	For
Mgmt	1l	Elect Director Matthew R. Zaist	For	For
Mgmt	2	Ratify Ernst & Young LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

ARC RESOURCES LTD.

Meeting: Annual 5/10/24 Canada

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Harold N. Kvisle	For	For
Mgmt	1.2	Elect Director Carol T. Banducci	For	For
Mgmt	1.3	Elect Director David R. Collyer	For	For
Mgmt	1.4	Elect Director Hugh H. Connett	For	For
Mgmt	1.5	Elect Director Michael R. Culbert	For	For
Mgmt	1.6	Elect Director Michael G. McAllister	For	For
Mgmt	1.7	Elect Director Marty L. Proctor	For	For
Mgmt	1.8	Elect Director M. Jacqueline Sheppard	For	Withhold
Mgmt	1.9	Elect Director Leontine van Leeuwen-Atkins	For	For
Mgmt	1.10	Elect Director Terry M. Anderson	For	For
Mgmt	2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	3	Advisory Vote on Executive Compensation Approach	For	For

AXIS BANK LIMITED

Meeting: Special 5/10/24 India

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Elect Pranam Wahi as Director	For	For
Mgmt	2	Approve Revision in Ceiling of Fixed Remuneration Granted to Non-Executive Directors (NEDs) excluding the Non-Executive (Part-time) Chairperson	For	For

AXON ENTERPRISE INC.

Meeting: Annual 5/10/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1A	Elect Director Erika Ayers Badan	For	For
Mgmt	1B	Elect Director Adriane Brown	For	For
Mgmt	1C	Elect Director Julie Anne Cullivan	For	For
Mgmt	1D	Elect Director Michael Garnreiter	For	For
Mgmt	1E	Elect Director Caitlin E. Kalinowski	For	For
Mgmt	1F	Elect Director Matthew R. McBrady	For	For
Mgmt	1G	Elect Director Hadi Partovi	For	For
Mgmt	1H	Elect Director Graham Smith	For	For
Mgmt	1I	Elect Director Patrick W. Smith	For	For
Mgmt	1J	Elect Director Jeri Williams	For	For
Mgmt	2	Amend Omnibus Stock Plan	For	For
Mgmt	3	Approve Omnibus Stock Plan	For	For
Mgmt	4	Approve Share Plan Grant to CEO Patrick W. Smith	For	For
Mgmt	5	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	6	Ratify PricewaterhouseCoopers LLP as Auditors	For	For

CENTRE TESTING INTERNATIONAL GROUP CO. LTD.

Meeting: Annual 5/10/24 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 Profit Distribution	For	For
Mgmt	6	Approve to Appoint Auditor	For	For
Mgmt	7	Approve Amendments to Articles of Association	For	For
Mgmt	8	Approve Shareholder Return Plan	For	For
Mgmt	9	Amend the Special System for Selection and Recruitment of Accounting Firms	For	For

GLOBANT SA

Meeting: Annual/Special 5/10/24 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 and Statutory Reports	For	For
Mgmt	4	Approve Allocation of Income	For	For
Mgmt	5	Approve Discharge of Directors	For	For
Mgmt	6	Approve Remuneration of Directors during the Financial Year Ending on December 31 2023	For	For
Mgmt	7	Approve Remuneration of Directors for the Financial Year Ending on December 31 2024	For	For
Mgmt	8	Appoint PricewaterhouseCoopers Societe Cooperative as Auditor for Annual Accounts and EU IFRS Consolidated Accounts	For	For
Mgmt	9	Appoint Price Waterhouse & Co. S.R.L. as Auditor for IFRS Consolidated Accounts	For	For
Mgmt	10	Reelect Martin Migoya as Director Voter Rationale: A vote against is warranted due to the joint Chairman / CEO structure and there has been no statement that this structure will be abandoned in the future.	For	Against
Mgmt	11	Elect Andrew McLaughlin as Director	For	For
Mgmt	12	Elect Alejandro Nicolas Aguzin as Director	For	For
Mgmt	13	Approve Share Repurchase Voter Rationale: A vote against is warranted because the authority at this time as being in excess of normal prior limits.	For	Against
Mgmt	1	Increase Authorized Share Capital and Amend Articles of Association Voter Rationale: A vote against is warranted as the company did not provide any disclosure regarding the proposed new LTI plan, which is part of the overall authorization request.	For	Against

HEALTH & HAPPINESS (H&H) INTERNATIONAL HOLDINGS LTD.

Meeting: Annual 5/10/24 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	3a1	Elect Luo Fei as Director	For	For
Mgmt	3a2	Elect Wang Yidong as Director	For	For
Mgmt	3a3	Elect Mingshu Zhao Wiggins as Director	For	For
Mgmt	3a4	Elect Lok Lau Yin Ching as Director	For	For
Mgmt	3b	Authorize Board to Fix Remuneration of Directors	For	For
Mgmt	4	Approve Ernst & Young 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 for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.	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 for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.	For	Against
Mgmt	8	Adopt 2024 Scheme Voter Rationale: A vote AGAINST this resolution is warranted because: * The company could be considered a mature company, and the limit under the proposed 2024 Scheme, together with other share incentive schemes of the company, exceeds 5 percent of the company's issued capital. * Performance conditions and meaningful vesting periods have not been disclosed. * The directors eligible to receive share options and share awards under the 2024 Scheme are involved in the administration of the scheme.	For	Against
Mgmt	9	Adopt Amended and Restated Articles of Association	For	For

INNOSPEC INC.

Meeting: Annual 5/10/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Milton C. Blackmore	For	For
Mgmt	1.2	Elect Director Leslie J. Parrette	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For

Global Voting Record

LUNDIN GOLD INC.Meeting: **Annual** 5/10/24 Canada

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Carmel Daniele	For	For
Mgmt	1.2	Elect Director Gillian Davidson	For	For
Mgmt	1.3	Elect Director Ian W. Gibbs	For	For
Mgmt	1.4	Elect Director Melissa Harmon	For	For
Mgmt	1.5	Elect Director C. Ashley Heppenstall	For	For
Mgmt	1.6	Elect Director Ron F. Hochstein	For	For
Mgmt	1.7	Elect Director Scott Langley	For	For
Mgmt	1.8	Elect Director Jack Lundin	For	For
Mgmt	1.9	Elect Director Angelina Mehta	For	For
Mgmt	2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	3	Advisory Vote on Executive Compensation Approach	For	For

LUNDIN MINING CORPORATIONMeeting: **Annual/Special** 5/10/24 Canada

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1A	Elect Director Adam I. Lundin	For	For
Mgmt	1B	Elect Director C. Ashley Heppenstall	For	For
Mgmt	1C	Elect Director Donald K. Charter	For	For
Mgmt	1D	Elect Director Juliana L. Lam	For	For
Mgmt	1E	Elect Director Jack O. A. Lundin	For	For
Mgmt	1F	Elect Director Dale C. Peniuk	For	For
Mgmt	1G	Elect Director Maria Olivia Recart	For	For
Mgmt	1H	Elect Director Natasha N.D. Vaz	For	For
Mgmt	2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	3	Advisory Vote on Executive Compensation Approach	For	For
Mgmt	4	Change Location of Registered Office from Ontario to British Columbia	For	For
Mgmt	5	Approve Authorized Share Capital Resolution	For	For

SUN PHARMACEUTICAL INDUSTRIES LIMITEDMeeting: **Special** 5/10/24 India

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Material Related Party Transactions	For	For

SUOFEIYA HOME COLLECTION CO. LTD.

Meeting: Annual 5/10/24 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 Budget Report Voter Rationale: A vote against is warranted due to lack of disclosure.	For	Against
Mgmt	5	Approve Profit Distribution	For	For
Mgmt	6	Approve Annual Report and Summary	For	For
Mgmt	7	Approve to Appoint Auditor	For	For
Mgmt	8	Approve Cash Management Voter Rationale: A vote against is warranted because the proposed investment could expose the company to unnecessary risks.	For	Against
Mgmt	9	Approve Financing Amount	For	For
Mgmt	10	Approve External Guarantee	For	For
Mgmt	11	Approve Provision for Asset Impairment	For	For

TECHTRONIC INDUSTRIES COMPANY LIMITED

Meeting: Annual 5/10/24 Hong Kong

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 Stephan Horst Pudwill as Director	For	For
Mgmt	3b	Elect Peter David Sullivan as Director	For	For
Mgmt	3c	Elect Johannes-Gerhard Hesse as Director	For	For
Mgmt	3d	Elect Virginia Davis Wilmerding as Director	For	For
Mgmt	3e	Elect Andrew Philip Roberts as Director	For	For
Mgmt	3f	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	For	For
Mgmt	6	Authorize Repurchase of Issued Share Capital	For	For

THE BANK OF EAST ASIA LIMITED

Meeting: Annual 5/10/24 Hong Kong

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	3a	Elect Adrian David LI Man-kiu as Director	For	For
Mgmt	3b	Elect Brian David LI Man-bun as Director	For	For
Mgmt	3c	Elect David Mong Tak-yeung as Director	For	For
Mgmt	3d	Elect Francisco Javier Serrado Trepas Director	For	For
Mgmt	4	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights Voter Rationale: A vote AGAINST Item 4 is warranted given the company has not specified the discount limit for cash and non-cash consideration. A vote AGAINST Item 6 is warranted for the following: * The share reissuance request would result to the aggregate share issuance limit exceeding 10 percent. * The company has not specified the discount limit for cash and non-cash consideration.	For	Against
Mgmt	5	Authorize Repurchase of Issued Share Capital Authorize Reissuance of Repurchased Shares Voter Rationale: A vote AGAINST Item 4 is warranted given the company has not specified the discount limit for cash and non-cash consideration. A vote AGAINST Item 6 is warranted for the following: * The share reissuance request would result to the aggregate share issuance limit exceeding 10 percent. * The company has not specified the discount limit for cash and non-cash consideration.	For	For
Mgmt	6	Authorize Repurchase of Issued Share Capital Authorize Reissuance of Repurchased Shares Voter Rationale: A vote AGAINST Item 4 is warranted given the company has not specified the discount limit for cash and non-cash consideration. A vote AGAINST Item 6 is warranted for the following: * The share reissuance request would result to the aggregate share issuance limit exceeding 10 percent. * The company has not specified the discount limit for cash and non-cash consideration.	For	Against

THE PROGRESSIVE CORPORATION

Meeting: Annual 5/10/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Danelle M. Barrett	For	For
Mgmt	1b	Elect Director Philip Bleser	For	For
Mgmt	1c	Elect Director Stuart B. Burgdoerfer	For	For
Mgmt	1d	Elect Director Pamela J. Craig	For	For
Mgmt	1e	Elect Director Charles A. Davis	For	For
Mgmt	1f	Elect Director Roger N. Farah	For	For
Mgmt	1g	Elect Director Lawton W. Fitt	For	For
Mgmt	1h	Elect Director Susan Patricia Griffith	For	For
Mgmt	1i	Elect Director Devin C. Johnson	For	For
Mgmt	1j	Elect Director Jeffrey D. Kelly	For	For
Mgmt	1k	Elect Director Barbara R. Snyder	For	For
Mgmt	1l	Elect Director Kahina Van Dyke	For	For
Mgmt	2	Approve Omnibus Stock Plan	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	4	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
S/holder	5	Report on Risks Created by the Company's Diversity Equity and Inclusion Efforts Voter Rationale: A vote against is warranted as the company provides adequate disclosure related to its diversity, equity and inclusion efforts and its management of related risks.	Against	Against

THE SCHIEHALLION FUND LIMITED

Meeting: Annual 5/10/24 Guernsey

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 Linda Yueh as Director	For	For
Mgmt	4	Re-elect John Mackie as Director	For	For
Mgmt	5	Re-elect Trudi Clark as Director	For	For
Mgmt	6	Re-elect David Chiswell as Director	For	For
Mgmt	7	Re-elect Richard Holmes as Director	For	For
Mgmt	8	Ratify KPMG Channel Islands Limited as Auditors	For	For
Mgmt	9	Authorise Board to Fix Remuneration of Auditors	For	For
Mgmt	10	Approve Increase in the Maximum Aggregate Fees Payable to Directors	For	For
Mgmt	11	Authorise Issue of Equity without Pre-emptive Rights	For	For
Mgmt	12	Authorise Market Purchase of Ordinary Shares	For	For
Mgmt	13	Adopt New Articles of Incorporation	For	For

TRADEWEB MARKETS INC.

Meeting: Annual 5/10/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Jacques Aigrain Voter Rationale: WITHHOLD votes are warranted for Governance Committee members Jacques Aigrain and Paula Madoff given the board's failure to remove, or subject to a sunset requirement, the problematic capital structure, the pop-up supermajority vote requirement to enact certain changes to the governing documents, and the classified board, each of which adversely impact shareholder rights. A vote FOR the remaining director nominees is warranted.	For	Withhold
Mgmt	1.2	Elect Director Balbir Bakhshi	For	For
Mgmt	1.3	Elect Director Paula Madoff Voter Rationale: WITHHOLD votes are warranted for Governance Committee members Jacques Aigrain and Paula Madoff given the board's failure to remove, or subject to a sunset requirement, the problematic capital structure, the pop-up supermajority vote requirement to enact certain changes to the governing documents, and the classified board, each of which adversely impact shareholder rights. A vote FOR the remaining director nominees is warranted.	For	Withhold
Mgmt	1.4	Elect Director Thomas Pluta	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	Advisory Vote on Say on Pay Frequency	One Year	One Year

Global Voting Record

VEREN INC.

Meeting: Annual/Special 5/10/24 Canada

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Fix Number of Directors at Nine	For	For
Mgmt	2.1	Elect Director Barbara Munroe	For	For
Mgmt	2.2	Elect Director Craig Bryksa	For	For
Mgmt	2.3	Elect Director James E. Craddock	For	For
Mgmt	2.4	Elect Director John P. Dielwart	For	For
Mgmt	2.5	Elect Director Mike Jackson	For	For
Mgmt	2.6	Elect Director Jennifer F. Koury	For	For
Mgmt	2.7	Elect Director Francois Langlois	For	For
Mgmt	2.8	Elect Director Myron M. Stadnyk	For	For
Mgmt	2.9	Elect Director Mindy Wight	For	For
Mgmt	3	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	4	Advisory Vote on Executive Compensation Approach	For	For
Mgmt	5	Change Company Name to Veren Inc.	For	For

WEICHAI POWER CO. LTD.

Meeting: Annual 5/10/24 China

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Annual Report	For	For
Mgmt	2	Approve Report of the Board of Directors	For	For
Mgmt	3	Approve Report of the Supervisory Committee	For	For
Mgmt	4	Approve Audited Financial Statements and Auditors' Report	For	For
Mgmt	5	Approve Final Financial Report	For	For
Mgmt	6	Approve Financial Budget Report Voter Rationale: A vote AGAINST this proposal is warranted due to lack of disclosure.	For	Against
Mgmt	7	Approve KPMG Huazhen LLP as Auditors	For	For
Mgmt	8	Approve Hexin Accountants LLP as Internal Control Auditors	For	For
Mgmt	9	Approve Profit Distribution Plan	For	For
Mgmt	10	Approve Grant of Mandate to the Board of Directors for the Payment of Interim Dividend	For	For
Mgmt	11	Amend Articles of Association Voter Rationale: A vote AGAINST the proposed amendments to the Articles and Shareholder Rules in Items 11 and 12 is warranted given the proposed amendments would include the removal of the class meeting requirement which would reduce the safeguards available to shareholders and would limit the ability of a particular class of shareholders to reject proposals that could result to unfavorable outcomes for minority shareholders. A vote FOR the proposed amendments to the Board Rules and Supervisor Rules in Items 13 and 14 is warranted given that the proposed modifications are mainly intended to reflect the changes in the laws and regulations governing the company and are made on the basis of the company's actual circumstances. A vote FOR Item 15 is warranted given the proposed change of business scope of the company is deemed a reasonable request given that it is expected to support the business development needs of the company.	For	Against

Global Voting Record

Mgmt	12	Amend Rules of Procedure for General Meetings Voter Rationale: A vote AGAINST the proposed amendments to the Articles and Shareholder Rules in Items 11 and 12 is warranted given the proposed amendments would include the removal of the class meeting requirement which would reduce the safeguards available to shareholders and would limit the ability of a particular class of shareholders to reject proposals that could result to unfavorable outcomes for minority shareholders. A vote FOR the proposed amendments to the Board Rules and Supervisor Rules in Items 13 and 14 is warranted given that the proposed modifications are mainly intended to reflect the changes in the laws and regulations governing the company and are made on the basis of the company's actual circumstances. A vote FOR Item 15 is warranted given the proposed change of business scope of the company is deemed a reasonable request given that it is expected to support the business development needs of the company.	For	Against
Mgmt	13	Amend Rules of Procedure for Board Meetings	For	For
Mgmt	14	Amend Rules of Procedure for the Supervisory Committee Meetings	For	For
S/holder	15	Approve Change of Business Scope and Supplemental Amendments to the Articles of Association Voter Rationale: A vote AGAINST the proposed amendments to the Articles and Shareholder Rules in Items 11 and 12 is warranted given the proposed amendments would include the removal of the class meeting requirement which would reduce the safeguards available to shareholders and would limit the ability of a particular class of shareholders to reject proposals that could result to unfavorable outcomes for minority shareholders. A vote FOR the proposed amendments to the Board Rules and Supervisor Rules in Items 13 and 14 is warranted given that the proposed modifications are mainly intended to reflect the changes in the laws and regulations governing the company and are made on the basis of the company's actual circumstances. A vote FOR Item 15 is warranted given the proposed change of business scope of the company is deemed a reasonable request given that it is expected to support the business development needs of the company.	For	For
Mgmt	16a	Elect Tan Xuguang as Director	For	For
Mgmt	16b	Elect Zhang Quan as Director	For	For
Mgmt	16c	Elect Ma Changhai as Director	For	For
Mgmt	16d	Elect Wang Decheng as Director	For	For
Mgmt	16e	Elect Sun Shaojun as Director	For	For
Mgmt	16f	Elect Yuan Hongming as Director	For	For
Mgmt	16g	Elect Ma Xuyao as Director	For	For
Mgmt	16h	Elect Zhang Liangfu as Director	For	For
Mgmt	16i	Elect Richard Robinson Smith as Director	For	For
Mgmt	16j	Elect Michael Martin Macht as Director	For	For
Mgmt	17a	Elect Jiang Yan as Director	For	For
Mgmt	17b	Elect Chi Deqiang as Director	For	For
Mgmt	17c	Elect Zhao Fuquan as Director	For	For
Mgmt	17d	Elect Xu Bing as Director	For	For
Mgmt	17e	Elect Tao Huaan as Director	For	For
Mgmt	18a	Elect Wang Yanlei as Supervisor	For	For
Mgmt	18b	Elect Wang Xuewen as Supervisor	For	For

Global Voting Record

WEICHAI POWER CO. LTD.

Meeting: Special 5/10/24 China

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Amend Articles of Association Voter Rationale: A vote AGAINST these resolutions is warranted given the proposed amendments to the Articles and Shareholder Rules would include the removal of the class meeting requirement which would reduce the safeguards available to shareholders and would limit the ability of a particular class of shareholders to reject proposals that could result to unfavorable outcomes for minority shareholders.	For	Against
Mgmt	2	Amend Rules of Procedure for General Meetings Voter Rationale: A vote AGAINST these resolutions is warranted given the proposed amendments to the Articles and Shareholder Rules would include the removal of the class meeting requirement which would reduce the safeguards available to shareholders and would limit the ability of a particular class of shareholders to reject proposals that could result to unfavorable outcomes for minority shareholders.	For	Against

WEST AFRICAN RESOURCES LTD.

Meeting: Annual 5/10/24 Australia

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Remuneration Report	For	For
Mgmt	2	Elect Elizabeth Mounsey as Director	For	For
Mgmt	3	Elect Stewart Findlay as Director	For	For
Mgmt	4	Approve Issuance of Fee Performance Rights in Lieu of Director Fees to Rod Leonard	For	For
Mgmt	5	Approve Issuance of Fee Performance Rights in Lieu of Director Fees to Nigel Spicer	For	For
Mgmt	6	Approve Issuance of Fee Performance Rights in Lieu of Director Fees to Stewart Findlay	For	For
Mgmt	7	Approve Issuance of Fee Performance Rights in Lieu of Director Fees to Robin Romero	For	For
Mgmt	8	Approve Issuance of Incentive Performance Rights to Richard Hyde	For	For
Mgmt	9	Approve Issuance of Incentive Performance Rights to Lyndon Hopkins	For	For
Mgmt	10	Approve Issuance of Incentive Performance Rights to Elizabeth Mounsey	For	For

WHEATON PRECIOUS METALS CORP.

Meeting: Annual/Special 5/10/24 Canada

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	a1	Elect Director George L. Brack	For	For
Mgmt	a2	Elect Director Jaimie Donovan	For	For
Mgmt	a3	Elect Director R. Peter Gillin	For	For
Mgmt	a4	Elect Director Chantal Gosselin	For	For
Mgmt	a5	Elect Director Jeane Hull	For	For
Mgmt	a6	Elect Director Glenn Ives	For	For
Mgmt	a7	Elect Director Charles A. Jeannes	For	For
Mgmt	a8	Elect Director Marilyn Schonberner	For	For
Mgmt	a9	Elect Director Randy V.J. Smallwood	For	For
Mgmt	a10	Elect Director Srinivasan Venkatakrisnan	For	For
Mgmt	b	Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	c	Advisory Vote on Executive Compensation Approach	For	For

ZIMMER BIOMET HOLDINGS INC.

Meeting: Annual 5/10/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Christopher B. Begley	For	For
Mgmt	1b	Elect Director Betsy J. Bernard	For	For
Mgmt	1c	Elect Director Michael J. Farrell	For	For
Mgmt	1d	Elect Director Robert A. Hagemann	For	For
Mgmt	1e	Elect Director Arthur J. Higgins	For	For
Mgmt	1f	Elect Director Maria Teresa (Tessa) Hilado	For	For
Mgmt	1g	Elect Director Syed Jafry	For	For
Mgmt	1h	Elect Director Sreelakshmi Kolli	For	For
Mgmt	1i	Elect Director Louis Shapiro	For	For
Mgmt	1j	Elect Director Ivan Tornos	For	For
Mgmt	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	4	Amend Qualified Employee Stock Purchase Plan	For	For

Global Voting Record

ASM INTERNATIONAL NV

Meeting: Annual 5/13/24 Netherlands

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting		Non Voting
Mgmt	2a	Receive Report of Management Board (Non-Voting)		Non Voting
Mgmt	2b	Discussion on Company's Corporate Governance Structure and Compliance with the Corporate Governance Code		Non Voting
Mgmt	3a	Approve Remuneration Report	For	For
Mgmt	3b	Adopt Financial Statements and Statutory Reports	For	For
Mgmt	3c	Approve Dividends	For	For
Mgmt	4a	Approve Discharge of Management Board	For	For
Mgmt	4b	Approve Discharge of Supervisory Board	For	For
Mgmt	5a	Amend Remuneration Policy for Supervisory Board	For	For
Mgmt	5b	Amend Remuneration of Supervisory Board	For	For
Mgmt	6a	Reelect Didier Lamouche to Supervisory Board	For	For
Mgmt	6b	Elect Tania Micki to Supervisory Board	For	For
Mgmt	6c	Elect Van den Brink to Supervisory Board	For	For
Mgmt	7	Ratify Ernst & Young Accountants LLP as Auditors	For	For
Mgmt	8a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	For
Mgmt	8b	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	Approve Cancellation of Shares	For	For
Mgmt	11	Amend Articles Re: Indemnity for the members of the Management Board and Supervisory Board	For	For
Mgmt	12	Other Business (Non-Voting)		Non Voting
Mgmt	13	Close Meeting		Non Voting

CATHAY GENERAL BANCORP

Meeting: Annual 5/13/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Jane Jelenko	For	For
Mgmt	1b	Elect Director Ann Yee Kono	For	For
Mgmt	1c	Elect Director Anthony M. Tang	For	For
Mgmt	1d	Elect Director Shally Wang	For	For
Mgmt	1e	Elect Director Peter Wu	For	For
Mgmt	1f	Elect Director Elizabeth Woo	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify KPMG LLP as Auditors	For	For

Global Voting Record

CONSTELLATION SOFTWARE INC.

Meeting: Annual 5/13/24 Canada

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Jeff Bender	For	For
Mgmt	1.2	Elect Director John Billowits	For	For
Mgmt	1.3	Elect Director Lawrence Cunningham	For	For
Mgmt	1.4	Elect Director Susan Gayner	For	For
Mgmt	1.5	Elect Director Claire Kennedy	For	For
Mgmt	1.6	Elect Director Robert Kittel	For	For
Mgmt	1.7	Elect Director Mark Leonard	For	For
Mgmt	1.8	Elect Director Mark Miller	For	For
Mgmt	1.9	Elect Director Lori O'Neill	For	For
Mgmt	1.10	Elect Director Donna Parr	For	For
Mgmt	1.11	Elect Director Andrew Pastor	For	For
Mgmt	1.12	Elect Director Dexter Salna	For	For
Mgmt	1.13	Elect Director Laurie Schultz	For	For
Mgmt	1.14	Elect Director Barry Symons	For	For
Mgmt	1.15	Elect Director Robin Van Poelje	For	For
Mgmt	2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	3	Advisory Vote on Executive Compensation Approach	For	For

DRAFTKINGS INC.

Meeting: Annual 5/13/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Jason D. Robins	For	Withhold
Mgmt	1.2	Elect Director Harry Evans Sloan	For	For
Mgmt	1.3	Elect Director Matthew Kalish	For	For
Mgmt	1.4	Elect Director Paul Liberman	For	For
Mgmt	1.5	Elect Director Woodrow H. Levin	For	Withhold
Mgmt	1.6	Elect Director Jocelyn Moore	For	For
Mgmt	1.7	Elect Director Ryan R. Moore	For	For
Mgmt	1.8	Elect Director Valerie Mosley	For	Withhold
Mgmt	1.9	Elect Director Steven J. Murray	For	For
Mgmt	1.10	Elect Director Marni M. Walden	For	Withhold
Mgmt	2	Ratify BDO USA P.C. as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against
S/holder	4	Report on Political Contributions and Expenditures	Against	For

FAGRON NV

Meeting: Annual 5/13/24 Belgium

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	I.1	Receive Directors' and Auditors' Reports (Non-Voting)		Non Voting
Mgmt	I.2	Adopt Financial Statements	For	For
Mgmt	I.3	Approve Allocation of Income and Dividends of EUR 0.30 per Share	For	For
Mgmt	I.4	Approve Remuneration Report	For	For
Mgmt	I.5	Approve Remuneration Policy	For	For
Mgmt	I.6	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)		Non Voting
Mgmt	I.7	Approve Discharge of Directors	For	For
Mgmt	I.8	Approve Discharge of Auditors	For	For
Mgmt	I.9	Discussion on Company's Corporate Governance Structure		Non Voting
Mgmt	I.10	Approve Remuneration of Non-Executive Directors	For	For
Mgmt	I.11	Approve Annual Remuneration Adjustment of Non-Executive Directors	For	For
Mgmt	I.12	Approve Auditors' Remuneration	For	For
Mgmt	I.13	Reelect Robert ten Hoedt as Independent Director Voter Rationale: A vote against is warranted due to concerns with overboarding.	For	Against
Mgmt	I.14	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	For	For
Mgmt	I.15	Transact Other Business		Non Voting

FAGRON NV

Meeting: Extraordinary Sh: 5/13/24 Belgium

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	II.1	Authorize Repurchase of Issued Share Capital	For	For
Mgmt	II.2	Approve Coordination of Articles of Association	For	For
Mgmt	II.3	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	For	For

Global Voting Record

MEGAWORLD CORP.

Meeting: Annual 5/13/24 Philippines

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	3	Approve Minutes of the Previous Annual Meeting	For	For
Mgmt	5	Appoint External Auditors	For	For
Mgmt	6	Ratify Acts and Resolutions of the Board of Directors Board Committees and Management	For	For
Mgmt	7a	Elect Andrew L. Tan as Director	For	For
Mgmt	7b	Elect Katherine L. Tan as Director	For	For
Mgmt	7c	Elect Kingson U. Sian as Director	For	For
Mgmt	7d	Elect Enrique Santos L. Sy as Director	For	For
Mgmt	7e	Elect Jesus B. Varela as Director	For	For
Mgmt	7f	Elect Cresencio P. Aquino as Director	For	For
Mgmt	7g	Elect Alejo L. Villanueva Jr. as Director	For	For
Mgmt	8	Approve Guaranty or Surety Arrangements as Among the Secondary Purposes of the Corporation and Amend the Second Article of the Articles of Incorporation for the Purpose	For	For
Mgmt	9	Approve Increase in Authorized Capital Stock and Amend the Seventh Article of the Articles of Incorporation for the Purpose	For	For
Mgmt	10	Amend By-Laws Provisions and Amend Article I Sections 1 2 and 3 and Article II Section 3 of the By Laws	For	For

RENAISSANCERE HOLDINGS LTD.

Meeting: Annual 5/13/24 Bermuda

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Brian G. J. Gray	For	For
Mgmt	1b	Elect Director Duncan P. Hennes	For	For
Mgmt	1c	Elect Director Kevin J. O'Donnell	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation Voter Rationale: A vote against is warranted as there is an unmitigated pay-for-performance misalignment, specifically with regard to the structure of the CEO's one-time award.	For	Against
Mgmt	3	Approve PricewaterhouseCoopers Ltd. as Auditors and Authorize Board to Fix Their Remuneration	For	For

SENSIRION HOLDING AG

Meeting: Annual 5/13/24 Switzerland

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	1.2	Approve Remuneration Report (Non-Binding) Voter Rationale: A vote against is warranted due to lack of disclosure and other concerns with the remuneration report.	For	Against
Mgmt	1.3	Approve Non-Financial Report	For	For
Mgmt	2	Approve Allocation of Income and Omission of Dividends	For	For
Mgmt	3	Approve Discharge of Board and Senior Management	For	For
Mgmt	4.1.1	Reelect Moritz Lechner as Director and Board Co-Chair Voter Rationale: A vote against items 4.1.1, 4.1.2, 4.1.5, 4.1.6, 4.2.1 and 4.2.2 is warranted due to lack of independence.	For	Against
Mgmt	4.1.2	Reelect Felix Mayer as Director and Board Co-Chair	For	Against
Mgmt	4.1.3	Reelect Ricarda Demarmels as Director	For	For
Mgmt	4.1.4	Reelect Anja Koenig as Director	For	For
Mgmt	4.1.5	Reelect Franz Studer as Director	For	Against
Mgmt	4.1.6	Elect Henri Mrejen as Director	For	Against
Mgmt	4.2.1	Reappoint Moritz Lechner as Member of the Nomination and Compensation Committee	For	Against
Mgmt	4.2.2	Reappoint Felix Mayer as Member of the Nomination and Compensation Committee	For	Against
Mgmt	4.2.3	Appoint Anja Koenig as Member of the Nomination and Compensation Committee	For	For
Mgmt	4.3	Ratify KPMG AG as Auditors	For	For
Mgmt	4.4	Designate Keller AG as Independent Proxy	For	For
Mgmt	5.1	Approve Remuneration of Directors in the Amount of CHF 950 000	For	For
Mgmt	5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.4 Million	For	For
Mgmt	5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 75 933 Voter Rationale: A vote against is warranted due to lack of disclosures.	For	Against
Mgmt	6	Transact Other Business (Voting) Voter Rationale: A vote against is warranted as the content of these new items or counterproposals is not known at this time.	For	Against

SHANGHAI CONSTRUCTION GROUP CO. LTD.

Meeting: Annual 5/13/24 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 and Financial Budget Report	For	For
Mgmt	4	Approve Profit Distribution	For	For
Mgmt	5	Approve Annual Report	For	For
Mgmt	6	Approve 2023 and 2024 Related Party Transactions	For	For
Mgmt	7	Approve Provision of Guarantee and Authorizations	For	For
Mgmt	8	Approve Investment Plan and Authorizations	For	For
Mgmt	9	Approve Authorization for the Issuance of Debt Financing Instruments	For	For
Mgmt	10	Approve to Appoint Auditor	For	For
S/holder	11.1	Elect Hang Yingwei as Director Voter Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.	For	For
S/holder	11.2	Elect Ye Weidong as Director Voter Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.	For	For
S/holder	11.3	Elect Fan Xiping as Director Voter Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.	For	For
S/holder	11.4	Elect Pan Jiuwen as Director Voter Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.	For	For
S/holder	12.1	Elect Li Ming as Director Voter Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.	For	For
S/holder	12.2	Elect Yu Jiming as Director Voter Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.	For	For
S/holder	12.3	Elect Qu Linchi as Director Voter Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.	For	For
S/holder	13.1	Elect Shao Zheming as Supervisor	For	For

Global Voting Record

3M COMPANY

Meeting: Annual		5/14/24	USA		
Proposal Type	Proposal	Description	MRec	Vote	
Mgmt	1a	Elect Director Thomas "Tony" K. Brown	For	For	
Mgmt	1b	Elect Director William M. Brown	For	For	
Mgmt	1c	Elect Director Audrey Choi	For	For	
Mgmt	1d	Elect Director Anne H. Chow	For	For	
Mgmt	1e	Elect Director David B. Dillon	For	For	
Mgmt	1f	Elect Director James R. Fitterling	For	For	
Mgmt	1g	Elect Director Amy E. Hood	For	For	
Mgmt	1h	Elect Director Suzan Kereere	For	For	
Mgmt	1i	Elect Director Gregory R. Page	For	For	
Mgmt	1j	Elect Director Pedro J. Pizarro	For	For	
Mgmt	1k	Elect Director Michael F. Roman	For	For	
Mgmt	1l	Elect Director Thomas W. Sweet	For	For	
Mgmt	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation Voter Rationale: A vote AGAINST this proposal is warranted. CEO pay increased amidst poor performance, contributing to a misalignment between pay and performance for the year in review. While annual incentives are primarily based on objective, financial metrics, two targets were set below last year's actual performance and then awards paid out above target. Further, long-term incentives use annual performance periods, with the ability to bank half of the target performance shares after just one year, and the CEO's target LTI opportunity was increased this year, with limited rationale. Lastly, while forward-looking goals are provided, multiple metrics targeted negative or zero percent growth.	For	Against	
S/holder	4	Adopt Share Retention Policy For Senior Executives	Against	Against	

ALLETE INC.

Meeting: Annual		5/14/24	USA		
Proposal Type	Proposal	Description	MRec	Vote	
Mgmt	1a	Elect Director Bethany M. Owen	For	For	
Mgmt	1b	Elect Director Susan K. Nestegard	For	For	
Mgmt	1c	Elect Director George G. Goldfarb	For	For	
Mgmt	1d	Elect Director James J. Hoolihan	For	For	
Mgmt	1e	Elect Director Madeleine W. Ludlow	For	For	
Mgmt	1f	Elect Director Charles R. Matthews	For	For	
Mgmt	1g	Elect Director Douglas C. Neve	For	For	
Mgmt	1h	Elect Director Barbara A. Nick	For	For	
Mgmt	1i	Elect Director Robert P. Powers	For	For	
Mgmt	1j	Elect Director Charlene A. Thomas	For	For	
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
Mgmt	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	

Global Voting Record

BIRD CONSTRUCTION INC.

Meeting: Annual 5/14/24 Canada

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director J. Richard Bird	For	For
Mgmt	1.2	Elect Director Karyn A. Brooks	For	For
Mgmt	1.3	Elect Director Steven L. Edwards	For	For
Mgmt	1.4	Elect Director J. Kim Fennell	For	For
Mgmt	1.5	Elect Director Jennifer F. Koury	For	For
Mgmt	1.6	Elect Director Terrance L. McKibbin	For	For
Mgmt	1.7	Elect Director Gary Merasty	For	For
Mgmt	1.8	Elect Director Luc J. Messier	For	For
Mgmt	1.9	Elect Director Paul R. Raboud	For	For
Mgmt	1.10	Elect Director Sophia Saeed	For	For
Mgmt	2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For

CENTENE CORPORATION

Meeting: Annual 5/14/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Jessica L. Blume	For	For
Mgmt	1b	Elect Director Kenneth A. Burdick	For	For
Mgmt	1c	Elect Director Christopher J. Coughlin	For	For
Mgmt	1d	Elect Director H. James Dallas	For	For
Mgmt	1e	Elect Director Wayne S. DeVeydt	For	For
Mgmt	1f	Elect Director Frederick H. Eppinger	For	For
Mgmt	1g	Elect Director Monte E. Ford	For	For
Mgmt	1h	Elect Director Sarah M. London	For	For
Mgmt	1i	Elect Director Lori J. Robinson	For	For
Mgmt	1j	Elect Director Theodore R. Samuels	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	Adopt Near and Long-Term Science-Based GHG Emissions Reduction Targets Aligned with Paris Agreement Goal	Against	For

Global Voting Record

CENTERRA GOLD INC.

Meeting: Annual 5/14/24 Canada

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Wendy Kei	For	For
Mgmt	1.2	Elect Director Craig MacDougall	For	For
Mgmt	1.3	Elect Director Michael S. Parrett	For	For
Mgmt	1.4	Elect Director Jacques Perron	For	For
Mgmt	1.5	Elect Director Sheryl K. Pressler	For	For
Mgmt	1.6	Elect Director Paul Tomory	For	For
Mgmt	1.7	Elect Director Paul N. Wright	For	For
Mgmt	1.8	Elect Director Susan L. Yurkovich	For	For
Mgmt	2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	3	Advisory Vote on Executive Compensation Approach	For	For

COEUR MINING INC.

Meeting: Annual 5/14/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Linda L. Adamany	For	For
Mgmt	1b	Elect Director Paramita Das	For	For
Mgmt	1c	Elect Director Randolph E. Gress	For	For
Mgmt	1d	Elect Director Jeane L. Hull	For	For
Mgmt	1e	Elect Director Robert Krcmarov	For	For
Mgmt	1f	Elect Director Mitchell J. Krebs	For	For
Mgmt	1g	Elect Director Eduardo Luna	For	For
Mgmt	1h	Elect Director Robert E. Mellor	For	For
Mgmt	1i	Elect Director J. Kenneth Thompson	For	For
Mgmt	2	Ratify Grant Thornton LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

CONOCOPHILLIPS

Meeting: Annual 5/14/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Dennis V. Arriola	For	For
Mgmt	1b	Elect Director Gay Huey Evans	For	For
Mgmt	1c	Elect Director Jeffrey A. Joerres	For	For
Mgmt	1d	Elect Director Ryan M. Lance	For	For
Mgmt	1e	Elect Director Timothy A. Leach	For	For
Mgmt	1f	Elect Director William H. McRaven	For	For
Mgmt	1g	Elect Director Sharmila Mulligan	For	For
Mgmt	1h	Elect Director Eric D. Mullins	For	For
Mgmt	1i	Elect Director Arjun N. Murti	For	For
Mgmt	1j	Elect Director Robert A. Niblock	For	For
Mgmt	1k	Elect Director David T. Seaton	For	For
Mgmt	1l	Elect Director R.A. Walker	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	Reduce Supermajority Vote Requirement	For	For
S/holder	5	Revisit Pay Incentives for GHG Emission Reductions	Against	Against

CTS EVENTIM AG & CO. KGAA

Meeting: Annual 5/14/24 Germany

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)		Non Voting
Mgmt	2	Accept Financial Statements and Statutory Reports for Fiscal Year 2023	For	For
Mgmt	3	Approve Allocation of Income and Dividends of EUR 1.43 per Share	For	For
Mgmt	4	Approve Discharge of Personally Liable Partner for Fiscal Year 2023	For	For
Mgmt	5	Approve Discharge of Supervisory Board for Fiscal Year 2023	For	For
Mgmt	6	Ratify KPMG AG as Auditors for Fiscal Year 2024	For	For
Mgmt	7.1	Approve Remuneration of Supervisory Board	For	For
Mgmt	7.2	Approve Remuneration Policy for the Supervisory Board	For	For
Mgmt	8	Approve Remuneration Report Voter Rationale: A vote against is warranted because of insufficient ex-post disclosure for variable incentives and performance-based payouts and the CEO's base salary of EUR 2.8 million lacks context, and special payments were awarded to two executives during reappointments. Additionally the report does not address significant shareholder dissent from last year's vote.	For	Against
Mgmt	9	Approve Remuneration Policy for the Management Board Voter Rationale: A vote against is warranted because of insufficient clarity on fixed remuneration levels especially concerning the CEO's base salary of EUR 2.8 million and the new LTI lacks clear performance targets, payout caps, and stock option terms. Additionally the policy allows for significant discretion through special bonuses and does not provide information on severance arrangements in case of termination with or without cause.	For	Against

Global Voting Record

FRONTDOOR INC.

Meeting: Annual 5/14/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director William C. Cobb	For	For
Mgmt	1b	Elect Director Lara H. Balazs	For	For
Mgmt	1c	Elect Director D. Steve Boland	For	For
Mgmt	1d	Elect Director Anna C. Catalano	For	For
Mgmt	1e	Elect Director Peter L. Cella	For	For
Mgmt	1f	Elect Director Christopher L. Clipper	For	For
Mgmt	1g	Elect Director Balakrishnan A. Ganesh	For	For
Mgmt	1h	Elect Director Brian P. McAndrews	For	For
Mgmt	1i	Elect Director Liane J. Pelletier	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	Advisory Vote on Say on Pay Frequency	One Year	One Year

HONEYWELL INTERNATIONAL INC.

Meeting: Annual 5/14/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Darius Adamczyk	For	For
Mgmt	1b	Elect Director Duncan B. Angove	For	For
Mgmt	1c	Elect Director William S. Ayer	For	For
Mgmt	1d	Elect Director Kevin Burke	For	For
Mgmt	1e	Elect Director D. Scott Davis	For	For
Mgmt	1f	Elect Director Deborah Flint	For	For
Mgmt	1g	Elect Director Vimal Kapur	For	For
Mgmt	1h	Elect Director Michael W. Lamach	For	For
Mgmt	1i	Elect Director Rose Lee	For	For
Mgmt	1j	Elect Director Grace Lieblein	For	For
Mgmt	1k	Elect Director Robin L. Washington	For	For
Mgmt	1l	Elect Director Robin Watson	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	Require Independent Board Chair	Against	Against

Global Voting Record

HUGO BOSS AG

Meeting: Annual 5/14/24 Germany

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)		Non Voting
Mgmt	2	Approve Allocation of Income and Dividends of EUR 1.35 per Share	For	For
Mgmt	3	Approve Discharge of Management Board for Fiscal Year 2023	For	For
Mgmt	4	Approve Discharge of Supervisory Board for Fiscal Year 2023	For	For
Mgmt	5.1	Ratify Deloitte GmbH as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2024	For	For
Mgmt	5.2	Ratify Deloitte GmbH as Auditor for the Sustainability Reporting for Fiscal Year 2024	For	For
Mgmt	6	Approve Remuneration Report Voter Rationale: A vote AGAINST the remuneration report is warranted because: * There remains a third-party compensation agreement between the CEO and the reference shareholder. The potential for asymmetric accountability towards shareholders continues to raise significant governance concerns. * An annual bonus for 2023 was granted to a former executive who had left the company in 2022, raising concerns regarding the appropriateness of this payment.	For	Against
Mgmt	7	Approve Remuneration Policy for the Supervisory Board	For	For

ICICI BANK LIMITED

Meeting: Special 5/14/24 India

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Elect Pradeep Kumar Sinha as Director	For	For
Mgmt	2	Approve Compensation Payable to Pradeep Kumar Sinha as Non-Executive Part-time Chairman	For	For
Mgmt	3	Approve Revision in Compensation in the Form of Fixed Remuneration Payable to the Non-Executive Directors (other than Part-Time Chairman and the Director Nominated by the Government of India)	For	For
Mgmt	4	Approve Revision in Fixed Remuneration of Girish Chandra Chaturvedi as Non-Executive (Part-Time) Chairman	For	For
Mgmt	5	Approve Appointment and Remuneration of Ajay Kumar Gupta as Director and Whole-Time Director (designated as Executive Director)	For	For

Global Voting Record

IMCD NV

Meeting: Annual 5/14/24 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	Discussion on Company's Corporate Governance Structure		Non Voting
Mgmt	2.c	Approve Remuneration Report	For	For
Mgmt	3.a	Receive Auditor's Report (Non-Voting)		Non Voting
Mgmt	3.b	Adopt Financial Statements and Statutory Reports	For	For
Mgmt	3.c	Receive Explanation on Company's Reserves and Dividend Policy		Non Voting
Mgmt	3.d	Approve Dividends	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	Approve Remuneration Policy for the Management Board	For	For
Mgmt	5.b	Approve Remuneration Policy for the Supervisory Board	For	For
Mgmt	6.a	Reelect Janus Smalbraak to Supervisory Board	For	For
Mgmt	6.b	Reelect Amy Hebert to Supervisory Board	For	For
Mgmt	7.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	For
Mgmt	7.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	For
Mgmt	8	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
Mgmt	9	Close Meeting		Non Voting

NEW GOLD INC.

Meeting: Annual 5/14/24 Canada				
Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Patrick Godin	For	For
Mgmt	1.2	Elect Director Nicholas (Nick) Chirekos Voter Rationale: Vote WITHHOLD for Nicholas (Nick) Chirekos as the board appears to lack racial/ethnic diversity, and the board has not made a firm public commitment to appoint at least one racial and/or ethnic diverse member at or prior to the next annual shareholder meeting. Vote FOR the other proposed nominees.	For	Withhold
Mgmt	1.3	Elect Director Gillian Davidson	For	For
Mgmt	1.4	Elect Director Thomas (Tom) J. McCulley	For	For
Mgmt	1.5	Elect Director Margaret (Peggy) Mulligan	For	For
Mgmt	1.6	Elect Director Richard O'Brien	For	For
Mgmt	1.7	Elect Director Ian Pearce	For	For
Mgmt	1.8	Elect Director Marilyn Schonberner	For	For
Mgmt	2	Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	3	Advisory Vote on Executive Compensation Approach	For	For

Global Voting Record

NOBIA AB

Meeting: Annual		5/14/24	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	Speech by CEO and Board's Chair Report			Non Voting
Mgmt	8	Receive Financial Statements and Statutory Reports			Non Voting
Mgmt	9	Accept Financial Statements and Statutory Reports		For	For
Mgmt	10	Approve Allocation of Income		For	For
Mgmt	11	Approve Discharge of Board and President		For	For
Mgmt	12	Determine Number of Members (5) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors (0)		For	For
Mgmt	13	Approve Remuneration of Directors in the Amount of SEK 1.2 Million to Chairman and SEK 422 000 to Other Directors; Approve Remuneration for Committee Work		For	For
Mgmt	14	Reelect Nora Larssen Marlene Forsell Carsten Rasmussen Fredrik Ahlin and Tony Buffin as Directors		For	For
Mgmt	15	Reelect Tony Buffin as Board Chair		For	For
Mgmt	16	Ratify PricewaterhouseCoopers as Auditors; Approve Remuneration of Auditors		For	For
Mgmt	17	Elect Peter Hofvenstam (Chair) Ricard Wennerklint and Lovisa Runge as Members of Nominating Committee		For	For
Mgmt	18	Approve Remuneration Report		For	For
Mgmt	19	Authorize Share Repurchase Program and Reissuance of Repurchased Shares		For	For
Mgmt	20.a	Approve Performance Share Plan 2024 for Key Employees		For	For
Mgmt	20.b	Approve Equity Plan Financing		For	For
Mgmt	21	Close Meeting			Non Voting

ORASURE TECHNOLOGIES INC.

Meeting: Annual		5/14/24	USA		
Proposal Type	Proposal	Description		MRec	Vote
Mgmt	1a	Elect Director Nancy J. Gagliano		For	For
Mgmt	1b	Elect Director Lelio Marmora		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 Certificate of Incorporation to Limit the Liability of Certain Officers		For	For
Mgmt	5	Amend Omnibus Stock Plan		For	For
Mgmt	6	Adjourn Meeting		For	For

Global Voting Record

SIGNIFY NV

Meeting: Annual 5/14/24 Netherlands

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Presentation by CEO		Non Voting
Mgmt	2	Approve Remuneration Report	For	For
Mgmt	3	Receive Explanation on Company's Reserves and Dividend Policy		Non Voting
Mgmt	4	Discussion on Company's Corporate Governance Structure		Non Voting
Mgmt	5	Adopt Financial Statements	For	For
Mgmt	6	Approve Dividends	For	For
Mgmt	7.a	Approve Discharge of Management Board	For	For
Mgmt	7.b	Approve Discharge of Supervisory Board	For	For
Mgmt	8	Reelect Eric Rondolat to Management Board	For	For
Mgmt	9.a	Elect Jeroen Drost to Supervisory Board	For	For
Mgmt	9.b	Reelect Rita Lane to Supervisory Board	For	For
Mgmt	9.c	Reelect Pamela Knapp to Supervisory Board	For	For
Mgmt	10.a	Approve Remuneration Policy for the Management Board	For	For
Mgmt	10.b	Approve Remuneration Policy for the Supervisory Board	For	For
Mgmt	11	Ratify PricewaterhouseCoopers as Auditors	For	For
Mgmt	12.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	For
Mgmt	12.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	For
Mgmt	13	Authorize Repurchase Shares	For	For
Mgmt	14	Approve Cancellation of Shares	For	For
Mgmt	15	Other Business (Non-Voting)		Non Voting

SUN COMMUNITIES INC.

Meeting: Annual 5/14/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Gary A. Shiffman	For	For
Mgmt	1b	Elect Director Tonya Allen	For	For
Mgmt	1c	Elect Director Meghan G. Baivier	For	For
Mgmt	1d	Elect Director Stephanie W. Bergeron	For	For
Mgmt	1e	Elect Director Jeff T. Blau	For	For
Mgmt	1f	Elect Director Jerome W. Ehlinger	For	For
Mgmt	1g	Elect Director Brian M. Hermelin	For	For
Mgmt	1h	Elect Director Craig A. Leupold	For	For
Mgmt	1i	Elect Director Clunet R. Lewis	For	For
Mgmt	1j	Elect Director Arthur A. Weiss	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify Grant Thornton LLP as Auditors	For	For

Global Voting Record

TENCENT HOLDINGS LIMITED

Meeting: Annual 5/14/24 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 Charles St Leger Searle as Director	For	For
Mgmt	3b	Elect Ke Yang as Director	For	For
Mgmt	3c	Authorize Board to Fix Remuneration of Directors	For	For
Mgmt	4	Approve PricewaterhouseCoopers as Auditor 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 this resolution is warranted given that the company has not specified the discount limit for issuances of shares for cash consideration and issuances for non-cash consideration.	For	Against
Mgmt	6	Authorize Repurchase of Issued Share Capital	For	For
Mgmt	7	Amend Third Amended and Restated Memorandum of Association and Articles of Association and Adopt Fourth Amended and Restated Memorandum of Association and Articles of Association	For	For

TRICAN WELL SERVICE LTD.

Meeting: Annual 5/14/24 Canada

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Thomas M. Alford	For	For
Mgmt	1b	Elect Director Trudy M. Curran	For	For
Mgmt	1c	Elect Director Bradley P.D. Fedora	For	For
Mgmt	1d	Elect Director Michael J. McNulty	For	For
Mgmt	1e	Elect Director Stuart G. O'Connor	For	For
Mgmt	1f	Elect Director Deborah S. Stein	For	For
Mgmt	2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	3	Advisory Vote on Executive Compensation Approach	For	For

VAT GROUP AG

Meeting: Annual 5/14/24 Switzerland

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	1.2	Approve Non-Financial Report	For	For
Mgmt	2.1	Approve Allocation of Income	For	For
Mgmt	2.2	Approve Dividends of CHF 6.25 per Share from Reserves of Accumulated Profits	For	For
Mgmt	3	Approve Discharge of Board and Senior Management	For	For
Mgmt	4.1.1	Reelect Martin Komischke as Director and Board Chair	For	For
Mgmt	4.1.2	Reelect Urs Leinhaeuser as Director	For	For
Mgmt	4.1.3	Reelect Karl Schlegel as Director	For	For
Mgmt	4.1.4	Reelect Hermann Gerlinger as Director	For	For
Mgmt	4.1.5	Reelect Libo Zhang as Director	For	For
Mgmt	4.1.6	Reelect Daniel Lippuner as Director	For	For
Mgmt	4.1.7	Reelect Petra Denk as Director	For	For
Mgmt	4.1.8	Elect Thomas Piliszczyk as Director	For	For
Mgmt	4.2.1	Reappoint Urs Leinhaeuser as Member of the Nomination and Compensation Committee	For	For
Mgmt	4.2.2	Reappoint Hermann Gerlinger as Member of the Nomination and Compensation Committee	For	For
Mgmt	4.2.3	Reappoint Libo Zhang as Member of the Nomination and Compensation Committee	For	For
Mgmt	5	Designate Roger Foehn as Independent Proxy	For	For
Mgmt	6	Ratify KPMG AG as Auditors	For	For
Mgmt	7.1	Approve Remuneration Report	For	For
Mgmt	7.2	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 1 Million for Fiscal Year 2023	For	For
Mgmt	7.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.7 Million for Fiscal Year 2025	For	For
Mgmt	7.4	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 2.2 Million for Fiscal Year 2025	For	For
Mgmt	7.5	Approve Remuneration of Directors in the Amount of CHF 1.6 Million for the Period from 2024 AGM to 2025 AGM	For	For
Mgmt	8	Transact Other Business (Voting) Voter Rationale: A vote against is warranted as a precautionary measure due to absence of disclosure on the content of the new items or counterproposals.	For	Against

AMERICAN INTERNATIONAL GROUP INC.

Meeting: Annual 5/15/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Paola Bergamaschi	For	For
Mgmt	1b	Elect Director James Cole Jr.	For	For
Mgmt	1c	Elect Director James (Jimmy) Dunne III	For	For
Mgmt	1d	Elect Director John (Chris) Inglis	For	For
Mgmt	1e	Elect Director Linda A. Mills	For	For
Mgmt	1f	Elect Director Diana M. Murphy	For	For
Mgmt	1g	Elect Director Peter R. Porrino	For	For
Mgmt	1h	Elect Director John G. Rice	For	For
Mgmt	1i	Elect Director Vanessa A. Wittman	For	For
Mgmt	1j	Elect Director Peter Zaffino	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation Voter Rationale: A vote against is warranted as significant concerns are raised by the committee's limited degree of responsiveness following last year's failed say-on-pay vote. The committee made a commitment to limit one-time awards to extraordinary circumstances. While this is meaningful, it does not directly address shareholders' noted concerns regarding one-time award quantum and structure.	For	Against
Mgmt	3	Ratify PricewaterhouseCoopers LLP as Auditors Require Independent Board Chair Voter Rationale: A vote for is warranted as although the lead independent director role is considered robust, per the CEO's five-year employment agreement, the current chair/CEO role is contractually guaranteed, which calls into question the board's argument that an independent board chair policy would remove its flexibility to determine the most effective leadership structure.	For	For
S/holder	4	Moreover, this advisory proposal provides the board discretion to implement an independent board chair policy at the next CEO transition. Adopt Director Election Resignation Bylaw Voter Rationale: A vote against is warranted as there are no recurring issues or company-specific factors at AIG that suggest the proponent's more-stringent director resignation policy is necessary at this time.	Against	For
S/holder	5	Moreover, this advisory proposal provides the board discretion to implement an independent board chair policy at the next CEO transition. Adopt Director Election Resignation Bylaw Voter Rationale: A vote against is warranted as there are no recurring issues or company-specific factors at AIG that suggest the proponent's more-stringent director resignation policy is necessary at this time.	Against	Against

AMERICAN WATER WORKS COMPANY INC.

Meeting: Annual 5/15/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Jeffrey N. Edwards	For	For
Mgmt	1b	Elect Director Martha Clark Goss	For	For
Mgmt	1c	Elect Director M. Susan Hardwick	For	For
Mgmt	1d	Elect Director Kimberly J. Harris	For	For
Mgmt	1e	Elect Director Laurie P. Havanec	For	For
Mgmt	1f	Elect Director Julia L. Johnson	For	For
Mgmt	1g	Elect Director Patricia L. Kampling	For	For
Mgmt	1h	Elect Director Karl F. Kurz	For	For
Mgmt	1i	Elect Director Michael L. Marberry	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For

Global Voting Record

BANK OF BARODA

Meeting: Extraordinary Sh: 5/15/24 India

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	2	Approve Appointment and Remuneration of Sanjay Vinayak Mudaliar as Executive Director	For	For
Mgmt	1.1	Elect Sanjay Kapoor as Director Voter Rationale: A vote against the directors under items 1.1-1.3 is required following the decision to vote in support of Item 1.4, elect Ravindran Menon as Director.	For	Against
Mgmt	1.2	Elect Suresh Chand Garg as Director	For	Against
Mgmt	1.3	Elect Kartar Singh Chauhan as Director	For	Against
Mgmt	1.4	Elect Ravindran Menon as Director	For	For

BEACON ROOFING SUPPLY INC.

Meeting: Annual 5/15/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Stuart A. Randle	For	For
Mgmt	1.2	Elect Director Julian G. Francis	For	For
Mgmt	1.3	Elect Director Barbara G. Fast	For	For
Mgmt	1.4	Elect Director Alan Gershenhorn	For	For
Mgmt	1.5	Elect Director Melanie M. Hart	For	For
Mgmt	1.6	Elect Director Racquel H. Mason	For	For
Mgmt	1.7	Elect Director Robert M. McLaughlin	For	For
Mgmt	1.8	Elect Director Earl Newsome Jr.	For	For
Mgmt	1.9	Elect Director Neil S. Novich	For	For
Mgmt	1.10	Elect Director Douglas L. Young	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	Approve Omnibus Stock Plan	For	For

BILFINGER SE

Meeting: Annual 5/15/24 Germany

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)		Non Voting
Mgmt	2	Approve Allocation of Income and Dividends of EUR 1.80 per Share	For	For
Mgmt	3	Approve Discharge of Management Board for Fiscal Year 2023	For	For
Mgmt	4	Approve Discharge of Supervisory Board for Fiscal Year 2023	For	For
Mgmt	5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2024	For	For
Mgmt	6	Approve Remuneration Report	For	For
Mgmt	7	Amend Articles Re: Proof of Entitlement	For	For

Global Voting Record

BORALEX INC.

Meeting: Annual 5/15/24 Canada

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Andre Courville	For	For
Mgmt	1.2	Elect Director Lise Croteau	For	For
Mgmt	1.3	Elect Director Patrick Decostre	For	For
Mgmt	1.4	Elect Director Marie-Claude Dumas	For	For
Mgmt	1.5	Elect Director Marie Giguere	For	For
Mgmt	1.6	Elect Director Ines Kolmsee	For	For
Mgmt	1.7	Elect Director Patrick Lemaire	For	For
Mgmt	1.8	Elect Director Dominique Miniere	For	For
Mgmt	1.9	Elect Director Alain Rheaume	For	For
Mgmt	1.10	Elect Director Zin Smati	For	For
Mgmt	1.11	Elect Director Dany St-Pierre	For	For
Mgmt	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
Mgmt	3	Advisory Vote on Executive Compensation Approach	For	For
Mgmt	4	Re-approve Shareholder Rights Plan	For	For

CONDUIT HOLDINGS LTD.

Meeting: Annual 5/15/24 Bermuda

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Remuneration Policy Voter Rationale: A vote against is warranted due to concerns with the total quantum available under the proposed policy.	For	Against
Mgmt	3	Approve Remuneration Report	For	For
Mgmt	4	Approve Long-Term Incentive Plan Voter Rationale: A vote against is warranted due to concerns with the total quantum available under the proposed LTIP.	For	Against
Mgmt	5	Re-elect Neil Eckert as Director	For	For
Mgmt	6	Re-elect Trevor Carvey as Director	For	For
Mgmt	7	Re-elect Elaine Whelan as Director	For	For
Mgmt	8	Re-elect Michelle Smith as Director	For	For
Mgmt	9	Re-elect Malcolm Furbert as Director	For	For
Mgmt	10	Re-elect Elizabeth Murphy as Director	For	For
Mgmt	11	Re-elect Ken Randall as Director	For	For
Mgmt	12	Elect Rebecca Shelley as Director	For	For
Mgmt	13	Ratify KPMG Audit Limited as Auditors	For	For
Mgmt	14	Authorise Board to Fix Remuneration of the Auditors	For	For
Mgmt	15	Authorise Issue of Equity	For	For
Mgmt	16	Authorise Issue of Equity without Pre-emptive Rights	For	For
Mgmt	17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
Mgmt	18	Authorise Market Purchase of Common Shares	For	For

CORBION NV

Meeting: Annual 5/15/24 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	Adopt Financial Statements and Statutory Reports	For	For
Mgmt	4	Approve Remuneration Report	For	For
Mgmt	5	Discussion on Company's Corporate Governance Structure and Compliance with the Corporate Governance Code		Non Voting
Mgmt	6	Receive Explanation on Company's Reserves and Dividend Policy		Non Voting
Mgmt	7	Approve Dividends	For	For
Mgmt	8	Approve Discharge of Management Board	For	For
Mgmt	9	Approve Discharge of Supervisory Board	For	For
Mgmt	10	Approve Remuneration Policy for the Management Board	For	For
Mgmt	11	Approve Remuneration Policy for the Supervisory Board	For	For
Mgmt	12	Elect Peter Kazius to Management Board	For	For
Mgmt	13	Reelect Steen Riisgaard to Supervisory Board	For	For
Mgmt	14	Reelect Ilona Haaijer to Supervisory Board	For	For
Mgmt	15	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital for General Purposes	For	For
Mgmt	16	Authorize Board to Exclude Preemptive Rights from Share Issuances under Item 15	For	For
Mgmt	17	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital in Case of Mergers Acquisitions or Strategic Alliances Voter Rationale: A vote against is warranted as we prefer management leverages existing organic opportunities to meet growth targets rather than M&A.	For	Against
Mgmt	18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
Mgmt	19	Approve Cancellation of Repurchased Shares	For	For
Mgmt	20	Amend Articles of Association Voter Rationale: A vote against is warranted as the amendment is not accompanied by a compelling rationale.	For	Against
Mgmt	21	Reappoint KPMG Accountants N.V as Auditors	For	For
Mgmt	22	Other Business (Non-Voting)		Non Voting
Mgmt	23	Close Meeting		Non Voting

Global Voting Record

DISCOVERY SILVER CORP.

Meeting: Annual 5/15/24 Canada

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	2.1	Elect Director Murray John	For	For
Mgmt	2.2	Elect Director Jeffrey Parr	For	For
Mgmt	2.3	Elect Director Moira Smith	For	For
Mgmt	2.4	Elect Director Daniel Vickerman	For	For
Mgmt	2.5	Elect Director Jennifer Wagner	For	For
Mgmt	2.6	Elect Director Barry Olson	For	For
Mgmt	2.7	Elect Director Anthony Makuch	For	For
Mgmt	3	Amend Restricted Share Unit Plan and Deferred Share Unit Plan	For	For

FISERV INC.

Meeting: Annual 5/15/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Frank J. Bisignano	For	For
Mgmt	1.2	Elect Director Henrique de Castro	For	For
Mgmt	1.3	Elect Director Harry F. DiSimone	For	For
Mgmt	1.4	Elect Director Lance M. Fritz	For	For
Mgmt	1.5	Elect Director Ajei S. Gopal	For	For
Mgmt	1.6	Elect Director Wafaa Mamilli	For	For
Mgmt	1.7	Elect Director Heidi G. Miller	For	For
Mgmt	1.8	Elect Director Doyle R. Simons	For	For
Mgmt	1.9	Elect Director Kevin M. Warren	For	For
Mgmt	1.10	Elect Director Charlotte B. Yarkoni	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify Deloitte & Touche LLP as Auditors	For	For

HIMILE MECHANICAL SCIENCE & TECHNOLOGY (SHANDONG) CO. LTD.

Meeting: Annual 5/15/24 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 Formulation of Accounting Firm Selection System	For	For
Mgmt	7	Approve to Appoint Auditor	For	For
Mgmt	8	Approve Remuneration of Directors Supervisors and Senior Management	For	For
Mgmt	9	Approve Shareholder Return Plan	For	For

Global Voting Record

INNOVATIVE INDUSTRIAL PROPERTIES INC.

Meeting: Annual 5/15/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Alan Gold	For	For
Mgmt	1.2	Elect Director Gary Kreitzer	For	For
Mgmt	1.3	Elect Director Mary Curran	For	For
Mgmt	1.4	Elect Director Scott Shoemaker	For	For
Mgmt	1.5	Elect Director Paul Smithers	For	For
Mgmt	1.6	Elect Director David Stecher	For	For
Mgmt	2	Ratify BDO USA P.C. as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation Voter Rationale: A vote AGAINST this proposal is warranted. Concerns are raised by the magnitude of pay for the executive chairman, who continues to receive greater total compensation than both the CEO and the company's peer median CEO. Moreover, annual bonuses were entirely discretionary and long-term incentives were wholly time-vesting, resulting in multiple executives paid at the level of a CEO for whom their compensation opportunities lack a strong link between pay and performance.	For	Against

ITT INC.

Meeting: Annual 5/15/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Kevin Berryman	For	For
Mgmt	1b	Elect Director Donald DeFosset Jr.	For	For
Mgmt	1c	Elect Director Nazzic S. Keene	For	For
Mgmt	1d	Elect Director Rebecca A. McDonald	For	For
Mgmt	1e	Elect Director Christopher O'Shea	For	For
Mgmt	1f	Elect Director Timothy H. Powers	For	For
Mgmt	1g	Elect Director Luca Savi	For	For
Mgmt	1h	Elect Director Cheryl L. Shavers	For	For
Mgmt	1i	Elect Director Sharon Szafranski	For	For
Mgmt	2	Ratify Deloitte & Touche LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
S/holder	4	Report on Political Contributions and Expenditures	Against	Against

LUMEN TECHNOLOGIES INC.

Meeting: Annual 5/15/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Quincy L. Allen	For	For
Mgmt	1b	Elect Director Martha Helena Bejar	For	For
Mgmt	1c	Elect Director Peter C. Brown	For	For
Mgmt	1d	Elect Director Kevin P. Chilton	For	For
Mgmt	1e	Elect Director Steven T. "Terry" Clontz	For	For
Mgmt	1f	Elect Director James Fowler	For	For
Mgmt	1g	Elect Director T. Michael Glenn	For	For
Mgmt	1h	Elect Director Kate Johnson	For	For
Mgmt	1i	Elect Director Hal Stanley Jones	For	For
Mgmt	1j	Elect Director Diankha Linear	For	For
Mgmt	1k	Elect Director Laurie A. Siegel	For	For
Mgmt	2	Ratify KPMG LLP as Auditors	For	For
Mgmt	3	Approve Omnibus Stock Plan	For	For
Mgmt	4	Amend NOL Rights Plan (NOL Pill)	For	For
Mgmt	5a	Approve Reverse Stock Split	For	For
Mgmt	5b	Reduce Authorized Common Stock	For	For
Mgmt	5c	Eliminate Par Value of Common Stock	For	For
Mgmt	6	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

Global Voting Record

MANDATUM OYJ

Meeting: Annual		5/15/24	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; Receive CEO Review			Non Voting
Mgmt	7	Accept Financial Statements and Statutory Reports		For	For
Mgmt	8	Approve Allocation of Income and Dividends of EUR 0.33 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 Policy And Other Terms of Employment For Executive Management		For	For
Mgmt	12	Approve Remuneration of Directors in the Amount of EUR 70 000 for Chairman EUR 60 000 for Vice Chairman and EUR 47 000 for Other Directors; Approve Remuneration for Committee Work		For	For
Mgmt	13	Fix Number of Directors at Seven		For	For
Mgmt	14	Reelect Patrick Lapvetelainen (Chair) Jannica Fagerholm (Vice Chair) Johanna Lamminen Jukka Ruuska Kimmo Laaksonen and Markus Aho as Directors; Elect Herman Korsgaard as New Director Voter Rationale: A vote ABSTAIN this proposal is warranted because there is a lack of gender diversity on the board.		For	Abstain
Mgmt	15	Approve Remuneration of Auditors		For	For
Mgmt	16	Ratify Deloitte as Auditors		For	For
Mgmt	17	Approve Remuneration of Authorized Sustainability Auditors		For	For
Mgmt	18	Appoint Deloitte as Authorized Sustainability Auditors		For	For
Mgmt	19	Authorize Share Repurchase Program		For	For
Mgmt	20	Approve Issuance of up to 50 Million Shares without Preemptive Rights		For	For
Mgmt	21	Close Meeting			Non Voting

MOLSON COORS BEVERAGE COMPANY

Meeting: Annual		5/15/24	USA		
Proposal Type	Proposal	Description		MRec	Vote
Mgmt	1.1	Elect Director Roger G. Eaton		For	For
Mgmt	1.2	Elect Director Charles M. Herington		For	For
Mgmt	1.3	Elect Director H. Sanford Riley		For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation		For	For

Global Voting Record

NEXUS AG

Meeting: Annual 5/15/24 Germany

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)		Non Voting
Mgmt	2	Approve Allocation of Income and Dividends of EUR 0.22 per Share	For	For
Mgmt	3	Approve Discharge of Management Board for Fiscal Year 2023	For	For
Mgmt	4	Approve Discharge of Supervisory Board for Fiscal Year 2023	For	For
Mgmt	5.1	Ratify Flick Gocke Schaumburg GmbH as Auditors for Fiscal Year 2024 Voter Rationale: A vote against is warranted because the auditor is being changed without explanation.	For	Against
Mgmt	5.2	Ratify Flick Gocke Schaumburg GmbH as Auditor for the Sustainability Reporting for Fiscal Year 2024	For	For
Mgmt	6	Approve Remuneration Report	For	For
Mgmt	7	Approve Affiliation Agreement with vireq software solutions GmbH	For	For

OLD DOMINION FREIGHT LINE INC.

Meeting: Annual 5/15/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Sherry A. Aaholm	For	For
Mgmt	1.2	Elect Director David S. Congdon	For	For
Mgmt	1.3	Elect Director John R. Congdon Jr.	For	For
Mgmt	1.4	Elect Director Andrew S. Davis	For	For
Mgmt	1.5	Elect Director Kevin M. Freeman	For	For
Mgmt	1.6	Elect Director Bradley R. Gabosch	For	For
Mgmt	1.7	Elect Director Greg C. Gantt	For	For
Mgmt	1.8	Elect Director John D. Kasarda	For	For
Mgmt	1.9	Elect Director Cheryl S. Miller	For	For
Mgmt	1.10	Elect Director Wendy T. Stallings	For	For
Mgmt	1.11	Elect Director Thomas A. Stith III	For	For
Mgmt	1.12	Elect Director Leo H. Suggs	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation Voter Rationale: A vote against is warranted because the short term bonus is based on performance metric thresholds that are not sufficiently challenging. Furthermore, the bonus is paid in cash without sufficient deferrals.	For	Against
Mgmt	3	Increase Authorized Common Stock	For	For
Mgmt	4	Ratify Ernst & Young LLP as Auditors	For	For
S/holder	5	Adopt GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal Voter Rationale: A vote for is warranted as it would provide shareholders greater transparency around the company's efforts and strategies to address climate-related risks.	Against	For

Global Voting Record

PROG HOLDINGS INC.

Meeting: Annual 5/15/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Kathy T. Betty	For	For
Mgmt	1b	Elect Director Douglas C. Curling	For	For
Mgmt	1c	Elect Director Cynthia N. Day	For	For
Mgmt	1d	Elect Director Curtis L. Doman	For	For
Mgmt	1e	Elect Director Ray M. Martinez	For	For
Mgmt	1f	Elect Director Steven A. Michaels	For	For
Mgmt	1g	Elect Director Ray M. Robinson	For	For
Mgmt	1h	Elect Director Caroline S. Sheu	For	For
Mgmt	1i	Elect Director James P. Smith	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify Ernst & Young LLP as Auditors	For	For

SAP SE

Meeting: Annual 5/15/24 Germany

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)		Non Voting
Mgmt	2	Approve Allocation of Income and Dividends of EUR 2.20 per Share	For	For
Mgmt	3	Approve Discharge of Management Board for Fiscal Year 2023	For	For
Mgmt	4	Approve Discharge of Supervisory Board for Fiscal Year 2023	For	For
Mgmt	5	Ratify BDO AG as Auditors for Fiscal Year 2024 and as Auditors of Sustainability Reporting for Fiscal Year 2024	For	For
Mgmt	6	Approve Remuneration Report	For	For
Mgmt	7.1	Elect Aicha Evans to the Supervisory Board	For	For
Mgmt	7.2	Elect Gerhard Oswald to the Supervisory Board	For	For
Mgmt	7.3	Elect Friederike Rotsch to the Supervisory Board	For	For
Mgmt	7.4	Elect Ralf Herbrich to the Supervisory Board	For	For
Mgmt	7.5	Elect Pekka Ala-Pietilae to the Supervisory Board	For	For
Mgmt	8	Approve Remuneration Policy for the Supervisory Board	For	For
Mgmt	9	Amend Articles Re: Proof of Entitlement	For	For

SYMRISE AG

Meeting: Annual 5/15/24 Germany

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)		Non Voting
Mgmt	2	Approve Allocation of Income and Dividends of EUR 1.10 per Share	For	For
Mgmt	3	Approve Discharge of Management Board for Fiscal Year 2023	For	For
Mgmt	4	Approve Discharge of Supervisory Board for Fiscal Year 2023	For	For
Mgmt	5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024 Auditors of Sustainability Reporting and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2024	For	For
Mgmt	6	Approve Remuneration Report	For	For
Mgmt	7.1	Approve Virtual-Only Shareholder Meetings Until 2026	For	For
Mgmt	7.2	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	For	For
Mgmt	8	Approve Creation of EUR 55 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	For	For
Mgmt	9	Approve Issuance of Warrants/Bonds with Warrants Attached/ Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 5.8 Billion; Approve Creation of EUR 55 Million Pool of Capital to Guarantee Conversion Rights	For	For

THE RENEWABLES INFRASTRUCTURE GROUP LIMITED

Meeting: Annual 5/15/24 Guernsey

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Re-elect Richard Morse as Director	For	For
Mgmt	3	Re-elect Tove Feld as Director	For	For
Mgmt	4	Re-elect John Whittle as Director	For	For
Mgmt	5	Re-elect Erna-Maria Trixl as Director	For	For
Mgmt	6	Re-elect Selina Sagayam as Director	For	For
Mgmt	7	Ratify Deloitte LLP as Auditors	For	For
Mgmt	8	Authorise Board to Fix Remuneration of Auditors	For	For
Mgmt	9	Approve Remuneration Report	For	For
Mgmt	10	Approve Remuneration Policy	For	For
Mgmt	11	Approve Company's Dividend Policy	For	For
Mgmt	12	Approve Scrip Dividend Program	For	For
Mgmt	13	Authorise Market Purchase of Ordinary Shares	For	For
Mgmt	14	Authorise Issue of Equity	For	For
Mgmt	15	Authorise Issue of Equity without Pre-emptive Rights	For	For

Global Voting Record

THE SHYFT GROUP INC.

Meeting: Annual 5/15/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director John Dunn	For	For
Mgmt	1.2	Elect Director Pamela Kermisch	For	For
Mgmt	1.3	Elect Director Paul Mascarenas	For	For
Mgmt	2	Ratify Deloitte & Touche LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

THE TRAVELERS COMPANIES INC.

Meeting: Annual 5/15/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Russell G. Golden	For	For
Mgmt	1b	Elect Director William J. Kane	For	For
Mgmt	1c	Elect Director Thomas B. Leonard	For	For
Mgmt	1d	Elect Director Clarence Otis Jr.	For	For
Mgmt	1e	Elect Director Elizabeth E. Robinson	For	For
Mgmt	1f	Elect Director Rafael Santana	For	For
Mgmt	1g	Elect Director Todd C. Schermerhorn	For	For
Mgmt	1h	Elect Director Alan D. Schnitzer	For	For
Mgmt	1i	Elect Director Laurie J. Thomsen	For	For
Mgmt	1j	Elect Director Bridget van Kralingen	For	For
Mgmt	1k	Elect Director David S. Williams	For	For
Mgmt	2	Ratify KPMG LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation Voter Rationale: A vote AGAINST the proposal is warranted. While the majority of long-term incentives are based on clearly disclosed multi-year goals, significant concerns are noted regarding the discretionary nature of the STI program and the lack of certain key disclosures. While certain financial target goals are disclosed, other key disclosures are lacking, including target opportunities, individual metric weightings, the impact of individual performance on pay outcomes, and quantified threshold and maximum goals. The lack of these key disclosures impedes a fully-informed assessment of pay outcomes relative to company performance, which is particularly important in years in which a quantitative pay-for-performance misalignment is identified.	For	Against
S/holder	4	Report on Methane Emissions	Against	Against
S/holder	5	Report on GHG Emissions Associated with Underwriting and Insuring for High Carbon Sectors	Against	Against
S/holder	6	Report on Human Rights Risk in Underwriting	Against	Against
S/holder	7	Consider Pay Disparity Between CEO and Other Employees	Against	Against

Global Voting Record

TP ICAP GROUP PLC

Meeting: Annual 5/15/24 Jersey

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 Final Dividend	For	For
Mgmt	4	Re-elect Richard Berliand as Director	For	For
Mgmt	5	Re-elect Nicolas Breteau as Director	For	For
Mgmt	6	Re-elect Kath Cates as Director	For	For
Mgmt	7	Re-elect Tracy Clarke as Director	For	For
Mgmt	8	Re-elect Angela Crawford-Ingle as Director	For	For
Mgmt	9	Re-elect Michael Heaney as Director	For	For
Mgmt	10	Re-elect Mark Hemsley as Director	For	For
Mgmt	11	Re-elect Philip Price as Director	For	For
Mgmt	12	Re-elect Robin Stewart as Director	For	For
Mgmt	13	Elect Amy Yip as Director	For	For
Mgmt	14	Appoint PricewaterhouseCoopers LLC as Auditors	For	For
Mgmt	15	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
Mgmt	16	Authorise UK Political Donations and Expenditure	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
Mgmt	21	Authorise the Company to Hold Any Repurchased Shares as Treasury Shares	For	For
Mgmt	22	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

US FOODS HOLDING CORP.

Meeting: Annual 5/15/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Cheryl A. Bachelder	For	For
Mgmt	1b	Elect Director Robert M. Dutkowsky	For	For
Mgmt	1c	Elect Director David E. Flitman	For	For
Mgmt	1d	Elect Director Marla Gottschalk	For	For
Mgmt	1e	Elect Director Sunil Gupta	For	For
Mgmt	1f	Elect Director Carl Andrew Pforzheimer	For	For
Mgmt	1g	Elect Director Quentin Roach	For	For
Mgmt	1h	Elect Director David M. Tehle	For	For
Mgmt	1i	Elect Director Ann E. Ziegler	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Amend Qualified Employee Stock Purchase Plan	For	For
Mgmt	4	Ratify Deloitte & Touche LLP as Auditors	For	For

VERTEX PHARMACEUTICALS INCORPORATED

 Meeting: **Annual** **5/15/24** **USA**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Sangeeta Bhatia	For	For
Mgmt	1.2	Elect Director Lloyd Carney	For	For
Mgmt	1.3	Elect Director Alan Garber	For	For
Mgmt	1.4	Elect Director Reshma Kewalramani	For	For
Mgmt	1.5	Elect Director Michel Lagarde	For	For
Mgmt	1.6	Elect Director Jeffrey Leiden	For	For
Mgmt	1.7	Elect Director Diana McKenzie	For	For
Mgmt	1.8	Elect Director Bruce Sachs	For	For
Mgmt	1.9	Elect Director Jennifer Schneider	For	For
Mgmt	1.10	Elect Director Nancy Thornberry	For	For
Mgmt	1.11	Elect Director Suketu Upadhyay	For	For
Mgmt	2	Ratify Ernst & Young LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
		Reduce Ownership Threshold for Shareholders to Call Special Meeting		
S/holder	4	Voter Rationale: A vote FOR this proposal is warranted as a lower ownership threshold would provide for a more useful special meeting right for shareholders.	Against	For
		Report on Median and Adjusted Gender/Racial Pay Gaps		
S/holder	5	Voter Rationale: A vote FOR this resolution is warranted, as it would shareholders to better evaluate the effectiveness of the company's diversity, equity, and inclusion efforts.	Against	For

1&1 AG

Meeting: Annual 5/16/24 Germany

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)		Non Voting
Mgmt	2	Approve Allocation of Income and Dividends of EUR 0.05 per Share	For	For
Mgmt	3.1	Approve Discharge of Management Board Member Ralph Dommermuth for Fiscal Year 2023	For	For
Mgmt	3.2	Approve Discharge of Management Board Member Markus Huhn for Fiscal Year 2023	For	For
Mgmt	3.3	Approve Discharge of Management Board Member Alessandro Nava for Fiscal Year 2023	For	For
Mgmt	4.1	Approve Discharge of Supervisory Board Member Kurt Dobitsch for Fiscal Year 2023	For	For
Mgmt	4.2	Approve Discharge of Supervisory Board Member Norbert Lang for Fiscal Year 2023	For	For
Mgmt	4.3	Approve Discharge of Supervisory Board Member Vlasios Choulidis for Fiscal Year 2023	For	For
Mgmt	4.4	Approve Discharge of Supervisory Board Member Matthias Baldermann for Fiscal Year 2023	For	For
Mgmt	4.5	Approve Discharge of Supervisory Board Member Friedrich Joussem for Fiscal Year 2023	For	For
Mgmt	4.6	Approve Discharge of Supervisory Board Member Christine Schoeneweis for Fiscal Year 2023	For	For
Mgmt	4.7	Approve Discharge of Supervisory Board Member Kai-Uwe Ricke for Fiscal Year 2023	For	For
Mgmt	4.8	Approve Discharge of Supervisory Board Member Claudia Borgas-Herold for Fiscal Year 2023	For	For
Mgmt	5	Ratify PriceWaterhouseCoopers GmbH as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements for the Fiscal Year 2024 and the First Quarter of Fiscal Year 2025	For	For
Mgmt	6	Approve Remuneration Report Voter Rationale: A vote AGAINST the remuneration report is warranted because: * The CFO and COO both received notable base salary increases in the past year without an accompanying and compelling justification. * The report does not provide robust ex-post disclosures of non-financial performance achievements underlying STI payouts.	For	Against
Mgmt	7	Approve Remuneration Policy Voter Rationale: A vote AGAINST this resolution is warranted because: * The maximum annual compensation caps are being increased without a rationale. * New joiners may be awarded guaranteed STI payments for the first six to 12 months in addition to replacement awards. * LTI awards partially vest in less than three years. * Performance targets under the STI are defined in vague terms without concrete KPIs and metric weightings.	For	Against

Global Voting Record

ADIDAS AG

Meeting: Annual 5/16/24 Germany

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)		Non Voting
Mgmt	2	Approve Allocation of Income and Dividends of EUR 0.70 per Share	For	For
Mgmt	3	Approve Discharge of Management Board for Fiscal Year 2023	For	For
Mgmt	4	Approve Discharge of Supervisory Board for Fiscal Year 2023	For	For
Mgmt	5	Approve Remuneration Report	For	For
Mgmt	6	Approve Remuneration Policy	For	For
Mgmt	7.1	Reelect Ian Gallienne to the Supervisory Board Until 2026 AGM	For	For
Mgmt	7.2	Reelect Jackie Joyner-Kersey to the Supervisory Board Until 2028 AGM	For	For
Mgmt	7.3	Reelect Christian Klein to the Supervisory Board Until 2028 AGM	For	For
Mgmt	7.4	Reelect Thomas Rabe to the Supervisory Board Until 2025 AGM	For	For
Mgmt	7.5	Reelect Nassef Sawiris to the Supervisory Board Until 2026 AGM	For	For
Mgmt	7.6	Reelect Bodo Uebber to the Supervisory Board Until 2027 AGM	For	For
Mgmt	7.7	Reelect Jing Ulrich to the Supervisory Board Until 2027 AGM	For	For
Mgmt	7.8	Elect Oliver Mintzlaff to the Supervisory Board Until 2028 AGM	For	For
Mgmt	8	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2024	For	For

ADYEN NV

Meeting: Annual 5/16/24 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	Approve Remuneration Report	For	For
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	3	Approve Discharge of Management Board	For	For
Mgmt	4	Approve Discharge of Supervisory Board	For	For
Mgmt	5	Elect Adine Grate to Supervisory Board	For	For
Mgmt	6	Reelect Piero Overmars to Supervisory Board	For	For
Mgmt	7	Reelect Caoimhe Keogan to Supervisory Board	For	For
Mgmt	8	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	For
Mgmt	9	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	For
Mgmt	10	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
Mgmt	11	Reappoint PwC as Auditors	For	For
Mgmt	12	Close Meeting		Non Voting

AMPHENOL CORPORATION

Meeting: Annual 5/16/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Nancy A. Altobello	For	For
Mgmt	1.2	Elect Director David P. Falck	For	For
Mgmt	1.3	Elect Director Edward G. Jepsen	For	For
Mgmt	1.4	Elect Director Rita S. Lane	For	For
Mgmt	1.5	Elect Director Robert A. Livingston	For	For
Mgmt	1.6	Elect Director Martin H. Loeffler	For	For
Mgmt	1.7	Elect Director R. Adam Norwitt	For	For
Mgmt	1.8	Elect Director Prahlad Singh	For	For
Mgmt	1.9	Elect Director Anne Clarke Wolff	For	For
Mgmt	2	Approve Non-Employee Director Restricted Stock Plan	For	For
Mgmt	3	Ratify Deloitte & Touche LLP as Auditors	For	For
Mgmt	4	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	5	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	For	For
S/holder	6	Reduce Ownership Threshold for Shareholders to Call Special Meeting Voter Rationale: A vote against is warranted as the company's current provisions already provide a process for calling special meetings that appropriately balances the broader interests of all shareholders.	Against	Against

ATKINSREALIS GROUP INC.

Meeting: Annual/Special 5/16/24 Canada

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Gary C. Baughman	For	For
Mgmt	1.2	Elect Director Mary-Ann Bell	For	For
Mgmt	1.3	Elect Director Christie J.B. Clark	For	For
Mgmt	1.4	Elect Director Ian L. Edwards	For	For
Mgmt	1.5	Elect Director Ruby McGregor-Smith Voter Rationale: Vote AGAINST Baroness Ruby McGregor-Smith for serving on more than two public company boards while also serving as a CEO of a public company. Vote FOR the other proposed nominees.	For	Against
Mgmt	1.6	Elect Director Robert Pare	For	For
Mgmt	1.7	Elect Director Michael B. Pedersen	For	For
Mgmt	1.8	Elect Director Benita M. Warmbold	For	For
Mgmt	1.9	Elect Director William L. Young	For	For
Mgmt	2	Ratify Deloitte LLP as Auditors	For	For
Mgmt	3	Change Company Name to AtkinsRealis Group Inc.	For	For
Mgmt	4	Approve U.S. Employee Stock Purchase Plan	For	For
Mgmt	5	Advisory Vote on Executive Compensation Approach	For	For
S/holder	6	SP 2: Hold Annual Meetings of the Company in Person with Virtual Meetings as Complements Voter Rationale: A vote FOR this shareholder proposal is recommended at this time as virtual-only meetings may, among other things, hinder meaningful exchanges between management and shareholders, enable management to avoid uncomfortable questions, increase the likelihood of marginalizing certain shareholders, and contribute to an erosion of shareholder rights, while most investors have repeatedly expressed a preference for hybrid meetings.	Against	For
S/holder	7	SP 4: Advisory Vote on Environmental Policies	Against	Against

Global Voting Record

AT&T INC.

Meeting: Annual 5/16/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Scott T. Ford	For	For
Mgmt	1.2	Elect Director Glenn H. Hutchins	For	For
Mgmt	1.3	Elect Director William E. Kennard	For	For
Mgmt	1.4	Elect Director Stephen J. Luczo	For	For
Mgmt	1.5	Elect Director Marissa A. Mayer	For	For
Mgmt	1.6	Elect Director Michael B. McCallister	For	For
Mgmt	1.7	Elect Director Beth E. Mooney	For	For
Mgmt	1.8	Elect Director Matthew K. Rose	For	For
Mgmt	1.9	Elect Director John T. Stankey	For	For
Mgmt	1.10	Elect Director Cynthia B. Taylor	For	For
Mgmt	1.11	Elect Director Luis A. Ubinas	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	Require Independent Board Chair	Against	Against
S/holder	5	Amend Clawback Policy	Against	Against
S/holder	6	Report on Respecting Workforce Civil Liberties	Against	Against

AVALONBAY COMMUNITIES INC.

Meeting: Annual 5/16/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Glyn F. Aeppel	For	For
Mgmt	1b	Elect Director Terry S. Brown	For	For
Mgmt	1c	Elect Director Ronald L. Havner Jr.	For	For
Mgmt	1d	Elect Director Stephen P. Hills	For	For
Mgmt	1e	Elect Director Christopher B. Howard	For	For
Mgmt	1f	Elect Director Richard J. Lieb	For	For
Mgmt	1g	Elect Director Nnenna Lynch	For	For
Mgmt	1h	Elect Director Charles E. Mueller Jr.	For	For
Mgmt	1i	Elect Director Timothy J. Naughton	For	For
Mgmt	1j	Elect Director Benjamin W. Schall	For	For
Mgmt	1k	Elect Director Susan Swanezy	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify Ernst & Young LLP as Auditors	For	For

AXIS CAPITAL HOLDINGS LIMITED

Meeting: Annual 5/16/24 Bermuda

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Charles Davis	For	For
Mgmt	1.2	Elect Director Elanor Hardwick	For	For
Mgmt	1.3	Elect Director Axel Theis	For	For
Mgmt	1.4	Elect Director Barbara Yastine	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Approve Deloitte Ltd. Hamilton Bermuda as Auditors and Authorize Board to Fix Their Remuneration	For	For

BANK ISLAM MALAYSIA BHD.

Meeting: Annual 5/16/24 Malaysia

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Elect Bazlan Osman as Director	For	For
Mgmt	2	Elect Mohd Yuzaidi Mohd Yusoff as Director	For	For
Mgmt	3	Elect Nuraini Ismail as Director	For	For
Mgmt	4	Elect Hamadah Syed Othman as Director	For	For
Mgmt	5	Approve Directors' Fees	For	For
Mgmt	6	Approve Directors' Benefits	For	For
Mgmt	7	Approve PricewaterhouseCoopers PLT as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	8	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	For
Mgmt	9	Approve Issuance of New Ordinary Shares Pursuant to the Dividend Reinvestment Plan	For	For

BONESUPPORT HOLDING AB

Meeting: Annual		5/16/24	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	8	Receive Financial Statements and Statutory Reports			Non Voting
Mgmt	9.a	Accept Financial Statements and Statutory Reports	For		For
Mgmt	9.b	Approve Allocation of Income and Omission of Dividends	For		For
Mgmt	9.c	Approve Discharge of Board and President	For		For
Mgmt	10	Determine Number of Members (5) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors (0)	For		For
Mgmt	11	Approve Remuneration of Directors in the Amount of SEK 475 000 for Chairman and SEK 235 000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors	For		For
Mgmt	12	Reelect Hakan Bjorklund Lennart Johansson (Chair) Mary I O'Connor Bjorn Odlander and Christine Rankin as Directors	For		For
Mgmt	13	Approve Remuneration Report Voter Rationale: A vote AGAINST this item is warranted due to the vaguely defined non-financial performance criteria in the STIP.	For		Against
Mgmt	14	Approve Issuance of Up to 10 Percent of Share Capital without Preemptive Rights	For		For
Mgmt	15.1	Approve Performance Based Share Plan LTI 2024 Voter Rationale: A vote AGAINST this item is warranted as the plan has three one-year performance periods rather than one three-year performance period. In addition, there is no ex ante disclosure of targets for two of the performance metrics.	For		Against
Mgmt	15.2	Approve Equity Plan Financing Through Issuance of Series C Shares; Authorize Share Repurchase Program in Connection With Employee Remuneration Program; Approve Equity Plan Financing Through Transfer of Shares Voter Rationale: A vote AGAINST is warranted as the requested funding would be used to fund an incentive plan with an insufficient performance period.	For		Against
Mgmt	15.3	Approve Alternative Equity Plan Financing Through Equity Swap Agreement with Third Party Voter Rationale: A vote AGAINST is warranted as the requested funding would be used to fund an incentive plan with an insufficient performance period.	For		Against
Mgmt	16	Close Meeting			Non Voting

CHUBB LIMITED

Meeting: Annual		5/16/24	Switzerland		
Proposal Type	Proposal	Description	MRec	Vote	
Mgmt	1	Accept Financial Statements and Statutory Reports	For		For
Mgmt	2.1	Allocate Disposable Profit	For		For

Global Voting Record

Mgmt	2.2	Approve Dividend Distribution From Legal Reserves Through Capital Contributions Reserve Subaccount	For	For
Mgmt	3	Approve Discharge of Board of Directors	For	For
Mgmt	4.1	Ratify PricewaterhouseCoopers AG (Zurich) as Statutory Auditor	For	For
Mgmt	4.2	Ratify PricewaterhouseCoopers LLP (United States) as Independent Registered Accounting Firm	For	For
Mgmt	4.3	Ratify BDO AG (Zurich) as Special Audit Firm	For	For
Mgmt	5.1	Elect Director Evan G. Greenberg	For	For
Mgmt	5.2	Elect Director Michael P. Connors	For	For
Mgmt	5.3	Elect Director Michael G. Atieh	For	For
Mgmt	5.4	Elect Director Nancy K. Buese	For	For
Mgmt	5.5	Elect Director Sheila P. Burke	For	For
Mgmt	5.6	Elect Director Nelson J. Chai	For	For
Mgmt	5.7	Elect Director Michael L. Corbat	For	For
Mgmt	5.8	Elect Director Robert J. Hugin	For	For
Mgmt	5.9	Elect Director Robert W. Scully	For	For
Mgmt	5.10	Elect Director Theodore E. Shasta	For	For
Mgmt	5.11	Elect Director David H. Sidwell	For	For
Mgmt	5.12	Elect Director Olivier Steimer	For	For
Mgmt	5.13	Elect Director Frances F. Townsend	For	For
Mgmt	6	Elect Evan G. Greenberg as Board Chairman	For	For
Mgmt	7.1	Elect Michael P. Connors as Member of the Compensation Committee	For	For
Mgmt	7.2	Elect David H. Sidwell as Member of the Compensation Committee	For	For
Mgmt	7.3	Elect Frances F. Townsend as Member of the Compensation Committee	For	For
Mgmt	8	Designate Homburger AG as Independent Proxy	For	For
Mgmt	9	Cancel Repurchased Shares	For	For
Mgmt	10	Amend Articles Re: Creation of a Capital Band	For	For
Mgmt	11	Amend Qualified Employee Stock Purchase Plan	For	For
Mgmt	12.1	Approve Remuneration of Directors in the Amount of USD 5.5 Million	For	For
Mgmt	12.2	Approve Remuneration of Executive Management in the Amount of USD 72 Million for Fiscal 2025	For	For
Mgmt	12.3	Approve Remuneration Report	For	For
Mgmt	13	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	14	Approve Sustainability Report	For	For
S/holder	15	Report on GHG Emissions Associated with Underwriting Voter Rationale: A vote for is warranted as it would help shareholders better understand the company's climate-related risks from its underwriting, investment and insurance activities.	Against	For
S/holder	16	Report on Median Gender/Racial Pay Gap Voter Rationale: A vote for is warranted as shareholders would benefit from additional information allowing them to better measure the progress of the company's initiatives to encourage diversity, inclusion and non-discriminatory treatment.	Against	For
Mgmt	A	Transact Other Business Voter Rationale: A vote against is warranted as the content of these items are not known at this time.	For	Against

Global Voting Record

CIPLA LIMITED

Meeting: Special 5/16/24 India

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Elect Balram Bhargava as Director	For	For
Mgmt	2	Approve Payment of One-Time Long-Term Incentive to Umang Vohra as Managing Director and Global Chief Executive Officer Voter Rationale: A vote against is warranted due to concerns with the total quantum payable to the CEO.	For	Against

DASSAULT AVIATION SA

Meeting: Annual/Special 5/16/24 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 3.37 per Share	For	For
Mgmt	4	Approve Compensation of Directors	For	For
Mgmt	5	Approve Compensation of Eric Trappier Chairman and CEO	For	For
Mgmt	6	Approve Compensation of Loik Segalen Vice-CEO	For	For
Mgmt	7	Approve Remuneration Policy of Directors	For	For
Mgmt	8	Approve Remuneration Policy of Chairman and CEO	For	For
Mgmt	9	Approve Remuneration Policy of Vice-CEO	For	For
Mgmt	10	Reelect Besma Boumaza as Director	For	For
Mgmt	11	Appoint Mazars as Auditor for the Sustainability Reporting	For	For
Mgmt	12	Appoint PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting	For	For
Mgmt	13	Approve Transaction with GIMD Re: Le Vinci Building Acquisition	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 up to 0.31 Percent of Issued Capital for Use in Restricted Stock Plans	For	For
Mgmt	17	Amend Article 11 of Bylaws Re: Shareholding Disclosure Thresholds	For	For
Mgmt	18	Amend Articles of Bylaws to Comply with Legal Changes	For	For
Mgmt	19	Authorize Filing of Required Documents/Other Formalities	For	For

DEUTSCHE BANK AG

Meeting: Annual 5/16/24 Germany

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)		Non Voting
Mgmt	2	Approve Allocation of Income and Dividends of EUR 0.45 per Share	For	For
Mgmt	3.1	Approve Discharge of Management Board Member Christian Sewing for Fiscal Year 2023	For	For
Mgmt	3.2	Approve Discharge of Management Board Member James von Moltke for Fiscal Year 2023	For	For
Mgmt	3.3	Approve Discharge of Management Board Member Karl von Rohr (until Oct. 31 2023) for Fiscal Year 2023	For	For

Global Voting Record

Mgmt	3.4	Approve Discharge of Management Board Member Fabrizio Campelli for Fiscal Year 2023	For	For
Mgmt	3.5	Approve Discharge of Management Board Member Bernd Leukert for Fiscal Year 2023	For	For
Mgmt	3.6	Approve Discharge of Management Board Member Alexander von zur Muehlen for Fiscal Year 2023	For	For
Mgmt	3.7	Approve Discharge of Management Board Member Christiana Riley (until May 17 2023) for Fiscal Year 2023	For	For
Mgmt	3.8	Approve Discharge of Management Board Member Claudio de Sanctis (from July 1 2023) for Fiscal Year 2023	For	For
Mgmt	3.9	Approve Discharge of Management Board Member Rebecca Short for Fiscal Year 2023	For	For
Mgmt	3.10	Approve Discharge of Management Board Member Stefan Simon for Fiscal Year 2023	For	For
Mgmt	3.11	Approve Discharge of Management Board Member Olivier Vigneron for Fiscal Year 2023	For	For
Mgmt	4.1	Approve Discharge of Supervisory Board Member Alexander Wynaendts for Fiscal Year 2023	For	For
Mgmt	4.2	Approve Discharge of Supervisory Board Member Dettlef Polaschek (until May 17 2023) for Fiscal Year 2023	For	For
Mgmt	4.3	Approve Discharge of Supervisory Board Member Frank Schulze (from May 17 2023) for Fiscal Year 2023	For	For
Mgmt	4.4	Approve Discharge of Supervisory Board Member Norbert Winkeljohann for Fiscal Year 2023	For	For
Mgmt	4.5	Approve Discharge of Supervisory Board Member Susanne Bleidt (from May 17 2023) for Fiscal Year 2023	For	For
Mgmt	4.6	Approve Discharge of Supervisory Board Member Ludwig Blomeyer-Bartenstein (until May 17 2023) for Fiscal Year 2023	For	For
Mgmt	4.7	Approve Discharge of Supervisory Board Member Mayree Clark for Fiscal Year 2023	For	For
Mgmt	4.8	Approve Discharge of Supervisory Board Member Jan Duscheck for Fiscal Year 2023	For	For
Mgmt	4.9	Approve Discharge of Supervisory Board Member Manja Eifert for Fiscal Year 2023	For	For
Mgmt	4.10	Approve Discharge of Supervisory Board Member Claudia Fieber (from May 17 2023) for Fiscal Year 2023	For	For
Mgmt	4.11	Approve Discharge of Supervisory Board Member Sigmar Gabriel Fiscal Year 2023	For	For
Mgmt	4.12	Approve Discharge of Supervisory Board Member Timo Heider for Fiscal Year 2023	For	For
Mgmt	4.13	Approve Discharge of Supervisory Board Member Martina Klee (until May 17 2023) for Fiscal Year 2023	For	For
Mgmt	4.14	Approve Discharge of Supervisory Board Member Birgit Laumen (May 17 2023 - Jan. 12 2024) for Fiscal Year 2023	For	For
Mgmt	4.15	Approve Discharge of Supervisory Board Member Gabriele Platscher (until May 17 2023) for Fiscal Year 2023	For	For
Mgmt	4.16	Approve Discharge of Supervisory Board Member Bernd Rose (until May 17 2023) for Fiscal Year 2023	For	For
Mgmt	4.17	Approve Discharge of Supervisory Board Member Gerlinde Siebert (from May 17 2023) for Fiscal Year 2023	For	For
Mgmt	4.18	Approve Discharge of Supervisory Board Member Yngve Slyngstad for Fiscal Year 2023	For	For
Mgmt	4.19	Approve Discharge of Supervisory Board Member Stephan Szukalski (from May 17 2023) for Fiscal Year 2023	For	For
Mgmt	4.20	Approve Discharge of Supervisory Board Member John Thain for Fiscal Year 2023	For	For
Mgmt	4.21	Approve Discharge of Supervisory Board Member Juergen Toegel (from May 17 2023) for Fiscal Year 2023	For	For
Mgmt	4.22	Approve Discharge of Supervisory Board Member Michele Trogni for Fiscal Year 2023	For	For

Global Voting Record

Mgmt	4.23	Approve Discharge of Supervisory Board Member Dagmar Valcarcel for Fiscal Year 2023	For	For
Mgmt	4.24	Approve Discharge of Supervisory Board Member Stefan Viertel (until May 17 2023) for Fiscal Year 2023	For	For
Mgmt	4.25	Approve Discharge of Supervisory Board Member Theodor Weimer for Fiscal Year 2023	For	For
Mgmt	4.26	Approve Discharge of Supervisory Board Member Frank Werneke (until May 17 2023) for Fiscal Year 2023	For	For
Mgmt	4.27	Approve Discharge of Supervisory Board Member Frank Witter for Fiscal Year 2023	For	For
Mgmt	5.1	Ratify EY GmbH & Co. KG as Auditors for Fiscal Year 2024	For	For
Mgmt	5.2	Ratify EY GmbH & Co. KG as Auditor for the Sustainability Reporting for Fiscal Year 2024	For	For
Mgmt	6	Approve Remuneration Report	For	For
Mgmt	7	Approve Remuneration Policy	For	For
Mgmt	8	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	For
Mgmt	9	Authorize Use of Financial Derivatives when Repurchasing Shares	For	For

DROPBOX INC.

Meeting: Annual 5/16/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Donald W. Blair	For	For
Mgmt	1.2	Elect Director Lisa Campbell Voter Rationale: WITHHOLD votes are warranted for Governance Committee members Lisa Campbell and Paul Jacobs given the board's failure to remove, or subject to a reasonable sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents, the pop-up classified board, and the multi-class capital structure, each of which adversely impacts shareholder rights. WITHHOLD votes are warranted for Andrew Houston as his ownership of the supervoting shares provide him with voting power control of the company. A vote FOR the remaining director nominees is warranted.	For	Withhold
Mgmt	1.3	Elect Director Andrew W. Houston Voter Rationale: WITHHOLD votes are warranted for Governance Committee members Lisa Campbell and Paul Jacobs given the board's failure to remove, or subject to a reasonable sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents, the pop-up classified board, and the multi-class capital structure, each of which adversely impacts shareholder rights. WITHHOLD votes are warranted for Andrew Houston as his ownership of the supervoting shares provide him with voting power control of the company. A vote FOR the remaining director nominees is warranted.	For	Withhold
Mgmt	1.4	Elect Director Paul E. Jacobs Voter Rationale: WITHHOLD votes are warranted for Governance Committee members Lisa Campbell and Paul Jacobs given the board's failure to remove, or subject to a reasonable sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents, the pop-up classified board, and the multi-class capital structure, each of which adversely impacts shareholder rights. WITHHOLD votes are warranted for Andrew Houston as his ownership of the supervoting shares provide him with voting power control of the company. A vote FOR the remaining director nominees is warranted.	For	Withhold
Mgmt	1.5	Elect Director Sara Mathew	For	For
Mgmt	1.6	Elect Director Andrew Moore	For	For
Mgmt	1.7	Elect Director Abhay Parasnis	For	For
Mgmt	1.8	Elect Director Karen Peacock	For	For
Mgmt	1.9	Elect Director Michael Seibel	For	For
Mgmt	2	Ratify Ernst & Young LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

ELRINGKLINGER AG

Meeting: Annual 5/16/24 Germany

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)		Non Voting
Mgmt	2	Approve Allocation of Income and Dividends of EUR 0.15 per Share	For	For
Mgmt	3	Approve Discharge of Management Board for Fiscal Year 2023	For	For
Mgmt	4	Approve Discharge of Supervisory Board for Fiscal Year 2023	For	For
Mgmt	5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2024 for the Review of Interim Financial Statements for Fiscal Year 2024 and the First Quarter of Fiscal Year 2025	For	For
Mgmt	6	Approve Remuneration Report	For	For
Mgmt	7	Approve Remuneration Policy	For	For
Mgmt	8	Elect Ludger Heuberg to the Supervisory Board	For	For

ENACT HOLDINGS INC.

Meeting: Annual 5/16/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Dominic J. Adesso	For	For
Mgmt	1.2	Elect Director Michael A. Bless	For	For
Mgmt	1.3	Elect Director John D. Fisk	For	For
Mgmt	1.4	Elect Director Rohit Gupta	For	For
Mgmt	1.5	Elect Director Sheila Hooda	For	For
Mgmt	1.6	Elect Director Thomas J. McInerney Voter Rationale: WITHHOLD votes are warranted for Thomas (Tom) McInerney for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.	For	Withhold
Mgmt	1.7	Elect Director Robert P. Restrepo Jr.	For	For
Mgmt	1.8	Elect Director Debra W. Still	For	For
Mgmt	1.9	Elect Director Westley V. Thompson	For	For
Mgmt	1.10	Elect Director Jerome T. Upton	For	For
Mgmt	1.11	Elect Director Anne G. Waleski	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 Certificate of Incorporation to Limit the Liability of Certain Officers Voter Rationale: A vote AGAINST this proposal is warranted, as the company is controlled and decisions regarding the company's response to shareholder litigation would be made by a board that lacks accountability to minority shareholders.	For	Against

HAITIAN INTERNATIONAL HOLDINGS LIMITED

Meeting: Annual 5/16/24 Cayman Islands

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Elect Chen Weiqun as Director	For	For
Mgmt	3	Elect Zhang Bin as Director	For	For
Mgmt	4	Elect Guo Mingguang as Director	For	For
Mgmt	5	Elect Chen Lu as Director	For	For
Mgmt	6	Elect Lou Baijun as Director	For	For
Mgmt	7	Authorize Board to Fix Remuneration of Directors	For	For
Mgmt	8	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	9	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 for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.	For	Against
Mgmt	10	Authorize Repurchase of Issued Share Capital	For	For
Mgmt	11	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 for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.	For	Against
Mgmt	12	Amend Articles of Association and Adopt Second Amended and Restated Memorandum and Articles of Association	For	For

HARLEY-DAVIDSON INC.

Meeting: Annual 5/16/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Troy Alstead	For	For
Mgmt	1.2	Elect Director Jared D. Dourdeville	For	For
Mgmt	1.3	Elect Director James Duncan Farley Jr.	For	For
Mgmt	1.4	Elect Director Allan Golston	For	For
Mgmt	1.5	Elect Director Sara Levinson	For	For
Mgmt	1.6	Elect Director Norman Thomas Linebarger	For	For
Mgmt	1.7	Elect Director Rafeh Masood	For	For
Mgmt	1.8	Elect Director Maryrose Sylvester	For	For
Mgmt	1.9	Elect Director Jochen Zeitz	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify Ernst & Young LLP as Auditors	For	For

HEIDELBERG MATERIALS AG

Meeting: Annual 5/16/24 Germany

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)		Non Voting

Global Voting Record

Mgmt	2	Approve Allocation of Income and Dividends of EUR 3.00 per Share	For	For
Mgmt	3.1	Approve Discharge of Management Board Member Dominik von Achten for Fiscal Year 2023	For	For
Mgmt	3.2	Approve Discharge of Management Board Member Rene Aldach for Fiscal Year 2023	For	For
Mgmt	3.3	Approve Discharge of Management Board Member Kevin Gluskie for Fiscal Year 2023	For	For
Mgmt	3.4	Approve Discharge of Management Board Member Hakan Gurdal for Fiscal Year 2023	For	For
Mgmt	3.5	Approve Discharge of Management Board Member Ernest Jelito for Fiscal Year 2023	For	For
Mgmt	3.6	Approve Discharge of Management Board Member Nicola Kimm for Fiscal Year 2023	For	For
Mgmt	3.7	Approve Discharge of Management Board Member Dennis Lentz for Fiscal Year 2023	For	For
Mgmt	3.8	Approve Discharge of Management Board Member Jon Morrish for Fiscal Year 2023	For	For
Mgmt	3.9	Approve Discharge of Management Board Member Chris Ward for Fiscal Year 2023	For	For
Mgmt	4.1	Approve Discharge of Supervisory Board Member Bernd Scheifele for Fiscal Year 2023	For	For
Mgmt	4.2	Approve Discharge of Supervisory Board Member Heinz Schmitt for Fiscal Year 2023	For	For
Mgmt	4.3	Approve Discharge of Supervisory Board Member Barbara Breuninger for Fiscal Year 2023	For	For
Mgmt	4.4	Approve Discharge of Supervisory Board Member Birgit Jochens for Fiscal Year 2023	For	For
Mgmt	4.5	Approve Discharge of Supervisory Board Member Ludwig Merckle for Fiscal Year 2023	For	For
Mgmt	4.6	Approve Discharge of Supervisory Board Member Luka Mucic for Fiscal Year 2023	For	For
Mgmt	4.7	Approve Discharge of Supervisory Board Member Ines Ploss for Fiscal Year 2023	For	For
Mgmt	4.8	Approve Discharge of Supervisory Board Member Peter Riedel for Fiscal Year 2023	For	For
Mgmt	4.9	Approve Discharge of Supervisory Board Member Werner Schraeder for Fiscal Year 2023	For	For
Mgmt	4.10	Approve Discharge of Supervisory Board Member Margret Suckale for Fiscal Year 2023	For	For
Mgmt	4.11	Approve Discharge of Supervisory Board Member Sopna Sury for Fiscal Year 2023	For	For
Mgmt	4.12	Approve Discharge of Supervisory Board Member Marion Weissenberger-Eibl for Fiscal Year 2023	For	For
Mgmt	5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024	For	For
Mgmt	6	Approve Remuneration Report	For	For
Mgmt	7	Approve Remuneration Policy	For	For
Mgmt	8.1	Reelect Bernd Scheifele to the Supervisory Board Voter Rationale: A vote AGAINST Bernd Scheifele to the supervisory board is warranted because he is a former CEO of the company, and he would be reappointed as board chair if reelected to the supervisory board. However, votes FOR the remaining nominees are warranted due to a lack of governance concerns and controversy surrounding the supervisory board.	For	Against
Mgmt	8.2	Reelect Ludwig Merckle to the Supervisory Board	For	For
Mgmt	8.3	Reelect Luka Mucic to the Supervisory Board	For	For
Mgmt	8.4	Reelect Margret Suckale to the Supervisory Board	For	For
Mgmt	8.5	Reelect Sopna Sury to the Supervisory Board	For	For
Mgmt	8.6	Elect Gunnar Groebler to the Supervisory Board	For	For

Global Voting Record

Mgmt	9	Amend Articles Re: Proof of Entitlement	For	For
------	---	---	-----	-----

HEIWADO CO. LTD.

Meeting: Annual 5/16/24 Japan				
Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Allocation of Income with a Final Dividend of JPY 23	For	For
Mgmt	2	Amend Articles to Amend Business Lines - Clarify Director Authority on Shareholder Meetings - Clarify Director Authority on Board Meetings	For	For
Mgmt	3.1	Elect Director Hiramatsu Masashi Voter Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance.	For	Against
Mgmt	3.2	Elect Director Natsuhara Kohei	For	For
Mgmt	3.3	Elect Director Natsuhara Yohei	For	For
Mgmt	3.4	Elect Director Kosugi Shigeki	For	For
Mgmt	3.5	Elect Director Hiratsuka Yoshimichi	For	For
Mgmt	3.6	Elect Director Ueyama Shinichi	For	For
Mgmt	3.7	Elect Director Nameki Yoko	For	For
Mgmt	4.1	Elect Director and Audit Committee Member Motomochi Shinji	For	For
Mgmt	4.2	Elect Director and Audit Committee Member Takashima Shiro	For	For
Mgmt	4.3	Elect Director and Audit Committee Member Kimura Keiko	For	For
Mgmt	5	Elect Alternate Director and Audit Committee Member Yamakawa Susumu	For	For
Mgmt	6	Approve Restricted Stock Plan	For	For

HNI CORPORATION

Meeting: Annual 5/16/24 USA				
Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Mary A. Bell	For	For
Mgmt	1.2	Elect Director Mary K.W. Jones	For	For
Mgmt	1.3	Elect Director Patrick D. Hallinan	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 Non-Employee Director Omnibus Stock Plan	For	For

Global Voting Record

ILLUMINA INC.

Meeting: Annual 5/16/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1A	Elect Director Frances Arnold	For	For
Mgmt	1B	Elect Director Caroline D. Dorsa	For	For
Mgmt	1C	Elect Director Robert S. Epstein	For	For
Mgmt	1D	Elect Director Scott Gottlieb	For	For
Mgmt	1E	Elect Director Gary S. Guthart	For	For
Mgmt	1F	Elect Director Stephen P. MacMillan	For	For
Mgmt	1G	Elect Director Anna Richo	For	For
Mgmt	1H	Elect Director Philip W. Schiller	For	For
Mgmt	1I	Elect Director Susan E. Siegel	For	For
Mgmt	1J	Elect Director Jacob Thaysen	For	For
Mgmt	1K	Elect Director Scott B. Ullem	For	For
Mgmt	2	Ratify Ernst & Young LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

JUST EAT TAKEAWAY.COM NV

Meeting: Annual 5/16/24 Netherlands

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting		Non Voting
Mgmt	2a	Receive Report of Management Board (Non-Voting)		Non Voting
Mgmt	2b	Discussion on Company's Corporate Governance Structure		Non Voting
Mgmt	2c	Approve Remuneration Report	For	For
Mgmt	2d	Adopt Financial Statements and Statutory Reports	For	For
Mgmt	3	Amend Remuneration Policy of Supervisory Board	For	For
Mgmt	4a	Approve Discharge of Management Board	For	For
Mgmt	4b	Approve Discharge of Supervisory Board	For	For
Mgmt	5	Elect Mayte Oosterveld as Chief Financial Officer and to Management Board	For	For
Mgmt	6a	Reelect Lloyd Frink to Supervisory Board	For	For
Mgmt	6b	Elect Ernst Teunissen to Supervisory Board	For	For
Mgmt	7a	Grant Board Authority to Issue Shares for General Purposes and in Connection with Incentive Plans	For	For
Mgmt	7b	Grant Board Authority to Issue Shares in Connection with Amazon	For	For
Mgmt	8a	Authorize Board to Exclude Preemptive Rights in Relation to the Issue of Shares for General Purposes and in Connection with Incentive Plans	For	For
Mgmt	8b	Authorize Board to Exclude Preemptive Rights in Relation to the Issue of Shares in Connection with Amazon	For	For
Mgmt	9a	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
Mgmt	9b	Authorize Cancellation of Repurchased Shares	For	For
Mgmt	10	Other Business (Non-Voting)		Non Voting
Mgmt	11	Close Meeting		Non Voting

LABRADOR IRON ORE ROYALTY CORPORATION

Meeting: Annual/Special 5/16/24 Canada

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Mark J. Fuller Voter Rationale: Vote AGAINST Mark Fuller as the board appears to lack racial/ethnic diversity, and the board has not made a firm public commitment to appoint at least one racially and/or ethnically diverse member at or prior to the next annual shareholder meeting. Vote FOR the other proposed nominees.	For	Against
Mgmt	1.2	Elect Director Douglas F. McCutcheon	For	For
Mgmt	1.3	Elect Director Dorothea E. Mell	For	For
Mgmt	1.4	Elect Director William H. McNeil	For	For
Mgmt	1.5	Elect Director Sandra L. Rosch	For	For
Mgmt	1.6	Elect Director John F. Tuer	For	For
Mgmt	1.7	Elect Director Patricia M. Volker	For	For
Mgmt	2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	3	Re-approve Shareholder Rights Plan	For	For
Mgmt	4	Advisory Vote on Executive Compensation Approach	For	For

OGE ENERGY CORP.

Meeting: Annual 5/16/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Frank A. Bozich	For	For
Mgmt	1b	Elect Director Peter D. Clarke	For	For
Mgmt	1c	Elect Director Cathy R. Gates	For	For
Mgmt	1d	Elect Director David L. Hauser	For	For
Mgmt	1e	Elect Director Luther (Luke) C. Kissam IV	For	For
Mgmt	1f	Elect Director Judy R. McReynolds	For	For
Mgmt	1g	Elect Director David E. Rainbolt	For	For
Mgmt	1h	Elect Director J. Michael Sanner	For	For
Mgmt	1i	Elect Director Sheila G. Talton	For	For
Mgmt	1j	Elect Director Sean Trauschke	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	Adopt Simple Majority Vote	Against	For

Global Voting Record

ON SEMICONDUCTOR CORPORATION

Meeting: Annual 5/16/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Atsushi Abe	For	For
Mgmt	1b	Elect Director Alan Campbell	For	For
Mgmt	1c	Elect Director Susan K. Carter	For	For
Mgmt	1d	Elect Director Thomas L. Deitrich	For	For
Mgmt	1e	Elect Director Hassane El-Khoury	For	For
Mgmt	1f	Elect Director Bruce E. Kiddoo	For	For
Mgmt	1g	Elect Director Christina Lampe-Onnerud	For	For
Mgmt	1h	Elect Director Paul A. Mascarenas	For	For
Mgmt	1i	Elect Director Gregory L. Waters	For	For
Mgmt	1j	Elect Director Christine Y. Yan	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For

OOH!MEDIA LIMITED

Meeting: Annual 5/16/24 Australia

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Remuneration Report	None	For
Mgmt	2	Elect Tony Faure as Director	For	For
Mgmt	3	Elect Andrew Stevens as Director	For	For
Mgmt	4	Approve oOh!media's Equity Incentive Plan	For	For
Mgmt	5	Approve Grant of Performance Rights under the Equity Incentive Plan to Catherine O'Connor	For	For
Mgmt	6	Approve Grant of Deferred Restricted Shares under the Equity Incentive Plan to Catherine O'Connor	For	For

Global Voting Record

PARAMOUNT GROUP INC.

Meeting: Annual 5/16/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Albert Behler	For	For
Mgmt	1b	Elect Director Thomas Armbrust	For	For
Mgmt	1c	Elect Director Martin Bussmann	For	For
Mgmt	1d	Elect Director Karin Klein	For	For
Mgmt	1e	Elect Director Katharina Otto-Bernstein	For	For
Mgmt	1f	Elect Director Mark Patterson	For	For
Mgmt	1g	Elect Director Hitoshi Saito	For	For
Mgmt	1h	Elect Director Nadir Settles	For	For
Mgmt	1i	Elect Director Paula Sutter	For	For
Mgmt	1j	Elect Director Greg Wright	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation Voter Rationale: A vote against is warranted due to the front-loaded approach of the LTIP grants that are linked to share price performance.	For	Against
Mgmt	3	Approve Omnibus Stock Plan	For	For
Mgmt	4	Ratify Deloitte & Touche LLP as Auditors	For	For

REPLIGEN CORPORATION

Meeting: Annual 5/16/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Tony J. Hunt	For	For
Mgmt	1b	Elect Director Karen A. Dawes	For	For
Mgmt	1c	Elect Director Nicolas M. Barthelemy	For	For
Mgmt	1d	Elect Director Carrie Eglinton Manner	For	For
Mgmt	1e	Elect Director Konstantin Konstantinov	For	For
Mgmt	1f	Elect Director Martin D. Madaus	For	For
Mgmt	1g	Elect Director Rohin Mhatre	For	For
Mgmt	1h	Elect Director Glenn P. Muir	For	For
Mgmt	1i	Elect Director Margaret A. Pax	For	For
Mgmt	2	Ratify Ernst & Young LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

Global Voting Record

RTW BIOTECH OPPORTUNITIES LIMITED

Meeting: Annual 5/16/24 Guernsey

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 William Simpson as Director	For	For
Mgmt	4	Re-elect Paul Le Page as Director	For	For
Mgmt	5	Re-elect Bill Scott as Director	For	For
Mgmt	6	Re-elect Stephanie Sirota as Director	For	For
Mgmt	7	Ratify KPMG Channel Islands Limited and KPMG LLP as Auditors	For	For
Mgmt	8	Authorise Board to Fix Remuneration of Auditors	For	For
Mgmt	9	Authorise Market Purchase of Ordinary Shares	For	For
Mgmt	10	Authorise Issue of Equity Pursuant to the Scheme of Reconstruction of Arix Bioscience plc	For	For

SYLVAMO CORPORATION

Meeting: Annual 5/16/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Jean-Michel Ribieras	For	For
Mgmt	1.2	Elect Director Stan Askren	For	For
Mgmt	1.3	Elect Director Christine S. Breves	For	For
Mgmt	1.4	Elect Director Jeanmarie Desmond	For	For
Mgmt	1.5	Elect Director Liz Gottung	For	For
Mgmt	1.6	Elect Director Joia M. Johnson	For	For
Mgmt	1.7	Elect Director Karl L. Meyers	For	For
Mgmt	1.8	Elect Director David Petratis	For	For
Mgmt	1.9	Elect Director J. Paul Rollinson	For	For
Mgmt	1.10	Elect Director Mark W. Wilde	For	For
Mgmt	1.11	Elect Director James P. Zallie	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	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	For	For

THE HOME DEPOT INC.

Meeting: Annual 5/16/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Gerard J. Arpey	For	For
Mgmt	1b	Elect Director Ari Bousbib	For	For
Mgmt	1c	Elect Director Jeffery H. Boyd	For	For
Mgmt	1d	Elect Director Gregory D. Brenneman	For	For
Mgmt	1e	Elect Director J. Frank Brown	For	For
Mgmt	1f	Elect Director Edward P. Decker	For	For
Mgmt	1g	Elect Director Wayne M. Hewett	For	For
Mgmt	1h	Elect Director Manuel Kadre	For	For
Mgmt	1i	Elect Director Stephanie C. Linnartz	For	For
Mgmt	1j	Elect Director Paula Santilli	For	For
Mgmt	1k	Elect Director Caryn Seidman-Becker	For	For
Mgmt	2	Ratify KPMG LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
S/holder	4	Adopt Policy to Require Board of Directors Members to Disclose their Political Donations	Against	Against
S/holder	5	Report on Political Spending Congruency	Against	Against
S/holder	6	Report on Corporate Contributions	Against	Against
S/holder	7	Report on Civil Rights and Non-Discrimination Audit	Against	Against
S/holder	8	Disclose a Biodiversity Impact and Dependency Assessment	Against	Against
S/holder	9	Clawback of Incentive Payments Voter Rationale: A vote FOR this proposal is warranted as the company's current clawback policy does not provide for the disclosure of the amounts and circumstances surrounding all recoupments. Such disclosure would benefit shareholders.	Against	For

UNIVERSAL MUSIC GROUP NV

Meeting: Annual		5/16/24	Netherlands		
Proposal Type	Proposal	Description	MRec	Vote	
Mgmt	1	Open Meeting			Non Voting
Mgmt	2	Receive Annual Report			Non Voting
Mgmt	3	Discussion on Company's Corporate Governance Structure			Non Voting
Mgmt	4	Approve Remuneration Report Voter Rationale: A vote against is warranted due to concerns with the CEO pay quantum.	For		Against
Mgmt	5	Adopt Financial Statements	For		For
Mgmt	6.a	Receive Explanation on Company's Dividend Policy			Non Voting
Mgmt	6.b	Approve Dividends	For		For
Mgmt	7.a	Approve Discharge of Executive Directors	For		For
Mgmt	7.b	Approve Discharge of Non-Executive Directors	For		For
Mgmt	8	Reelect Vincent Vallejo as Executive Director	For		For
Mgmt	9.a	Reelect Bill Ackman as Non-Executive Director	For		For
Mgmt	9.b	Reelect Cathia Lawson-Hall as Non-Executive Director	For		For
Mgmt	9.c	Reelect Cyrille Bollore as Non-Executive Director	For		For
Mgmt	9.d	Reelect James Mitchell as Non-Executive Director	For		For
Mgmt	9.e	Reelect Manning Doherty as Non-Executive Director	For		For
Mgmt	9.f	Reelect Margaret Frerejean-Taittinger as Non-Executive Director	For		For
Mgmt	9.g	Reelect Nicole Avant as Non-Executive Director	For		For
Mgmt	9.h	Elect Eric Sprunk as Non-Executive Director	For		For
Mgmt	9.i	Elect Mandy Ginsberg as Non-Executive Director	For		For
Mgmt	10.a	Approve Remuneration Policy of Non-Executive Directors	For		For
Mgmt	10.b	Authorize Issuance of Shares and Grant Rights to Subscribe for Shares to Non-Executive Directors under the Non-Executive Directors' Remuneration Policy	For		For
Mgmt	11.a	Authorize Repurchase of Shares	For		For
Mgmt	11.b	Approve Cancellation of Shares	For		For
Mgmt	12	Other Business (Non-Voting)			Non Voting
Mgmt	13	Close Meeting			Non Voting

WSFS FINANCIAL CORPORATION

Meeting: Annual		5/16/24	USA		
Proposal Type	Proposal	Description	MRec	Vote	
Mgmt	1.1	Elect Director Anat Bird	For		For
Mgmt	1.2	Elect Director Jennifer W. Davis	For		For
Mgmt	1.3	Elect Director Michael J. Donahue	For		For
Mgmt	1.4	Elect Director Lynn B. McKee	For		For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For		For
Mgmt	3	Ratify KPMG LLP as Auditors	For		For

Global Voting Record

XYLEM INC.

Meeting: Annual 5/16/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Jeanne Beliveau-Dunn	For	For
Mgmt	1b	Elect Director Earl R. Ellis	For	For
Mgmt	1c	Elect Director Robert F. Friel	For	For
Mgmt	1d	Elect Director Lisa Glatch	For	For
Mgmt	1e	Elect Director Victoria D. Harker	For	For
Mgmt	1f	Elect Director Mark D. Morelli	For	For
Mgmt	1g	Elect Director Jerome A. Peribere	For	For
Mgmt	1h	Elect Director Matthew F. Pine	For	For
Mgmt	1i	Elect Director Lila Tretikov	For	For
Mgmt	1j	Elect Director Uday Yadav	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	Advisory Vote on Say on Pay Frequency	One Year	One Year

BANK OF CYPRUS HOLDINGS PLC

Meeting: Annual 5/17/24 Ireland

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Authorise Board to Fix Remuneration of Auditors	For	For
Mgmt	3	Approve Remuneration of Directors	For	For
Mgmt	4a	Re-elect Efstratios-Georgios (Takis) Arapoglou as Director	For	For
Mgmt	4b	Re-elect Lyn Grobler as Director	For	For
Mgmt	4c	Re-elect Panicos Nicolaou as Director	For	For
Mgmt	4d	Re-elect Constantine Iordanou as Director	For	For
Mgmt	4e	Re-elect Eliza Livadiotou as Director	For	For
Mgmt	4f	Re-elect Monique Hemerijck as Director	For	For
Mgmt	4g	Re-elect Adrian Lewis as Director	For	For
Mgmt	4h	Elect Christian Hansmeyer as Director	For	For
Mgmt	4i	Elect Stuart Birrell as Director	For	For
Mgmt	5	Approve Remuneration Report	For	For
Mgmt	6	Approve Remuneration Policy	For	For
Mgmt	7	Approve Final Dividend	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 Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
Mgmt	11	Authorise Issue of Equity in Relation to Additional Tier 1 Contingent Equity Conversion Notes	For	For
Mgmt	12	Authorise Issue of Equity without Pre-emptive Rights in Relation to Additional Tier 1 Contingent Equity Conversion Notes	For	For
Mgmt	13	Authorise Market Purchase of Ordinary Shares	For	For
Mgmt	14	Authorise the Company to Determine the Price Range at which Treasury Shares may be Re-issued Off-Market	For	For
Mgmt	15	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For
Mgmt	16	Amend Articles of Association	For	For
Mgmt	17	Approve Variable Component of Remuneration for Material Risk Takers	For	For

COMPAGNIE GENERALE DES ETABLISSEMENTS MICHELIN SCA

Meeting: Annual/Special 5/17/24 France

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 EUR 1.35 per Share	For	For
Mgmt	3	Approve Consolidated Financial Statements and Statutory Reports	For	For
Mgmt	4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	For
Mgmt	5	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
Mgmt	6	Approve Remuneration Policy of General Managers	For	For
Mgmt	7	Approve Remuneration Policy of Supervisory Board Members	For	For
Mgmt	8	Approve Compensation Report of Corporate Officers	For	For
Mgmt	9	Approve Compensation of Florent Menegaux	For	For
Mgmt	10	Approve Compensation of Yves Chapot	For	For
Mgmt	11	Approve Compensation of Barbara Dalibard Chairwoman of Supervisory Board	For	For
Mgmt	12	Elect Patrick de La Chevadiere as Supervisory Board Member	For	For
Mgmt	13	Elect Catherine Soubie as Supervisory Board Member	For	For
Mgmt	14	Elect Pascal Vinet as Supervisory Board Member	For	For
Mgmt	15	Appoint PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting	For	For
Mgmt	16	Appoint Deloitte & Associates as Auditor for the Sustainability Reporting	For	For
Mgmt	17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 125 Million	For	For
Mgmt	18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 35 Million	For	For
Mgmt	19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 35 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 Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 17 to 20	For	For
Mgmt	22	Authorize Capitalization of Reserves of Up to EUR 80 Million for Bonus Issue or Increase in Par Value	For	For
Mgmt	23	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	For
Mgmt	24	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For
Mgmt	25	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 17-21 and 23 at EUR 125 Million	For	For
Mgmt	26	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For
Mgmt	27	Authorize Filing of Required Documents/Other Formalities	For	For

CORCEPT THERAPEUTICS INCORPORATED

Meeting: Annual 5/17/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Gregg Alton	For	For
Mgmt	1.2	Elect Director G. Leonard Baker Jr.	For	For
Mgmt	1.3	Elect Director Joseph K. Belanoff	For	For
Mgmt	1.4	Elect Director Gillian M. Cannon	For	For
Mgmt	1.5	Elect Director David L. Mahoney	For	For
Mgmt	1.6	Elect Director Joshua M. Murray	For	For
Mgmt	1.7	Elect Director Kimberly Park	For	For
Mgmt	1.8	Elect Director Daniel N. Swisher Jr.	For	For
Mgmt	1.9	Elect Director James N. Wilson	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	Approve Omnibus Stock Plan Voter Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: * The equity program is estimated to be excessively dilutive (overriding factor); * The plan cost is excessive; * The plan permits liberal recycling of shares; and * The plan allows broad discretion to accelerate vesting.	For	Against

EASTERLY GOVERNMENT PROPERTIES INC.

Meeting: Annual 5/17/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Darrell W. Crate	For	For
Mgmt	1b	Elect Director William H. Binnie	For	For
Mgmt	1c	Elect Director Michael P. Ibe	For	For
Mgmt	1d	Elect Director Cynthia A. Fisher Voter Rationale: A vote AGAINST Nominating Committee chair Cynthia Fisher is warranted for failing to establish racial or ethnic diversity on the board. A vote FOR the remaining director nominees is warranted.	For	Against
Mgmt	1e	Elect Director Scott D. Freeman	For	For
Mgmt	1f	Elect Director Emil W. Henry Jr.	For	For
Mgmt	1g	Elect Director Tara S. Innes	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation Voter Rationale: A vote AGAINST this proposal is warranted due to a problematic pay practice. The company accelerated the vesting of the former CEO's time-based LTIP units upon his retirement.	For	Against
Mgmt	3	Advisory Vote on Say on Pay Frequency	One Year	One Year
Mgmt	4	Approve Omnibus Stock Plan	For	For
Mgmt	5	Ratify PricewaterhouseCoopers LLP as Auditors	For	For

Global Voting Record

HECLA MINING COMPANY

Meeting: Annual 5/17/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Stephen F. Ralbovsky	For	For
Mgmt	1b	Elect Director Catherine "Cassie" J. Boggs	For	For
Mgmt	1c	Elect Director Mark P. Board	For	For
Mgmt	2	Ratify BDO USA P.C. as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

IBERDROLA SA

Meeting: Annual 5/17/24 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	Renew Appointment of KPMG Auditores as Auditor	For	For
Mgmt	6	Amend Preamble and Articles	For	For
Mgmt	7	Amend Articles	For	For
Mgmt	8	Amend Articles of General Meeting Regulations	For	For
Mgmt	9	Approve Remuneration Policy	For	For
Mgmt	10	Approve Engagement Dividend	For	For
Mgmt	11	Approve Allocation of Income and Dividends	For	For
Mgmt	12	Approve Scrip Dividends	For	For
Mgmt	13	Approve Scrip Dividends	For	For
Mgmt	14	Approve Reduction in Share Capital via Cancellation of Treasury Shares	For	For
Mgmt	15	Advisory Vote on Remuneration Report	For	For
Mgmt	16	Reelect Nicola Mary Brewer as Director	For	For
Mgmt	17	Reelect Regina Helena Jorge Nunes as Director	For	For
Mgmt	18	Reelect Inigo Victor de Oriol Ibarra as Director	For	For
Mgmt	19	Fix Number of Directors at 14	For	For
Mgmt	20	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities Excluding Preemptive Rights of up to 10 Percent	For	For
Mgmt	21	Authorize Issuance of Convertible Bonds Debentures Warrants and Other Debt Securities up to EUR 5 Billion with Exclusion of Preemptive Rights up to 10 Percent of Capital	For	For
Mgmt	22	Authorize Board to Ratify and Execute Approved Resolutions	For	For

Global Voting Record

LASSONDE INDUSTRIES INC.

Meeting: Annual 5/17/24 Canada

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Chantal Belanger	For	For
Mgmt	1.2	Elect Director Denis Boudreault	For	For
Mgmt	1.3	Elect Director Paul Bouthillier	For	For
Mgmt	1.4	Elect Director Luc Doyon	For	For
Mgmt	1.5	Elect Director Nathalie Lassonde Voter Rationale: Vote WITHHOLD for Pierre-Paul Lassonde for serving as a controlling shareholder and as a former CEO on the Human Resources and Compensation Committee. Vote WITHHOLD for Nathalie Lassonde for serving as an executive director on the Corporate Governance Committee, which fulfills the role of a nominating committee. Vote FOR the other proposed nominee(s).	For	Withhold
Mgmt	1.6	Elect Director Pierre-Paul Lassonde Voter Rationale: Vote WITHHOLD for Pierre-Paul Lassonde for serving as a controlling shareholder and as a former CEO on the Human Resources and Compensation Committee. Vote WITHHOLD for Nathalie Lassonde for serving as an executive director on the Corporate Governance Committee, which fulfills the role of a nominating committee. Vote FOR the other proposed nominee(s).	For	Withhold
Mgmt	1.7	Elect Director Pierre Lessard	For	For
Mgmt	1.8	Elect Director Nathalie Pilon	For	For
Mgmt	1.9	Elect Director Michel Simard	For	For
Mgmt	2	Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For

MEDPACE HOLDINGS INC.

Meeting: Annual 5/17/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Fred B. Davenport Jr. Voter Rationale: Withhold votes are warranted for items 1a and 1b given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents which adversely impact shareholder rights.	For	Withhold
Mgmt	1b	Elect Director Cornelius P. McCarthy III Voter Rationale: WITHHOLD votes are warranted for incumbent director nominees Fred Davenport Jr. and Cornelius McCarthy III given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents which adversely impact shareholder rights.	For	Withhold
Mgmt	2	Ratify Deloitte & Touche LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	4	Declassify the Board of Directors	For	For

SCOR SE

Meeting: Annual/Special 5/17/24 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

Global Voting Record

Mgmt	3	Approve Allocation of Income and Dividends of EUR 1.80 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 Denis Kessler Chairman of the Board from January 1 2023 to June 9 2023	For	For
Mgmt	7	Approve Compensation of Fabrice Bregier Chairman of the Board since June 25 2023	For	For
Mgmt	8	Approve Compensation of Laurent Rousseau CEO from January 1 2023 to January 25 2023	For	For
Mgmt	9	Approve Compensation of Francois de Varenne CEO from January 26 2023 to April 30 2023	For	For
Mgmt	10	Approve Compensation of Thierry Leger CEO since May 1 2023	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	Reelect Patricia Lacoste as Director	For	For
Mgmt	15	Reelect Bruno Pfister as Director	For	For
Mgmt	16	Appoint Mazars as Auditor for the Sustainability Reporting	For	For
Mgmt	17	Appoint KPMG S.A. as Auditor for the Sustainability Reporting	For	For
Mgmt	18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
Mgmt	19	Authorize Capitalization of Reserves of Up to EUR 200 Million for Bonus Issue or Increase in Par Value	For	For
Mgmt	20	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 566 520 103	For	For
Mgmt	21	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights with a Binding Priority Right up to Aggregate Nominal Amount of EUR 141 630 026	For	For
Mgmt	22	Approve Issuance of Equity or Equity-Linked Securities for up to 10 Percent of Issued Capital for Private Placements	For	For
Mgmt	23	Authorize Capital Increase of Up to EUR 141 630 026 for Future Exchange Offers	For	For
Mgmt	24	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	For
Mgmt	25	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 20 to 22	For	For
Mgmt	26	Authorize Issuance of Warrants (Bons 2024 Contingents) without Preemptive Rights Reserved for a Category of Persons up to Aggregate Nominal Amount of EUR 300 Million Re: Contingent Capital	For	For
Mgmt	27	Authorize Issuance of Warrants (Bons AOF 2024) without Preemptive Rights Reserved for a Category of Persons up to Aggregate Nominal Amount of EUR 300 Million Re: Ancillary Own-Fund	For	For
Mgmt	28	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For
Mgmt	29	Authorize up to 1 Million Shares for Use in Stock Option Plans	For	For
Mgmt	30	Authorize Issuance of up to 3.5 Million Shares for Use in Restricted Stock Plans	For	For
Mgmt	31	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For
Mgmt	32	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 20-27 29 and 31 at EUR 739 658 018	For	For
Mgmt	33	Authorize Filing of Required Documents/Other Formalities	For	For

SHENZHEN MINDRAY BIO-MEDICAL ELECTRONICS CO. LTD.

Meeting: Annual 5/17/24 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 Profit Distribution	For	For
Mgmt	5	Approve Authorization for the Board of Directors to Formulate an Interim Distribution Plan	For	For
Mgmt	6	Approve Annual Report and Summary	For	For
Mgmt	7	Approve Sustainability Report	For	For
Mgmt	8.1	Approve Amendments to Articles of Association	For	For
Mgmt	8.2	Amend Rules and Procedures Regarding General Meetings of Shareholders	For	For
Mgmt	8.3	Amend Rules and Procedures Regarding Meetings of Board of Directors	For	For
Mgmt	8.4	Amend System for Providing External Guarantees	For	For
Mgmt	8.5	Amend Decision-making System for Related-Party Transaction	For	For
Mgmt	8.6	Amend Working System for Independent Directors	For	For
Mgmt	8.7	Amend Remuneration Management System for Directors Supervisors and Senior Management Members	For	For

SSY GROUP LIMITED

Meeting: Annual 5/17/24 Cayman Islands

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2A	Elect Meng Guo as Director	For	For
Mgmt	2B	Elect Chow Hing Yeung as Director	For	For
Mgmt	2C	Elect Liu Wenjun as Director	For	For
Mgmt	2D	Elect Wang Yibing as Director	For	For
Mgmt	3	Authorize Board to Fix Remuneration of Directors	For	For
Mgmt	4	Approve KPMG as Auditor and Authorize Board to Fix Their Remuneration	For	For
Mgmt	5	Approve Final Dividend	For	For
Mgmt	6A	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 for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.	For	Against
Mgmt	6B	Authorize Repurchase of Issued Share Capital	For	For
Mgmt	6C	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 for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.	For	Against

Global Voting Record

STRATEC SE

Meeting: Annual 5/17/24 Germany

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)		Non Voting
Mgmt	2	Approve Allocation of Income and Dividends of EUR 0.55 per Share	For	For
Mgmt	3	Approve Discharge of Management Board for Fiscal Year 2023	For	For
Mgmt	4	Approve Discharge of Supervisory Board for Fiscal Year 2023	For	For
Mgmt	5.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2024	For	For
Mgmt	5.2	Ratify PricewaterhouseCoopers GmbH as Auditor for the Sustainability Reporting for Fiscal Year 2024	For	For
Mgmt	6.1	Elect Georg Heni to the Supervisory Board	For	For
Mgmt	6.2	Elect Rolf Vornhagen to the Supervisory Board	For	For
Mgmt	6.3	Elect Frank Hiller to the Supervisory Board	For	For
Mgmt	7	Approve Remuneration Report Voter Rationale: A vote against is warranted due to lack of disclosure on remuneration practices.	For	Against

THE WESTERN UNION COMPANY

Meeting: Annual 5/17/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Julie M. Cameron-Doe	For	For
Mgmt	1b	Elect Director Martin I. Cole	For	For
Mgmt	1c	Elect Director Suzette M. Deering	For	For
Mgmt	1d	Elect Director Betsy D. Holden	For	For
Mgmt	1e	Elect Director Jeffrey A. Joerres	For	For
Mgmt	1f	Elect Director Devin B. McGranahan	For	For
Mgmt	1g	Elect Director Michael A. Miles Jr.	For	For
Mgmt	1h	Elect Director Timothy P. Murphy	For	For
Mgmt	1i	Elect Director Jan Siegmund	For	For
Mgmt	1j	Elect Director Angela A. Sun	For	For
Mgmt	1k	Elect Director Solomon D. Trujillo	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify Ernst & Young LLP as Auditors	For	For
Mgmt	4	Approve Omnibus Stock Plan	For	For

Global Voting Record

WASTE CONNECTIONS INC.

Meeting: Annual 5/17/24 Canada

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Andrea E. Bertone	For	For
Mgmt	1b	Elect Director Edward E. "Ned" Guillet	For	For
Mgmt	1c	Elect Director Michael W. Harlan	For	For
Mgmt	1d	Elect Director Larry S. Hughes	For	For
Mgmt	1e	Elect Director Elise L. Jordan	For	For
Mgmt	1f	Elect Director Susan "Sue" Lee	For	For
Mgmt	1g	Elect Director Ronald J. Mittelstaedt	For	For
Mgmt	1h	Elect Director Carl D. Sparks	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Approve Grant Thornton LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For

AMBUJA CEMENTS LIMITED

Meeting: Special 5/18/24 India

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Material Related Party Transactions with ACC Limited	For	For
Mgmt	2	Approve Material Related Party Transactions with Sanghi Industries Limited	For	For

CHEMED CORPORATION

Meeting: Annual 5/20/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Kevin J. McNamara	For	For
Mgmt	1.2	Elect Director Ron DeLyons	For	For
Mgmt	1.3	Elect Director Patrick P. Grace	For	For
Mgmt	1.4	Elect Director Christopher J. Heaney	For	For
Mgmt	1.5	Elect Director Thomas C. Hutton	For	For
Mgmt	1.6	Elect Director Andrea R. Lindell	For	For
Mgmt	1.7	Elect Director Eileen P. McCarthy	For	For
Mgmt	1.8	Elect Director John M. Mount Jr.	For	For
Mgmt	1.9	Elect Director Thomas P. Rice	For	For
Mgmt	1.10	Elect Director George J. Walsh III	For	For
Mgmt	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
S/holder	4	Submit Severance Agreement (Change-in-Control) to Shareholder Vote Voter Rationale: A vote against is warranted as the company recently adopted a policy that limits cash severance to a reasonable basis, absent shareholder approval, and no significant concerns are identified with respect to equity award treatment.	Against	Against

CHINA TOWER CORPORATION LIMITED

Meeting: Annual 5/20/24 China

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Profit Distribution Proposal and Final Dividend Declaration and Payment	For	For
Mgmt	3	Approve KPMG and KPMG Huazhen LLP as International Auditor and Domestic Auditor Respectively and Authorize Board to Fix Their Remuneration	For	For
Mgmt	4	Elect Cao Yingchun as Supervisor and Authorize Board to Sign Supervisor's Service Contract with Her	For	For
Mgmt	5	Elect Chen Li as Director and Authorize Board to Sign Director's Service Contract with Him and Authorize Board to Fix His Remuneration	For	For
Mgmt	6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for Domestic Shares and H Shares and Authorize Board to Increase the Registered Capital and Amend Articles of Association to Reflect Increase in the Registered Capital Voter Rationale: A vote AGAINST this resolution is warranted for the following: * The share issuance limit is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.	For	Against

GCP ASSET BACKED INCOME FUND LIMITED

Meeting: Annual 5/20/24 Jersey

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 Alex Ohlsson as Director Voter Rationale: As a member of the Remuneration Committee, a vote to abstain is warranted due to the lack of alignment between shareholders' interests and pay incentive of the investment manager outlined in item two for the company's EGM.	For	Abstain
Mgmt	4	Re-elect Marykay Fuller as Director Voter Rationale: As a member of the Remuneration Committee, a vote to abstain is warranted due to the lack of alignment between shareholders' interests and pay incentive of the investment manager outlined in item two for the company's EGM.	For	Abstain
Mgmt	5	Elect Philip Braun as Director	For	For
Mgmt	6	Approve Company's Dividend Policy	For	For
Mgmt	7	Ratify PricewaterhouseCoopers CI LLP as Auditors	For	For
Mgmt	8	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
Mgmt	9	Approve Discontinuation of Company as Closed-Ended Investment Company	For	For
Mgmt	10	Authorise Market Purchase of Ordinary Shares	For	For

GCP ASSET BACKED INCOME FUND LIMITEDMeeting: **Special** **5/20/24** **Jersey**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Adopt the Revised Investment Policy	For	For
Mgmt	2	Approve the Side Letter to the Investment Management Agreement Voter Rationale: A vote against is warranted as the proposed incentive fee structure for the wind-up period looks skewed in favour of the manager at the expense of the shareholders.	For	Against
Mgmt	3	Adopt New Articles of Association and Authorise Issue of Deferred Shares	For	For

HUA XIA BANK CO. LTD.Meeting: **Annual** **5/20/24** **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 Profit Distribution	For	For
Mgmt	5	Approve Financial Budget Report Voter Rationale: A vote AGAINST is warranted due to lack of disclosure.	For	Against
Mgmt	6	Approve to Appoint Auditors and to Fix Their Remuneration	For	For
Mgmt	7	Approve Implementation of Related Party Transaction Management System and Related Party Transaction Report	For	For
Mgmt	8.1	Approve Related Party Transactions with Shougang Group Co. Ltd. and Its Affiliated Companies	For	For
Mgmt	8.2	Approve Related Party Transactions with State Grid Yingda International Holdings Group Co. Ltd. and Its Affiliated Companies	For	For
Mgmt	8.3	Approve Related Party Transactions with PICC Property and Casualty Co. Ltd. and Its Affiliated Companies	For	For
Mgmt	8.4	Approve Related Party Transactions with Beijing Infrastructure Investment Co. Ltd. and Its Affiliated Companies	For	For
Mgmt	8.5	Approve Related Party Transactions with Yunnan Hehe (Group) Co. Ltd. and Its Affiliated Companies	For	For
Mgmt	8.6	Approve Related Party Transaction with Huaxia Financial Leasing Co. Ltd.	For	For
Mgmt	8.7	Approve Related Party Transaction with Huaxia Financial Management Co. Ltd.	For	For
Mgmt	9	Amend Allowance System for Directors	For	For
Mgmt	10	Amend Allowance System for Supervisors	For	For
Mgmt	11	Elect Qu Gang as Executive Director	For	For

INTERNATIONAL BANCSHARES CORPORATION

Meeting: **Annual** **5/20/24** **USA**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Javier de Anda	For	For
Mgmt	1.2	Elect Director Douglas B. Howland	For	For
Mgmt	1.3	Elect Director Rudolph M. Miles	For	For
Mgmt	1.4	Elect Director Dennis E. Nixon	For	For
Mgmt	1.5	Elect Director Larry A. Norton	For	For
Mgmt	1.6	Elect Director Roberto R. Resendez	For	For
Mgmt	1.7	Elect Director Antonio R. Sanchez Jr.	For	For
Mgmt	1.8	Elect Director Diana G. Zuniga	For	For
Mgmt	2	Ratify RSM US LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

SHANDONG SUNPAPER CO. LTD.

Meeting: Annual 5/20/24 China

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Report of the Board of Directors	For	For
Mgmt	2	Approve Annual Report and Summary	For	For
Mgmt	3	Approve Report of the Board of Supervisors	For	For
Mgmt	4	Approve Financial Statements	For	For
Mgmt	5	Approve Profit Distribution	For	For
Mgmt	6.1	Approve Daily Related-party Transaction with Sun Plaza International Hotel Co. Ltd.	For	For
Mgmt	6.2	Approve Daily Related-party Transaction with Wanguo Paper Sun White Cardboard Co. Ltd.	For	For
Mgmt	6.3	Approve Daily Related-party Transaction with Shandong International Paper Sun Cardboard Co. Ltd.	For	For
Mgmt	6.4	Approve Daily Related-party Transaction with Shandong Wanguo Sun Food Packaging Materials Co. Ltd.	For	For
Mgmt	6.5	Approve Daily Related Party Transaction with Guangxi Sun Paper Cardboard Co. Ltd.	For	For
Mgmt	7	Approve to Appoint Auditor	For	For
Mgmt	8	Approve Investment and Construction of Forestry Pulp and Paper Integrated Technical Transformation and Supporting Industrial Park (Phase II) Project in Nanning Guangxi	For	For
Mgmt	9	Approve Financial Derivatives Trading Business	For	For
Mgmt	10	Approve Feasibility Analysis Report for Financial Derivate Transactions	For	For
Mgmt	11	Approve Amendments to Articles of Association	For	For
Mgmt	12	Amend Related-Party Transaction Management System Voter Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.	For	Against
Mgmt	13	Amend Management System of Raised Funds Voter Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.	For	Against
Mgmt	14	Amend Management System for Providing External Investments Voter Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.	For	Against
Mgmt	15	Amend Dividend Management System Voter Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.	For	Against
Mgmt	16	Approve Shareholder Return Plan	For	For
Mgmt	17	Amend Rules and Procedures Regarding Meetings of Board of Supervisors Voter Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.	For	Against

Global Voting Record

SIME DARBY PROPERTY BERHAD

Meeting: Annual 5/20/24 Malaysia

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Elect Ahmad Johan Mohammad Raslan as Director	For	For
Mgmt	2	Elect Mohamed Ridza Mohamed Abdulla as Director	For	For
Mgmt	3	Elect Lisa Lim Poh Lin as Director	For	For
Mgmt	4	Elect Nur Farahbi Shaari as Director	For	For
Mgmt	5	Approve Directors' Fees	For	For
Mgmt	6	Approve Directors' Benefits	For	For
Mgmt	7	Approve PricewaterhouseCoopers PLT as Auditors and Authorize Board to Fix Their Remuneration	For	For

SIRIUSPOINT LTD.

Meeting: Annual 5/20/24 Bermuda

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Bronek Masojada	For	For
Mgmt	1.2	Elect Director Daniel S. Loeb	For	For
Mgmt	1.3	Elect Director Mehdi A. Mahmud	For	For
Mgmt	1.4	Elect Director Jason Robart	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For

ACCO BRANDS CORPORATION

Meeting: Annual 5/21/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Joseph B. Burton	For	For
Mgmt	1.2	Elect Director Kathleen S. Dvorak	For	For
Mgmt	1.3	Elect Director Pradeep Jotwani	For	For
Mgmt	1.4	Elect Director Robert J. Keller	For	For
Mgmt	1.5	Elect Director Ron Lombardi	For	For
Mgmt	1.6	Elect Director Graciela I. Monteagudo	For	For
Mgmt	1.7	Elect Director E. Mark Rajkowski	For	For
Mgmt	1.8	Elect Director Elizabeth A. Simermeyer	For	For
Mgmt	1.9	Elect Director Thomas W. Tedford	For	For
Mgmt	2	Ratify KPMG LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

AMEX EXPLORATION INC.

Meeting: Annual/Special 5/21/24 Canada

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Victor Cantore Voter Rationale: A withhold vote for items 1.1, 1.2 and 1.6 is warranted for serving as executive directors on a non-majority independent board that fulfils the role of a nominating committee.	For	Withhold
Mgmt	1.2	Elect Director Pierre Carrier	For	Withhold
Mgmt	1.3	Elect Director Yvon Gelin	For	For
Mgmt	1.4	Elect Director Luisa Moreno Voter Rationale: A withhold vote is warranted due to concerns with the nominee being overboarded.	For	Withhold
Mgmt	1.5	Elect Director Andre Shareck	For	For
Mgmt	1.6	Elect Director Jacques Trottier	For	Withhold
Mgmt	2	Approve Raymond Chabot Grant Thornton LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	3	Re-Approve Security Based Compensation Plan	For	For
Mgmt	4	Amend By-Law No. 1 Voter Rationale: A vote against is warranted as the amendment is not in line with market best practice.	For	Against

BEYOND INC.

Meeting: Annual 5/21/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Joanna C. Burkey	For	For
Mgmt	1.2	Elect Director Barclay F. Corbus	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	Declassify the Board of Directors	For	For
Mgmt	5	Amend Omnibus Stock Plan	For	For
Mgmt	6	Approve Stock Option Plan Grants Voter Rationale: A vote AGAINST this proposal is warranted. The estimated shareholder value transfer of 11.6 percent is greater than the company-specific allowable cap of 10.35 percent.	For	Against

Global Voting Record

CATALYST PHARMACEUTICALS INC.

Meeting: Annual 5/21/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Richard J. Daly	For	For
Mgmt	1.2	Elect Director Patrick J. McEnany	For	For
Mgmt	1.3	Elect Director Donald A. Denkhaus	For	For
Mgmt	1.4	Elect Director Molly Harper	For	For
Mgmt	1.5	Elect Director Charles B. O'Keeffe	For	For
Mgmt	1.6	Elect Director Tamar Thompson	For	For
Mgmt	1.7	Elect Director David S. Tierney	For	For
Mgmt	2	Amend Omnibus Stock Plan	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	4	Ratify Grant Thornton LLP as Auditors	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

CHART INDUSTRIES INC.

Meeting: Annual 5/21/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Jillian C. Evanko	For	For
Mgmt	1.2	Elect Director Andrew R. Cichocki	For	For
Mgmt	1.3	Elect Director Paula M. Harris	For	For
Mgmt	1.4	Elect Director Linda A. Harty	For	For
Mgmt	1.5	Elect Director Paul E. Mahoney	For	For
Mgmt	1.6	Elect Director Singleton B. McAllister	For	For
Mgmt	1.7	Elect Director Michael L. Molinini	For	For
Mgmt	1.8	Elect Director David M. Sagehorn	For	For
Mgmt	1.9	Elect Director Spencer S. Stiles	For	For
Mgmt	1.10	Elect Director Roger A. Strauch	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 Voter Rationale: A vote against is warranted as the plan is excessive.	For	Against

DMCI HOLDINGS INC.

Meeting: Annual 5/21/24 Philippines

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Minutes of the Annual Stockholders' Meeting	For	For
Mgmt	2	Approve Management Report	For	For
Mgmt	3	Ratify Acts of the Board of Directors and Officers	For	For
Mgmt	4	Appoint SGV & Co. as Independent External Auditors	For	For
Mgmt	5.1	Elect Isidro A. Consunji as Director	For	For
Mgmt	5.2	Elect Cesar A. Buenaventura as Director Voter Rationale: A WITHHOLD vote on the election of Cesar A. Buenaventura (Item 5.2) is warranted due to overboarding concerns. A vote FOR the election of all the other director nominees is warranted given the company's compliance with the Securities and Exchange Commission's Code of Corporate Governance on board independence and the absence of other corporate governance concerns.	For	Withhold
Mgmt	5.3	Elect Jorge A. Consunji as Director	For	For
Mgmt	5.4	Elect Ma. Edwina C. Laperal as Director	For	For
Mgmt	5.5	Elect Luz Consuelo A. Consunji as Director	For	For
Mgmt	5.6	Elect Maria Cristina C. Gotianun as Director	For	For
Mgmt	5.7	Elect Roberto L. Panlilio as Director	For	For
Mgmt	5.8	Elect Bernardo M. Villegas as Director	For	For
Mgmt	5.9	Elect Cynthia R. Del Castillo as Director	For	For

JPMORGAN CHASE & CO.

Meeting: Annual 5/21/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Linda B. Bammann	For	For
Mgmt	1b	Elect Director Stephen B. Burke	For	For
Mgmt	1c	Elect Director Todd A. Combs	For	For
Mgmt	1d	Elect Director Alicia Boler Davis	For	For
Mgmt	1e	Elect Director James Dimon	For	For
Mgmt	1f	Elect Director Alex Gorsky	For	For
Mgmt	1g	Elect Director Melody Hobson	For	For
Mgmt	1h	Elect Director Phebe N. Novakovic	For	For
Mgmt	1i	Elect Director Virginia M. Rometty	For	For
Mgmt	1j	Elect Director Mark A. Weinberger	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	Require Independent Board Chair Voter Rationale: A vote against is warranted as the company has indicated that the Chair and CEO roles will be separated at the next transition.	Against	Against
S/holder	6	Report on Impacts of JPMC's Climate Transition Policies Voter Rationale: A vote against is warranted as the company appears to provide sufficient disclosure around how it weighs the costs and benefits associated with its policies toward the energy transition.	Against	Against
S/holder	7	Report on Respecting Indigenous Peoples' Rights Voter Rationale: A vote for is warranted as the bank and its shareholders are likely to benefit from increased transparency regarding due diligence around Indigenous Peoples' rights in project-related financing and clients' activities, for existing and future business.	Against	For
S/holder	8	Review Proxy Voting Record and Policies Related to Climate Change and Diversity Voter Rationale: A vote against is warranted because the company provides sufficient information to investors regarding its global proxy voting policies and practices.	Against	Against
S/holder	9	Commission Third Party Report on Due Diligence Process of Doing Business in Conflict Affected Areas Voter Rationale: A vote against is warranted as it is not standard practice at this time and the company discloses relevant information about its processes for assessing conflict and other country-specific risks to the company.	Against	Against
S/holder	10	Submit Severance Agreement to Shareholder Vote Voter Rationale: A vote for is warranted as although the company does not currently maintain severance or golden parachute arrangements, it also does not disclose a policy that future cash severance payments beyond market norms would require shareholder approval. The requested policy would therefore represent an enhancement to shareholders' interests.	Against	For
S/holder	11	Report on Civil Rights and Non-Discrimination Audit Voter Rationale: A vote against is warranted as the company provides adequate disclosures related to its commitment to not discriminate against employees.	Against	Against

JTC PLC

Meeting: Annual 5/21/24 Jersey

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 Remuneration Policy	For	For
Mgmt	4	Approve Final Dividend	For	For
Mgmt	5	Ratify PricewaterhouseCoopers CI LLP as Auditors	For	For
Mgmt	6	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
Mgmt	7	Re-elect Michael Liston as Director	For	For
Mgmt	8	Re-elect Nigel Le Quesne as Director	For	For
Mgmt	9	Re-elect Martin Fotheringham as Director	For	For
Mgmt	10	Re-elect Wendy Holley as Director	For	For
Mgmt	11	Re-elect Dermot Mathias as Director	For	For
Mgmt	12	Re-elect Michael Gray as Director	For	For
Mgmt	13	Re-elect Erika Schraner as Director	For	For
Mgmt	14	Re-elect Kate Beauchamp as Director	For	For
Mgmt	15	Authorise Issue of Equity	For	For
Mgmt	16	Authorise Issue of Equity without Pre-emptive Rights	For	For
Mgmt	17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
Mgmt	18	Authorise Market Purchase of Ordinary Shares	For	For

LIVE OAK BANCSHARES INC.

Meeting: Annual 5/21/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Tonya W. Bradford Voter Rationale: WITHHOLD votes are warranted for audit committee members Tonya Bradford, William Cameron, Diane Glossman, Miltom Petty, and Yousef Valine given concerns regarding the risk oversight function of the board, in light of the pledging of a significant amount of the company's common stock by certain executives and directors. A vote FOR the director nominees is warranted.	For	Withhold
Mgmt	1.2	Elect Director William H. Cameron Voter Rationale: WITHHOLD votes are warranted for audit committee members Tonya Bradford, William Cameron, Diane Glossman, Miltom Petty, and Yousef Valine given concerns regarding the risk oversight function of the board, in light of the pledging of a significant amount of the company's common stock by certain executives and directors. A vote FOR the director nominees is warranted.	For	Withhold
Mgmt	1.3	Elect Director Diane B. Glossman Voter Rationale: WITHHOLD votes are warranted for audit committee members Tonya Bradford, William Cameron, Diane Glossman, Miltom Petty, and Yousef Valine given concerns regarding the risk oversight function of the board, in light of the pledging of a significant amount of the company's common stock by certain executives and directors. A vote FOR the director nominees is warranted.	For	Withhold
Mgmt	1.4	Elect Director Glen F. Hoffsis	For	For
Mgmt	1.5	Elect Director David G. Lucht	For	For
Mgmt	1.6	Elect Director James S. Mahan III	For	For
Mgmt	1.7	Elect Director Miltom E. Petty Voter Rationale: WITHHOLD votes are warranted for audit committee members Tonya Bradford, William Cameron, Diane Glossman, Miltom Petty, and Yousef Valine given concerns regarding the risk oversight function of the board, in light of the pledging of a significant amount of the company's common stock by certain executives and directors. A vote FOR the director nominees is warranted.	For	Withhold
Mgmt	1.8	Elect Director Neil L. Underwood	For	For
Mgmt	1.9	Elect Director Yousef A. Valine Voter Rationale: WITHHOLD votes are warranted for audit committee members Tonya Bradford, William Cameron, Diane Glossman, Miltom Petty, and Yousef Valine given concerns regarding the risk oversight function of the board, in light of the pledging of a significant amount of the company's common stock by certain executives and directors. A vote FOR the director nominees is warranted.	For	Withhold
Mgmt	1.10	Elect Director William L. Williams III	For	For
Mgmt	2	Amend Qualified Employee Stock Purchase Plan	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation Voter Rationale: A vote AGAINST this proposal is warranted due to a poor pay practice. The company paid excessive cash severance to the Bank's former president upon his termination.	For	Against
Mgmt	4	Ratify FORVIS LLP as Auditors	For	For

POP MART INTERNATIONAL GROUP LTD.Meeting: **Annual** **5/21/24** **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 Moon Duk Il as Director	For	For
Mgmt	3b	Elect Zhang Jianjun as Director	For	For
Mgmt	3c	Elect Wu Liansheng as Director	For	For
Mgmt	3d	Elect Ngan King Leung Gary as Director	For	For
Mgmt	3e	Authorize Board to Fix Remuneration of Directors	For	For
Mgmt	4	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	5A	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 for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.	For	Against
Mgmt	5B	Authorize Repurchase of Issued Share Capital 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 for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.	For	For
Mgmt	5C	Authorize Repurchase of Issued Share Capital 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 for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.	For	Against
Mgmt	6	Amend Existing Memorandum of Association and Articles of Association and Adopt Third Amended and Restated Memorandum of Association and Articles of Association and Related Transactions	For	For

RAVEN PROPERTY GROUP LIMITEDMeeting: **Special** **5/21/24** **Guernsey**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve that the Issued Share Capital of the Company shall Remain to Consist 566 493 370 Ordinary Shares with Nominal Value of GBP 0.01 Per Share and 216 634 485 Preference Shares with Nominal Value of GBP 0.01 Per Share	For	For
Mgmt	1	Approve the Migration of the Company Under Part VII of the Companies (Guernsey) Law 2008	For	For
Mgmt	2	Adopt the New Articles for the Purpose of Continuance of the Company within the Abu Dhabi Global Market	For	For
Mgmt	2	Approve the Variation of the Class Rights Attaching to the Preference Shares in Connection with the Adoption of the New Articles	For	For
Mgmt	3	Approve that the Company be Removed from the Register of Companies in Guernsey for the Purposes of Becoming Registered as a Company Under the Law of the ADGM Under the Name Raven Property Group Limited	For	For

Global Voting Record

SHERBORNE INVESTORS (GUERNSEY) C LTD.

Meeting: Annual 5/21/24 Guernsey

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 Talmai Morgan as Director	For	For
Mgmt	4	Re-elect Trevor Ash as Director	For	For
Mgmt	5	Re-elect Ian Brindle as Director	For	For
Mgmt	6	Re-elect Helen Sinclair as Director	For	For
Mgmt	7	Re-elect Linda Wilding as Director	For	For
Mgmt	8	Ratify Deloitte LLP as Auditors	For	For
Mgmt	9	Authorise Board to Fix Remuneration of Auditors	For	For
Mgmt	10	Authorise Market Purchase of Ordinary Shares	For	For

VERALTO CORP.

Meeting: Annual 5/21/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Francoise Colpron	For	For
Mgmt	1b	Elect Director Shyam P. Kambeyanda	For	For
Mgmt	1c	Elect Director William H. King	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	Advisory Vote on Say on Pay Frequency	One Year	One Year

VERRA MOBILITY CORPORATION

Meeting: Annual 5/21/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Michael Huerta Voter Rationale: WITHHOLD votes are warranted for Governance Committee member Michael Huerta given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the charter and the classified board structure, each of which adversely impacts shareholder rights. A vote FOR director nominee Raj Ratnakar is warranted.	For	Withhold
Mgmt	1.2	Elect Director Raj Ratnakar	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify Deloitte & Touche LLP as Auditors	For	For

AMAZON.COM INC.

Meeting: Annual 5/22/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Jeffrey P. Bezos	For	For
Mgmt	1b	Elect Director Andrew R. Jassy	For	For
Mgmt	1c	Elect Director Keith B. Alexander	For	For

Global Voting Record

Mgmt	1d	Elect Director Edith W. Cooper	For	For
Mgmt	1e	Elect Director Jamie S. Gorelick	For	For
Mgmt	1f	Elect Director Daniel P. Huttenlocher	For	For
Mgmt	1g	Elect Director Andrew Y. Ng	For	For
Mgmt	1h	Elect Director Indra K. Nooyi	For	For
Mgmt	1i	Elect Director Jonathan J. Rubinstein	For	For
Mgmt	1j	Elect Director Brad D. Smith	For	For
Mgmt	1k	Elect Director Patricia Q. Stonesifer	For	For
Mgmt	1l	Elect Director Wendell P. Weeks	For	For
Mgmt	2	Ratify Ernst & Young LLP as Auditors	For	For
Mgmt	3	<p>Advisory Vote to Ratify Named Executive Officers' Compensation Voter Rationale: While a pay-for-performance misalignment was identified for the year in review and certain concerns remain surrounding the company's pay program structure, as no portion of NEO compensation is directly tied to the achievement of pre-set performance criteria, certain mitigating factors have been identified. Specifically, it is recognized that FY23 pay for all NEOs was relatively low, consisting only of a base salary and certain perquisites. In addition, no equity awards were provided to NEOs in FY23, following relatively large grants made to certain NEOs during the prior fiscal year. However, following consecutive years of relatively low support for this proposal, the compensation committee demonstrated limited responsiveness to certain shareholders' concerns. The compensation committee engaged with shareholders, disclosed specific feedback, and provided enhanced disclosure surrounding the current pay program design and philosophy. While this greater transparency into the committee's rationale for its pay practices is recognized, the company did not make material changes to the pay program to address certain shareholder concerns. Although the company has demonstrated a degree of responsiveness by addressing certain shareholders questions, the lack of actions taken in respect to certain areas of concern falls short of adequate responsiveness. In light of the committee's limited responsiveness to the relatively low say-on-pay vote last year, a vote AGAINST this proposal is warranted.</p>	For	Against
S/holder	4	Establish a Public Policy Committee	Against	Against
S/holder	5	Establish a Board Committee on Corporate Financial Sustainability	Against	Against
S/holder	6	Report on Customer Due Diligence	Against	Against
S/holder	7	<p>Report on Lobbying Payments and Policy Voter Rationale: A vote FOR this resolution is warranted, as shareholders would benefit from increased disclosure to evaluate the company's lobbying efforts.</p>	Against	For
S/holder	8	<p>Report on Median and Adjusted Gender/Racial Pay Gaps Voter Rationale: A vote FOR this proposal is warranted. Publishing the requested pay gap statistics could increase accountability for diversity efforts and would provide shareholders with useful information about how effectively management is assessing and mitigating risks that may arise from inequitable worker treatment.</p>	Against	For
S/holder	9	Report on Viewpoint Discrimination	Against	Against
S/holder	10	<p>Report on Impact of Climate Change Strategy Consistent With Just Transition Guidelines Voter Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from more disclosure on whether and how the company considers human capital management and community relations issues related to the transition to a low-carbon economy as part of its climate strategy.</p>	Against	For
S/holder	11	<p>Report on Efforts to Reduce Plastic Use Voter Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from additional information on how the company is managing risks related to the creation of plastic waste.</p>	Against	For

Global Voting Record

S/holder	12	Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining Voter Rationale: A vote FOR this proposal is warranted. Shareholders would benefit from increased transparency and disclosure on how the company is managing human rights-related risks, particularly regarding freedom of association and collective bargaining rights.	Against	For
S/holder	13	Disclose All Material Scope 3 GHG Emissions	Against	Against
S/holder	14	Commission Third Party Study and Report on Risks Associated with Use of Rekognition	Against	Against
S/holder	15	Adopt Policy to Require Board Members to Disclose their Political and Charitable Donations	Against	Against
S/holder	16	Establish a Board Committee on Artificial Intelligence	Against	Against
S/holder	17	Commission a Third Party Audit on Working Conditions Voter Rationale: A vote FOR this proposal is warranted. Concerns are raised regarding recent work-place related violations and resulting negative media attention. Given the potential reputational risk, an independent third-party audit appears reasonable at this time. Additionally, results from an independent audit may address the inconsistencies between the statistics cited by the proponent and the injury rates reported by the company, which would allow shareholders to more fully evaluate the company's efforts to address workplace safety.	Against	For

ANSYS INC.

Meeting: Special 5/22/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Merger Agreement	For	For
Mgmt	2	Advisory Vote on Golden Parachutes	For	For
Mgmt	3	Adjourn Meeting	For	For

BAIC MOTOR CORP. LTD.

Meeting: Extraordinary Sh: 5/22/24 China

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Entrustment Agreement and Related Transactions	For	For

Global Voting Record

BANCO COMERCIAL PORTUGUES SA

Meeting: Annual 5/22/24 Portugal

Proposal Type	Proposal	Description	MRec	Vote
S/holder	1	Elect General Meeting Board for 2024-2027 Term	None	For
Mgmt	2	Approve Individual and Consolidated Financial Statements and Statutory Reports	For	For
Mgmt	3	Approve Allocation of Income	For	For
S/holder	4	Appraise Management and Supervision of Company and Approve Vote of Confidence to Corporate Bodies	None	For
Mgmt	5	Amend Remuneration Policy	For	Against
Mgmt	6	Authorize Repurchase and Reissuance of Shares and Bonds	For	For
Mgmt	7	Amend Article 10.2	For	For
Mgmt	8A	Appoint KPMG & Associados Sociedade de Revisores Oficiais de Contas S.A as Auditor and Vitor Manuel da Cunha Ribeiro as Alternate Auditor	For	For
Mgmt	8B	Appoint Ernst & Young Audit & Associados SROC S.A. as Auditor and Antonio Filipe Dias da Fonseca Bras as Alternate Auditor	None	Against

BEIJER REF AB

Meeting: Extraordinary Sh: 5/22/24 Sweden

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Madeleine Rydberger as 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		Non Voting
Mgmt	5	Acknowledge Proper Convening of Meeting	For	For
Mgmt	6	Authorize the Board to Repurchase Call Options from Participants in the LTIP 2021/2024	For	For

CLEAN HARBORS INC.

Meeting: Annual 5/22/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Alan S. McKim	For	For
Mgmt	1.2	Elect Director Karyn Polito	For	For
Mgmt	1.3	Elect Director John T. Preston	For	For
Mgmt	1.4	Elect Director Marcy L. Reed	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Approve Qualified Employee Stock Purchase Plan	For	For
Mgmt	4	Ratify Deloitte & Touche LLP as Auditors	For	For

DASSAULT SYSTEMES SA

Meeting: Annual/Special 5/22/24 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 0.23 per Share	For	For
Mgmt	4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	For
Mgmt	5	Appoint PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting	For	For
Mgmt	6	Approve Remuneration Policy of Corporate Officers Voter Rationale: A vote against is warranted due to concerns with the total quantum available under the policy and concerns with the structure of the policy.	For	Against
Mgmt	7	Approve Compensation of Charles Edelstenne Chairman of the Board until January 8 2023	For	For
Mgmt	8	Approve Compensation of Bernard Charles Vice-Chairman of the Board and CEO until January 8 2023 then Chairman and CEO until December 31 2023 Voter Rationale: A vote against is warranted due to concerns with disclosure and quantum.	For	Against
Mgmt	9	Approve Compensation of Pascal Daloz Vice-CEO fom January 9 2023 until December 31 2023	For	For
Mgmt	10	Approve Compensation Report of Corporate Officers Voter Rationale: A vote against warranted due to concerns with disclosure.	For	Against
Mgmt	11	Elect Groupe Industriel Marcel Dassault SAS as Director Voter Rationale: A vote against is warranted due to concerns with the nominee's affiliation with the majority shareholder.	For	Against
Mgmt	12	Reelect Laurence Daures as Director	For	For
Mgmt	13	Authorize Repurchase of Up to 25 Million Issued Share Capital	For	For
Mgmt	14	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For
Mgmt	15	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For
Mgmt	16	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	For	For
Mgmt	17	Delegate Powers to the Board to Approve Merger by Absorption by the Company Voter Rationale: A vote against the delegations under 17-22 is warranted as they are not considered in the shareholders' best interests.	For	Against
Mgmt	18	Delegate Powers to the Board to Issue up to Aggregate Nominal Amount of EUR 10 Million in Connection with Item 17	For	Against
Mgmt	19	Delegate Powers to the Board to Approve Spin-Off Agreement	For	Against
Mgmt	20	Delegate Powers to the Board to Issue up to Aggregate Nominal Amount of EUR 10 Million in Connection with Item 19	For	Against
Mgmt	21	Delegate Powers to the Board to Acquire Certain Assets of Another Company	For	Against
Mgmt	22	Delegate Powers to the Board to Issue up to Aggregate Nominal Amount of EUR 10 Million in Connection with Item 21	For	Against
Mgmt	23	Authorize Filing of Required Documents/Other Formalities	For	For

Global Voting Record

DENTSPLY SIRONA INC.

Meeting: Annual 5/22/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Simon D. Campion	For	For
Mgmt	1b	Elect Director Willie A. Deese	For	For
Mgmt	1c	Elect Director Brian T. Gladden	For	For
Mgmt	1d	Elect Director Betsy D. Holden	For	For
Mgmt	1e	Elect Director Clyde R. Hosein	For	For
Mgmt	1f	Elect Director Gregory T. Lucier	For	For
Mgmt	1g	Elect Director Jonathan J. Mazelsky	For	For
Mgmt	1h	Elect Director Leslie F. Varon	For	For
Mgmt	1i	Elect Director Janet S. Vergis	For	For
Mgmt	1j	Elect Director Dorothea Wenzel	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
Mgmt	5	Amend Qualified Employee Stock Purchase Plan	For	For

DEXCOM INC.

Meeting: Annual 5/22/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Kevin R. Sayer	For	For
Mgmt	1.2	Elect Director Steven R. Altman	For	For
Mgmt	1.3	Elect Director Nicholas Augustinos	For	For
Mgmt	1.4	Elect Director Richard A. Collins	For	For
Mgmt	1.5	Elect Director Karen Dahut	For	For
Mgmt	1.6	Elect Director Rimma Driscoll	For	For
Mgmt	1.7	Elect Director Mark G. Foletta	For	For
Mgmt	1.8	Elect Director Bridgette P. Heller	For	For
Mgmt	1.9	Elect Director Kyle Malady	For	For
Mgmt	1.10	Elect Director Eric J. Topol	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	Report on Median Gender/Racial Pay Gap Voter Rationale: A vote against is warranted as unadjusted figures can be misleading. The company's current reporting is good and we would always push for more disclosure, however, it isn't clear that this proposal would further gender/racial pay gaps where development of future executives would.	Against	Against
S/holder	5	Report on Political Contributions Voter Rationale: A vote for is warranted as the company should disclose its policies and contributions along with rationale.	Against	For

Global Voting Record

EOG RESOURCES INC.

Meeting: Annual 5/22/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Janet F. Clark	For	For
Mgmt	1b	Elect Director Charles R. Crisp	For	For
Mgmt	1c	Elect Director Robert P. Daniels	For	For
Mgmt	1d	Elect Director Lynn A. Dugle	For	For
Mgmt	1e	Elect Director C. Christopher Gaut	For	For
Mgmt	1f	Elect Director Michael T. Kerr	For	For
Mgmt	1g	Elect Director Julie J. Robertson	For	For
Mgmt	1h	Elect Director Donald F. Textor	For	For
Mgmt	1i	Elect Director Ezra Y. Yacob	For	For
Mgmt	2	Ratify Deloitte & Touche LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

GULFPORT ENERGY CORPORATION

Meeting: Annual 5/22/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Timothy Cutt	For	For
Mgmt	1.2	Elect Director David Wolf	For	For
Mgmt	1.3	Elect Director Jason Martinez	For	For
Mgmt	1.4	Elect Director Jeannie Powers	For	For
Mgmt	1.5	Elect Director David Reganato	For	For
Mgmt	1.6	Elect Director John Reinhart	For	For
Mgmt	1.7	Elect Director Mary Shafer-Malicki	For	For
Mgmt	2	Ratify Grant Thornton LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

Global Voting Record

JS GLOBAL LIFESTYLE COMPANY LIMITED

Meeting: Annual 5/22/24 Cayman Islands

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2a	Elect Han Run as Director	For	For
Mgmt	2b	Elect Huang Shuling as Director	For	For
Mgmt	2c	Elect Sun Zhe as Director	For	For
Mgmt	3	Authorize Board to Fix Remuneration of Directors	For	For
Mgmt	4	Approve Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	5	Authorize Repurchase of Issued Share Capital	For	For
Mgmt	6	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 for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.	For	Against
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 for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.	For	Against

JS GLOBAL LIFESTYLE COMPANY LIMITED

Meeting: Extraordinary Sh: 5/22/24 Cayman Islands

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Approve Proposed Annual Cap in Respect of the Transactions under the Sourcing Services Agreement - Joyoung	For	For
Mgmt	1b	Authorize Board to Deal with All Matters in Relation to the Proposed Annual Cap	For	For
Mgmt	2	Elect Maximilian Walter Conze as Director	For	For

KASPI.KZ JSC

Meeting: Extraordinary Sh: 5/22/24 Kazakhstan

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Meeting Agenda	For	For
Mgmt	2	Approve Dividends of KZT 850 per Share	For	For
Mgmt	3A	I am not a Legal Entity or Having Shareholder Participant or an Individual which Participates in Legal Entities Incorporated in any Offshore Zones promulgated by the Agency on Financial Supervision of Kazakhstan	For	For
Mgmt	3B	For participation of BNY Mellon in AGM in favor of Holder the Holder entities BNY Mellon to disclose information about Holder in Central Securities Depository of Republic of Kazakhstan and register of shareholders	For	For

KILROY REALTY CORPORATION

Meeting: Annual 5/22/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Angela M. Aman	For	For
Mgmt	1b	Elect Director Edward F. Brennan	For	For
Mgmt	1c	Elect Director Daryl J. Carter	For	For
Mgmt	1d	Elect Director Jolie A. Hunt	For	For
Mgmt	1e	Elect Director Scott S. Ingraham	For	For
Mgmt	1f	Elect Director Louisa G. Ritter	For	For
Mgmt	1g	Elect Director Gary R. Stevenson	For	For
Mgmt	1h	Elect Director Peter B. Stoneberg	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation Voter Rationale: The committee demonstrated adequate responsiveness to last year's low vote results. There are concerns regarding STI structure and disclosure, and the LTI structure raises additional concerns. However, the quantitative pay-for-performance misalignment is mitigated for the year in review, in light of positive changes for 2024. Specifically, for 2024, the new CEO's compensation levels are significantly lower than Kilroy's levels for 2023, and the proxy discloses meaningful improvements to the STI program, though shareholders may expect additional pay program refinements going forward. However, a vote AGAINST this proposal is warranted, due to the sizable cash payment John Kilroy became entitled to in connection with his retirement in early 2024. The now-former CEO received a sizable cash payment of over \$16 million, which is akin to cash severance. Material cash payments made in connection with a retirement are not the market norm and are considered problematic.	For	Against
Mgmt	3	Ratify Deloitte & Touche LLP as Auditors	For	For

KINGNET NETWORK CO. LTD.

Meeting: Annual 5/22/24 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 to Authorize the Board of Directors to Decide on Profit Distribution	For	For
Mgmt	7	Approve to Appoint Auditor	For	For

Global Voting Record

MONDELEZ INTERNATIONAL INC.

Meeting: Annual 5/22/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Cees 't Hart	For	For
Mgmt	1.2	Elect Director Charles E. Bunch	For	For
Mgmt	1.3	Elect Director Ertharin Cousin	For	For
Mgmt	1.4	Elect Director Brian J. McNamara	For	For
Mgmt	1.5	Elect Director Jorge S. Mesquita	For	For
Mgmt	1.6	Elect Director Anindita Mukherjee	For	For
Mgmt	1.7	Elect Director Jane Hamilton Nielsen	For	For
Mgmt	1.8	Elect Director Paula A. Price	For	For
Mgmt	1.9	Elect Director Patrick T. Siewert	For	For
Mgmt	1.10	Elect Director Michael A. Todman	For	For
Mgmt	1.11	Elect Director Dirk Van de Put	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 PricewaterhouseCoopers LLP as Auditors	For	For
S/holder	5	Establish Subcommittee Study on Company Affiliations	Against	Against
S/holder	6	Require Independent Board Chair	Against	Against
S/holder	7	Report on Targets to Eradicate Child Labor in Cocoa Supply Chain	Against	Against
S/holder	8	Report on Risks of Doing Business in Conflict-Affected Areas Voter Rationale: A vote FOR the proposal is warranted as shareholders would benefit from an independent review of the effectiveness of the company's human rights policy in conflict-affected and high-risk areas in order to better assess whether the company is sufficiently managing associated risks	Against	For

NATIONAL HEALTH INVESTORS INC.

Meeting: Annual 5/22/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director D. Eric Mendelsohn	For	For
Mgmt	1b	Elect Director Charlotte A. Swafford	For	For
Mgmt	1c	Elect Director Robert T. Webb	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify BDO USA P. C. as Auditors	For	For

NEUROCRINE BIOSCIENCES INC.

Meeting: Annual 5/22/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director William H. Rastetter	For	For
Mgmt	1.2	Elect Director George J. Morrow	For	For
Mgmt	1.3	Elect Director Leslie V. Norwalk	For	For
Mgmt	1.4	Elect Director Christine A. Poon	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 Ernst & Young LLP as Auditors	For	For

ORIENT OVERSEAS (INTERNATIONAL) LIMITED

Meeting: Annual 5/22/24 Bermuda

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2a	Approve Final Dividend	For	For
Mgmt	2b	Approve Second Special Dividend	For	For
Mgmt	3a	Elect Chen Yangfan as Director	For	For
Mgmt	3b	Elect Gu Jinshan as Director	For	For
Mgmt	3c	Elect Wang Dan as Director	For	For
Mgmt	3d	Elect Chung Shui Ming Timpson as Director	For	For
Mgmt	3e	Elect Chen Ying as Director	For	For
Mgmt	3f	Elect So Gregory Kam Leung as Director	For	For
Mgmt	4	Authorize Board to Fix Remuneration of Directors	For	For
Mgmt	5	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	6a	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 for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.	For	Against
Mgmt	6b	Authorize Repurchase of Issued Share Capital	For	For
Mgmt	6c	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 for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.	For	Against

PARTNERS GROUP HOLDING AG

Meeting: Annual 5/22/24 Switzerland

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	1.2	Approve Non-Financial Report	For	For
Mgmt	2	Approve Allocation of Income and Dividends of CHF 39.00 per Share	For	For
Mgmt	3	Approve Discharge of Board and Senior Management	For	For
Mgmt	4	Approve Creation of Capital Band within the Upper Limit of CHF 293 700 with or without Exclusion of Preemptive Rights	For	For
Mgmt	5	Approve Remuneration Report	For	For
Mgmt	6.1	Approve Fixed Remuneration of Directors in the Amount of CHF 3.5 Million	For	For
Mgmt	6.2	Approve Variable Long-Term Remuneration of Directors in the Amount of CHF 4.8 Million	For	For
Mgmt	6.3	Approve Technical Non-Financial Remuneration of Directors in the Amount of CHF 16.3 Million	For	For
Mgmt	6.4	Approve Remuneration Budget of Executive Committee in the Amount of CHF 13 Million	For	For
Mgmt	6.5	Approve Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 19 Million	For	For
Mgmt	6.6	Approve Performance-Based Remuneration for Former Executive Committee Members in the Amount of CHF 3 Million	For	For
Mgmt	6.7	Approve Technical Non-Financial Remuneration of Executive Committee in the Amount of CHF 110 000	For	For
Mgmt	7.1.1	Reelect Steffen Meister as Director and Board Chair	For	For
Mgmt	7.1.2	Reelect Marcel Erni as Director	For	For
Mgmt	7.1.3	Reelect Alfred Gantner as Director	For	For
Mgmt	7.1.4	Reelect Anne Lester as Director	For	For
Mgmt	7.1.5	Reelect Gaelle Olivier as Director	For	For
Mgmt	7.1.6	Reelect Urs Wietlisbach as Director	For	For
Mgmt	7.1.7	Reelect Flora Zhao as Director	For	For
Mgmt	7.2.1	Reappoint Flora Zhao as Member of the Nomination and Compensation Committee	For	For
Mgmt	7.2.2	Reappoint Anne Lester as Member of the Nomination and Compensation Committee	For	For
Mgmt	7.2.3	Appoint Gaelle Olivier as Member of the Nomination and Compensation Committee	For	For
Mgmt	7.3	Designate HotzGoldmann Advokatur/Notariat as Independent Proxy	For	For
Mgmt	7.4	Ratify KPMG AG as Auditors	For	For
Mgmt	8	Transact Other Business (Voting) Voter Rationale: A vote against is warranted as the content of these new items or counterproposals is not known at this time.	For	Against

PAX GLOBAL TECHNOLOGY LIMITED

Meeting: Annual 5/22/24 Bermuda

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 Lu Jie as Director	For	For
Mgmt	4	Elect Cheung Shi Yeung as Director	For	For
Mgmt	5	Elect Wu Min as Director	For	For
Mgmt	6	Elect Man Kwok Kuen Charles as Director	For	For
Mgmt	7	Authorize Board to Fix Remuneration of Directors	For	For
Mgmt	8	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	9	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 for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.	For	Against
Mgmt	10	Authorize Repurchase of Issued Share Capital	For	For
Mgmt	11	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 for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.	For	Against
Mgmt	12	Amend Share Option Scheme Voter Rationale: A vote AGAINST this resolution is warranted because: * The company could be considered a mature company, and the limit under the SOS, together with other share incentive schemes of the company, exceeds 5 percent of the company's issued capital. * Performance conditions and meaningful vesting periods have not been disclosed. * The directors eligible to receive options under the SOS are involved in the administration of the SOS. * The proposed amendments to the SOS do not address the negative features of the SOS.	For	Against

PAYPAL HOLDINGS INC.

Meeting: Annual 5/22/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Rodney C. Adkins	For	For
Mgmt	1b	Elect Director Alex Chriss	For	For
Mgmt	1c	Elect Director Jonathan Christodoro	For	For
Mgmt	1d	Elect Director John J. Donahoe	For	For
Mgmt	1e	Elect Director David W. Dorman	For	For
Mgmt	1f	Elect Director Enrique J. Lores	For	For
Mgmt	1g	Elect Director Gail J. McGovern	For	For
Mgmt	1h	Elect Director Deborah M. Messemer	For	For
Mgmt	1i	Elect Director David M. Moffett	For	For
Mgmt	1j	Elect Director Ann M. Sarnoff	For	For
Mgmt	1k	Elect Director Frank D. Yeary	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 as the plan cost is excessive, the three-year average burn rate is excessive and the plan allows broad discretion to accelerate vesting.	For	Against
Mgmt	4	Ratify PricewaterhouseCoopers LLP as Auditors Report on Civil Rights and Non-Discrimination Audit	For	For
S/holder	5	Voter Rationale: A vote against is warranted as the company appears to be taking appropriate measures to address the risk of discrimination against employees based on religion or political, social and/or environmental views.	Against	Against
S/holder	6	Amend Bylaw Regarding Stockholder Approval of Director Compensation Voter Rationale: A vote against is warranted as the proponent has not raised a compelling argument for adopting a novel and potentially disruptive binding bylaw amendment pertaining to director compensation. Furthermore, in the absence of director pay magnitude and structure concerns, this proposal seeks a requirement that is considered overly prescriptive.	Against	Against

Global Voting Record

RADIANT GROUP INC.

Meeting: Annual 5/22/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Howard B. Culang	For	For
Mgmt	1.2	Elect Director Fawad Ahmad	For	For
Mgmt	1.3	Elect Director Brad L. Conner	For	For
Mgmt	1.4	Elect Director Debra Hess	For	For
Mgmt	1.5	Elect Director Lisa W. Hess	For	For
Mgmt	1.6	Elect Director Anne Leyden	For	For
Mgmt	1.7	Elect Director Brian D. Montgomery	For	For
Mgmt	1.8	Elect Director Lisa Mumford	For	For
Mgmt	1.9	Elect Director Gregory V. Serio	For	For
Mgmt	1.10	Elect Director Noel J. Spiegel	For	For
Mgmt	1.11	Elect Director Richard G. Thornberry	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For

REINSURANCE GROUP OF AMERICA INCORPORATED

Meeting: Annual 5/22/24 USA

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

Global Voting Record

SPROUTS FARMERS MARKET INC.

Meeting: Annual 5/22/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Hari K. Avula	For	For
Mgmt	1.2	Elect Director Joseph Fortunato	For	For
Mgmt	1.3	Elect Director Joseph D. O'Leary	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For

TELEPHONE AND DATA SYSTEMS INC.

Meeting: Annual 5/22/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Kimberly D. Dixon	For	For
Mgmt	1.2	Elect Director George W. Off	For	For
Mgmt	1.3	Elect Director Wade Oosterman	For	For
Mgmt	1.4	Elect Director Dirk S. Woessner	For	For
Mgmt	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
Mgmt	3	Amend Omnibus Stock Plan Voter Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: * The plan cost is excessive; * The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary); and * The plan allows broad discretion to accelerate vesting.	For	Against
Mgmt	4	Advisory Vote to Ratify Named Executive Officers' Compensation Voter Rationale: A vote AGAINST this proposal is warranted. The company adjusted payouts with respect to certain metrics under the long-term incentive program, resulting in payouts for metrics that would have otherwise yielded no payouts.	For	Against
S/holder	5	Approve Recapitalization Plan for all Stock to Have One-vote per Share Voter Rationale: A vote FOR this proposal is warranted as providing that all shares have an equal, one vote per share would promote accountability to shareholders and is a standard practice of good corporate governance.	Against	For

TELEX PHARMACEUTICALS LIMITED

Meeting: Annual 5/22/24 Australia

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Remuneration Report	None	For
Mgmt	2	Elect Andreas Kluge as Director	For	For
Mgmt	3	Approve Amended Equity Incentive Plan and Grant of Equity Securities Under the Equity Incentive Plan	None	For
Mgmt	4	Approve Grant of Performance Share Appreciation Rights to Christian Behrenbruch	For	For
Mgmt	5	Approve Increase in the Maximum Aggregate Remuneration of the Non-Executive Directors	None	For

THERMO FISHER SCIENTIFIC INC.

Meeting: Annual 5/22/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Marc N. Casper	For	For
Mgmt	1b	Elect Director Nelson J. Chai	For	For
Mgmt	1c	Elect Director Ruby R. Chandy	For	For
Mgmt	1d	Elect Director C. Martin Harris	For	For
Mgmt	1e	Elect Director Tyler Jacks	For	For
Mgmt	1f	Elect Director Jennifer M. Johnson	For	For
Mgmt	1g	Elect Director R. Alexandra Keith	For	For
Mgmt	1h	Elect Director James C. Mullen	For	For
Mgmt	1i	Elect Director Debora L. Spar	For	For
Mgmt	1j	Elect Director Scott M. Sperling	For	For
Mgmt	1k	Elect Director Dion J. Weisler	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	Adopt Simple Majority Vote Requirement Voter Rationale: A vote against is warranted as the company's governing documents currently do not contain any supermajority voting requirements.	Against	Against

WATTS WATER TECHNOLOGIES INC.

Meeting: Annual 5/22/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Rebecca J. Boll	For	For
Mgmt	1.2	Elect Director Michael J. Dubose	For	For
Mgmt	1.3	Elect Director David A. Dunbar	For	For
Mgmt	1.4	Elect Director Louise K. Goeser	For	For
Mgmt	1.5	Elect Director Kenneth Napolitano	For	For
Mgmt	1.6	Elect Director Joseph T. Noonan	For	For
Mgmt	1.7	Elect Director Robert J. Pagano Jr.	For	For
Mgmt	1.8	Elect Director Merilee Raines	For	For
Mgmt	1.9	Elect Director Joseph W. Reitmeier	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify KPMG LLP as Auditors	For	For

WILLIS TOWERS WATSON PUBLIC LIMITED COMPANY

Meeting: Annual 5/22/24 Ireland

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Dame Inga Beale	For	For
Mgmt	1b	Elect Director Fumbi Chima	For	For
Mgmt	1c	Elect Director Stephen Chipman	For	For
Mgmt	1d	Elect Director Michael Hammond	For	For
Mgmt	1e	Elect Director Carl Hess	For	For
Mgmt	1f	Elect Director Jacqueline Hunt	For	For
Mgmt	1g	Elect Director Paul Reilly	For	For
Mgmt	1h	Elect Director Michelle Swanback	For	For
Mgmt	1i	Elect Director Paul Thomas	For	For
Mgmt	1j	Elect Director Fredric Tomczyk	For	For
Mgmt	2	Ratify the Appointment of Deloitte & Touche LLP as Auditor and Deloitte Ireland LLP to audit the Irish Statutory Accounts and Authorize the Board to Fix Their Remuneration	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	4	Renew the Board's Authority to Issue Shares Under Irish Law	For	For
Mgmt	5	Renew the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights	For	For

XCEL ENERGY INC.

Meeting: Annual 5/22/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Megan Burkhart	For	For
Mgmt	1b	Elect Director Lynn Casey	For	For
Mgmt	1c	Elect Director Bob Frenzel	For	For
Mgmt	1d	Elect Director Netha Johnson	For	For
Mgmt	1e	Elect Director Patricia Kampling	For	For
Mgmt	1f	Elect Director George Kehl	For	For
Mgmt	1g	Elect Director Richard O'Brien	For	For
Mgmt	1h	Elect Director Charles Pardee	For	For
Mgmt	1i	Elect Director Christopher Policinski	For	For
Mgmt	1j	Elect Director James Prokopanko	For	For
Mgmt	1k	Elect Director Timothy Welsh	For	For
Mgmt	1l	Elect Director Kim Williams	For	For
Mgmt	1m	Elect Director Daniel Yohannes	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 Deloitte & Touche LLP as Auditors	For	For

XEROX HOLDINGS CORPORATION

Meeting: Annual 5/22/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Steven J. Bandrowczak	For	For
Mgmt	1b	Elect Director John G. Bruno	For	For
Mgmt	1c	Elect Director Tami A. Erwin	For	For
Mgmt	1d	Elect Director Priscilla Hung	For	For
Mgmt	1e	Elect Director Scott Letier	For	For
Mgmt	1f	Elect Director Nichelle Maynard-Elliott	For	For
Mgmt	1g	Elect Director Edward G. McLaughlin	For	For
Mgmt	1h	Elect Director John J. Roese	For	For
Mgmt	1i	Elect Director Amy Schwetz	For	For
Mgmt	1j	Elect Director Kenneth S. Wilson *Withdrawn Resolution*		Non Voting
Mgmt	2	Ratify PricewaterhouseCoopers 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
S/holder	5	Submit Severance Agreement to Shareholder Vote Voter Rationale: A vote FOR this proposal is warranted. Although the company current severance arrangements are not excessive, the company does not disclose a policy that future cash severance payments beyond market norms would require shareholder approval. The requested policy would therefore represent an enhancement to shareholders' interests.	Against	For
S/holder	6	Amend Director Election Resignation Bylaw	Against	Against

AAC TECHNOLOGIES HOLDINGS INC.

Meeting: Annual 5/23/24 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 Peng Zhiyuan as Director	For	For
Mgmt	3b	Elect Wu Ingrid Chun Yuan as Director	For	For
Mgmt	3c	Authorize Board to Fix Directors' Fees	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 Item 5 is warranted given the company has not specified the discount limit for the authority to issue shares for non-cash consideration. A vote AGAINST Item 7 is warranted for the following: * The share reissuance request would result to the aggregate share issuance limit exceeding 10 percent. * The company has not disclosed the discount limit for the authority to issue shares for non-cash consideration.	For	Against
Mgmt	6	Authorize Repurchase of Issued Share Capital Authorize Reissuance of Repurchased Shares Voter Rationale: A vote AGAINST Item 5 is warranted given the company has not specified the discount limit for the authority to issue shares for non-cash consideration. A vote AGAINST Item 7 is warranted for the following: * The share reissuance request would result to the aggregate share issuance limit exceeding 10 percent. *	For	For
Mgmt	7	Authorize Repurchase of Issued Share Capital Authorize Reissuance of Repurchased Shares Voter Rationale: A vote AGAINST Item 5 is warranted given the company has not specified the discount limit for the authority to issue shares for non-cash consideration. A vote AGAINST Item 7 is warranted for the following: * The share reissuance request would result to the aggregate share issuance limit exceeding 10 percent. * The company has not disclosed the discount limit for the authority to issue shares for non-cash consideration.	For	Against

AGREE REALTY CORPORATION

Meeting: Annual 5/23/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Richard Agree	For	For
Mgmt	1.2	Elect Director Karen Dearing	For	For
Mgmt	1.3	Elect Director Linglong He	For	For
Mgmt	1.4	Elect Director Michael Hollman	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	Approve Omnibus Stock Plan	For	For

Global Voting Record

CHENIERE ENERGY INC.

Meeting: Annual 5/23/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director G. Andrea Botta	For	For
Mgmt	1b	Elect Director Jack A. Fusco	For	For
Mgmt	1c	Elect Director Patricia K. Collawn	For	For
Mgmt	1d	Elect Director Brian E. Edwards	For	For
Mgmt	1e	Elect Director Denise Gray	For	For
Mgmt	1f	Elect Director Lorraine Mitchelmore	For	For
Mgmt	1g	Elect Director Scott Peak	For	For
Mgmt	1h	Elect Director Donald F. Robillard Jr.	For	For
Mgmt	1i	Elect Director Neal A. Shear	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 Omnibus Stock Plan	For	For
Mgmt	5	Amend Certificate of Incorporation to Limit the Personal Liability of Officers	For	For

COWELL E HOLDINGS INC.

Meeting: Annual 5/23/24 Cayman Islands

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2a1	Elect Wu Ying-Cheng as Director	For	For
Mgmt	2a2	Elect Su Yen-Hsueh as Director	For	For
Mgmt	2a3	Elect Liu Xia as Director	For	For
Mgmt	2b	Authorize Board to Fix Remuneration of Directors	For	For
Mgmt	3	Approve KPMG Certified Public Accountants 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	Against
Mgmt	5	Authorize Repurchase of Issued Share Capital	For	For
Mgmt	6	Authorize Reissuance of Repurchased Shares	For	Against

DAISEKI CO. LTD.

Meeting: Annual 5/23/24 Japan

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Allocation of Income with a Final Dividend of JPY 36	For	For
Mgmt	2.1	Elect Director Yamamoto Tetsuya	For	For
Mgmt	2.2	Elect Director Ito Yasuo	For	For
Mgmt	2.3	Elect Director Amano Koji	For	For
Mgmt	2.4	Elect Director Okada Mitsuru	For	For
Mgmt	3.1	Elect Director and Audit Committee Member Sahashi Norikazu	For	For
Mgmt	3.2	Elect Director and Audit Committee Member Maeda Masaki	For	For
Mgmt	3.3	Elect Director and Audit Committee Member Suganuma Ayako	For	For

ELIS SA

Meeting: Annual/Special 5/23/24 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 0.43 per Share	For	For
Mgmt	4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	For
Mgmt	5	Reelect Amy Flikerski as Supervisory Board Member	For	For
Mgmt	6	Reelect Fabrice Barthelemy as Supervisory Board Member	For	For
Mgmt	7	Ratify Appointment of BW Gestao de Investimentos Ltda as Supervisory Board Member Following Resignation of Magali Chesse	For	For
Mgmt	8	Appoint PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting	For	For
Mgmt	9	Appoint Mazars as Auditor for the Sustainability Reporting	For	For
Mgmt	10	Approve Remuneration Policy of Chairman of the Supervisory Board	For	For
Mgmt	11	Approve Remuneration Policy of Supervisory Board Members	For	For
Mgmt	12	Approve Remuneration Policy of Chairman of the Management Board	For	For
Mgmt	13	Approve Remuneration Policy of Management Board Members	For	For
Mgmt	14	Approve Compensation Report of Corporate Officers	For	For
Mgmt	15	Approve Compensation of Thierry Morin Chairman of the Supervisory Board	For	For
Mgmt	16	Approve Compensation of Xavier Martire Chairman of the Management Board	For	For
Mgmt	17	Approve Compensation of Louis Guyot Management Board Member	For	For
Mgmt	18	Approve Compensation of Matthieu Lecharny Management Board Member	For	For
Mgmt	19	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
Mgmt	20	Authorize Capitalization of Reserves of Up to EUR 130 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 115 Million	For	For
Mgmt	22	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights with a Binding Priority Right up to Aggregate Nominal Amount of EUR 23 Million	For	For
Mgmt	23	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 23 Million	For	For
Mgmt	24	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	For	For
Mgmt	25	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	For	For
Mgmt	26	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	For
Mgmt	27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For
Mgmt	28	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	For	For
Mgmt	29	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 21-23 and 25-26 at EUR 115 Million	For	For
Mgmt	30	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For
Mgmt	31	Authorize Filing of Required Documents/Other Formalities	For	For

ENEL SPA

Meeting: Annual 5/23/24 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	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	For
Mgmt	4	Approve Long Term Incentive Plan 2024	For	For
Mgmt	5.1	Approve Remuneration Policy	For	For
Mgmt	5.2	Approve Second Section of the Remuneration Report	For	For

EXXARO RESOURCES LTD.

Meeting: Annual 5/23/24 South Africa

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Re-elect Mandlesilo Msimang as Director	For	For
Mgmt	1.2	Re-elect Mvuleni Geoffrey Qhena as Director	For	For
Mgmt	1.3	Elect Nosipho Molohe as Director	For	For
Mgmt	2.1	Re-elect Billy Mawasha as Member of the Audit Committee	For	For
Mgmt	2.2	Re-elect Nondumiso Medupe as Member of the Audit Committee	For	For
Mgmt	2.3	Elect Nosipho Molohe as Member of the Audit Committee	For	For
Mgmt	2.4	Re-elect Chanda Nxumalo as Member of the Audit Committee	For	For
Mgmt	3.1	Re-elect Geraldine Fraser-Moleketi as Member of the Social Ethics and Responsibility Committee	For	For
Mgmt	3.2	Re-elect Karin Ireton as Member of the Social Ethics and Responsibility Committee	For	For
Mgmt	3.3	Elect Phumla Mnganga as Member of the Social Ethics and Responsibility Committee	For	For
Mgmt	3.4	Re-elect Peet Snyders as Member of the Social Ethics and Responsibility Committee	For	For
Mgmt	3.5	Elect Nosipho Molohe as Member of the Social Ethics and Responsibility Committee	For	For
Mgmt	3.6	Re-elect Nombasa Tsengwa as Member of the Social Ethics and Responsibility Committee	For	For
Mgmt	3.7	Re-elect Riaan Koppeschaar as Member of the Social Ethics and Responsibility Committee	For	For
Mgmt	4	Reappoint KPMG Inc. as Auditors with Safeera Loonat as the Designated Audit Partner	For	For
Mgmt	5	Place Authorised but Unissued Shares under Control of Directors	For	For
Mgmt	6	Authorise Board to Issue Shares for Cash	For	For
Mgmt	7	Authorise Ratification of Approved Resolutions	For	For
Mgmt	1	Approve Non-executive Directors' Fees	For	For
Mgmt	2	Approve Financial Assistance in Terms of Section 44 of the Companies Act Voter Rationale: Item 2 A vote AGAINST this item is warranted: * The Company seeks an authority to provide financial assistance to "to any one or more persons" in connection with the subscription of options or securities issued or to be issued by the Company, or in relation to the purchase of securities. This is a broader authority than what many shareholders may prefer to approve in advance. Item 3 A vote FOR this item is warranted: * This is a routine request, proposed as a result of the implementation of the Companies Act 2008.	For	Against
Mgmt	3	Approve Financial Assistance in Terms of Section 45 of the Companies Act	For	For
Mgmt	4	Authorise Repurchase of Issued Share Capital	For	For
Mgmt	1	Approve Remuneration Policy	For	For
Mgmt	2	Approve Implementation of the Remuneration Policy	For	For

Global Voting Record

FEDERATED HERMES MULTI-STRATEGY CREDIT FUND

Meeting: Annual 5/23/24 Ireland

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Review the Company's Affairs	For	For
Mgmt	3	Authorise Board to Fix Remuneration of Auditors	For	For
Mgmt	4	Ratify Deloitte Ireland LLP as Auditors	For	For

FIRST BANCORP (PUERTO RICO)

Meeting: Annual 5/23/24 Puerto Rico

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Juan Acosta Reboyras	For	For
Mgmt	1b	Elect Director Aurelio Aleman	For	For
Mgmt	1c	Elect Director Luz A. Crespo	For	For
Mgmt	1d	Elect Director Tracey Dedrick	For	For
Mgmt	1e	Elect Director Patricia M. Eaves	For	For
Mgmt	1f	Elect Director Daniel E. Frye	For	For
Mgmt	1g	Elect Director John A. Heffern	For	For
Mgmt	1h	Elect Director Roberto R. Herencia	For	For
Mgmt	1i	Elect Director Felix M. Villamil	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify Crowe LLP as Auditors	For	For
Mgmt	4	Advisory Vote on Say on Pay Frequency	One Year	One Year

GOLD ROAD RESOURCES LIMITED

Meeting: Annual 5/23/24 Australia

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Remuneration Report	For	For
Mgmt	2	Elect Maree Arnason as Director	For	For
Mgmt	3	Approve Grant of Long Term Incentive Performance Rights to Duncan Gibbs	For	For
Mgmt	4	Approve Grant of Short Term Incentive Performance Rights to Duncan Gibbs	For	For

Global Voting Record

HOPE BANCORP INC.

Meeting: Annual 5/23/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Kevin S. Kim	For	For
Mgmt	1.2	Elect Director Scott Yoon-Suk Whang	For	For
Mgmt	1.3	Elect Director Steven S. Koh	For	For
Mgmt	1.4	Elect Director Donald D. Byun	For	For
Mgmt	1.5	Elect Director Jinho Doo	For	For
Mgmt	1.6	Elect Director Daisy Y. Ha	For	For
Mgmt	1.7	Elect Director Joon Kyung Kim	For	For
Mgmt	1.8	Elect Director William J. Lewis	For	For
Mgmt	1.9	Elect Director David P. Malone	For	For
Mgmt	1.10	Elect Director Lisa K. Pai	For	For
Mgmt	1.11	Elect Director Dale S. Zuehls	For	For
Mgmt	1.12	Elect Director Rachel H. Lee	For	For
Mgmt	2	Ratify Crowe LLP as Auditors	For	For
Mgmt	3	Increase Authorized Common Stock	For	For
Mgmt	4	Amend Certificate of Incorporation to Indemnify Employees and Agents	For	For
Mgmt	5	Amend Certificate of Incorporation to Include Officer Exculpation	For	For
Mgmt	6	Amend Certificate of Incorporation to Add Federal Forum Selection Provision	For	For
Mgmt	7	Approve Omnibus Stock Plan	For	For
Mgmt	8	Advisory Vote on Say on Pay Frequency	One Year	One Year
Mgmt	9	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

INSTALLED BUILDING PRODUCTS INC.

Meeting: Annual 5/23/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Margot L. Carter	For	For
Mgmt	1.2	Elect Director David R. Meuse	For	For
Mgmt	1.3	Elect Director Michael H. Thomas	For	For
Mgmt	2	Ratify Deloitte & Touche LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

JACKSON FINANCIAL INC.

Meeting: Annual 5/23/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Directors: Lily Fu Claffee	For	For
Mgmt	1b	Elect Director Gregory T. Durant	For	For
Mgmt	1c	Elect Director Steven A. Kandarian	For	For
Mgmt	1d	Elect Director Derek G. Kirkland	For	For
Mgmt	1e	Elect Director Drew E. Lawton	For	For
Mgmt	1f	Elect Director Martin J. Lippert	For	For
Mgmt	1g	Elect Director Russell G. Noles	For	For
Mgmt	1h	Elect Director Laura L. Prieskorn	For	For
Mgmt	1i	Elect Director Esta E. Stecher	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 Certificate of Incorporation to Update the Exculpation Provision	For	For

KLOECKNER & CO. SE

Meeting: Annual 5/23/24 Germany

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Receive Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of EUR 0.20 per Share for Fiscal Year 2023	For	For
Mgmt	2	Approve Discharge of Management Board for Fiscal Year 2023	For	For
Mgmt	3	Approve Discharge of Supervisory Board for Fiscal Year 2023	For	For
Mgmt	4	Elect Dagmar Steinert to the Supervisory Board	For	For
Mgmt	5	Ratify PricewaterhouseCoopers GmbH AG as Auditors for Fiscal Year 2024 for the Review of Interim Financial Statements for the First Half of Fiscal Year 2024 and for the Sustainability Reporting for Fiscal Year 2024	For	For
Mgmt	6	Approve Remuneration Report	For	For
Mgmt	7	Approve Remuneration Policy	For	For

LIFE CORP.

Meeting: Annual 5/23/24 Japan

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Allocation of Income with a Final Dividend of JPY 50	For	For
Mgmt	2	Amend Articles to Adopt Board Structure with Audit Committee - Amend Provisions on Number of Directors - Authorize Directors to Execute Day to Day Operations without Full Board Approval - Indemnify Directors	For	For
Mgmt	3.1	Elect Director Iwasaki Takaharu	For	For
Mgmt	3.2	Elect Director Morishita Tomehisa	For	For
Mgmt	3.3	Elect Director Sumino Takashi	For	For
Mgmt	3.4	Elect Director Adachi Jun	For	For
Mgmt	3.5	Elect Director Kono Hiroko	For	For
Mgmt	3.6	Elect Director Katayama Takashi	For	For
Mgmt	3.7	Elect Director Tada Akihiro	For	For
Mgmt	4.1	Elect Director and Audit Committee Member Sueyoshi Kaoru	For	For
Mgmt	4.2	Elect Director and Audit Committee Member Narita Koichi Voter Rationale: A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.	For	Against
Mgmt	4.3	Elect Director and Audit Committee Member Miyatake Naoko	For	For
Mgmt	4.4	Elect Director and Audit Committee Member Mito Shigeyuki	For	For
Mgmt	5	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	For	For
Mgmt	6	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	For	For
Mgmt	7	Approve Trust-Type Equity Compensation Plan	For	For

LINCOLN NATIONAL CORPORATION

Meeting: Annual 5/23/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Deirdre P. Connelly	For	For
Mgmt	1b	Elect Director Ellen G. Cooper	For	For
Mgmt	1c	Elect Director William H. Cunningham	For	For
Mgmt	1d	Elect Director Reginald E. Davis	For	For
Mgmt	1e	Elect Director Eric G. Johnson	For	For
Mgmt	1f	Elect Director Gary C. Kelly	For	For
Mgmt	1g	Elect Director M. Leanne Lachman	For	For
Mgmt	1h	Elect Director Dale LeFebvre	For	For
Mgmt	1i	Elect Director Janet Liang	For	For
Mgmt	1j	Elect Director Michael F. Mee	For	For
Mgmt	1k	Elect Director Owen Ryan	For	For
Mgmt	1l	Elect Director Lynn M. Utter	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 Voter Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: * The plan cost is excessive; and * The plan allows broad discretion to accelerate vesting	For	Against
S/holder	5	Require Independent Board Chair Voter Rationale: A vote FOR this proposal is warranted. The company's TSRs have underperformed peers over the short and long-term suggesting that the company and its shareholders could benefit from the highest form of board oversight of management, in the form of an independent chair.	Against	For

MANHATTAN ASSOCIATES INC.

Meeting: Annual 5/23/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Deepak Raghavan Voter Rationale: A vote AGAINST Deepak Raghavan is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.	For	Against
Mgmt	1b	Elect Director Edmond I. Eger III	For	For
Mgmt	1c	Elect Director Linda T. Hollembaek	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify Ernst & Young LLP as Auditors	For	For

MMG LIMITED

Meeting: Annual 5/23/24 Hong Kong

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2a	Elect Cao Liang as Director	For	For
Mgmt	2b	Elect Peter William Cassidy as Director	For	For
Mgmt	2c	Elect Leung Cheuk Yan as Director	For	For
Mgmt	3	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 for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.	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 for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.	For	Against
Mgmt	8	Amend Articles of Association and Adopt Reprinted New Articles of Association	For	For
Mgmt	9a	Approve Issuance of New Connected Award Shares Voter Rationale: A vote AGAINST these resolutions is warranted because: * The company could be considered a mature company, and the limit under the plan, together with other share incentive schemes of the company, exceeds 5 percent of the company's issued capital; and * Performance conditions and meaningful vesting periods have not been disclosed for the shares available for grant under the company's Long Term Incentive Equity Plan.	For	Against
Mgmt	9b	Authorize Board to Deal with All Matters in Relation to the Issuance of New Connected Award Shares Voter Rationale: A vote AGAINST these resolutions is warranted because: * The company could be considered a mature company, and the limit under the plan, together with other share incentive schemes of the company, exceeds 5 percent of the company's issued capital; and * Performance conditions and meaningful vesting periods have not been disclosed for the shares available for grant under the company's Long Term Incentive Equity Plan.	For	Against

NAVIENT CORPORATION

Meeting: **Annual** **5/23/24** **USA**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Frederick Arnold	For	For
Mgmt	1b	Elect Director Edward J. Bramson	For	For
Mgmt	1c	Elect Director Anna Escobedo Cabral	For	For
Mgmt	1d	Elect Director Larry A. Klane	For	For
Mgmt	1e	Elect Director Michael A. Lawson	For	For
Mgmt	1f	Elect Director Linda A. Mills	For	For
Mgmt	1g	Elect Director Jane J. Thompson	For	For
Mgmt	1h	Elect Director David L. Yowan	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 Omnibus Stock Plan	For	For

NEMETSCHEK SE

Meeting: Annual 5/23/24 Germany

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)		Non Voting
Mgmt	2	Approve Allocation of Income and Dividends of EUR 0.48 per Share	For	For
Mgmt	3.1	Approve Discharge of Management Board Member Yves Padrines for Fiscal Year 2023	For	For
Mgmt	3.2	Approve Discharge of Management Board Member Louise Ofverstrom for Fiscal Year 2023	For	For
Mgmt	3.3	Approve Discharge of Management Board Member Viktor Varkonyi (until June 30 2023) for Fiscal Year 2023	For	For
Mgmt	3.4	Approve Discharge of Management Board Member Jon Elliott (until Sep. 5 2023) for Fiscal Year 2023	For	For
Mgmt	4.1	Approve Discharge of Supervisory Board Member Kurt Dobitsch for Fiscal Year 2023	For	For
Mgmt	4.2	Approve Discharge of Supervisory Board Member Bill Krouch for Fiscal Year 2023	For	For
Mgmt	4.3	Approve Discharge of Supervisory Board Member Patricia Geibel-Conrad (until June 30 2023) for Fiscal Year 2023	For	For
Mgmt	4.4	Approve Discharge of Supervisory Board Member Christine Schoeneweis for Fiscal Year 2023	For	For
Mgmt	4.5	Approve Discharge of Supervisory Board Member Andreas Soeffing for Fiscal Year 2023	For	For
Mgmt	4.6	Approve Discharge of Supervisory Board Member Gernot Strube for Fiscal Year 2023	For	For
Mgmt	4.7	Approve Discharge of Supervisory Board Member Iris Helke (from July 1 2023) for Fiscal Year 2023	For	For
Mgmt	5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2024	For	For
Mgmt	6	Elect Iris Helke to the Supervisory Board	For	For
Mgmt	7	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	For
Mgmt	8	Approve Remuneration Report Voter Rationale: An abstain vote is warranted as guaranteed payments were made to management board members in the past year and there remains insufficient ex-post disclosure to explain the evolution of variable payouts versus company performance.	For	Abstain

Global Voting Record

PERDOCEO EDUCATION CORPORATION

Meeting: Annual 5/23/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Dennis H. Chookaszian	For	For
Mgmt	1b	Elect Director Kenda B. Gonzales	For	For
Mgmt	1c	Elect Director Patrick W. Gross	For	For
Mgmt	1d	Elect Director William D. Hansen	For	For
Mgmt	1e	Elect Director Gregory L. Jackson	For	For
Mgmt	1f	Elect Director Todd S. Nelson	For	For
Mgmt	1g	Elect Director Leslie T. Thornton	For	For
Mgmt	1h	Elect Director Alan D. Wheat	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify Grant Thornton LLP as Auditors	For	For

PINTEREST INC.

Meeting: Annual 5/23/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Fredric G. Reynolds Voter Rationale: As no governance committee members are on the ballot, a vote AGAINST incumbent director nominees Andrea Wishom and Fredric Reynolds is warranted given the board's failure to remove, or subject to a reasonable sunset requirement, the classified board structure, the supermajority vote requirement to enact certain changes to the governing documents, and the dual-class capital structure, each of which adversely impacts shareholder rights. A vote FOR new director nominee Scott Schenkel is warranted.	For	Against
Mgmt	1b	Elect Director Scott Schenkel	For	For
Mgmt	1c	Elect Director Andrea Wishom Voter Rationale: As no governance committee members are on the ballot, a vote AGAINST incumbent director nominees Andrea Wishom and Fredric Reynolds is warranted given the board's failure to remove, or subject to a reasonable sunset requirement, the classified board structure, the supermajority vote requirement to enact certain changes to the governing documents, and the dual-class capital structure, each of which adversely impacts shareholder rights. A vote FOR new director nominee Scott Schenkel is warranted.	For	Against
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation Voter Rationale: A vote AGAINST this proposal is warranted. The company accelerated the vesting of an NEO's equity awards upon his resignation, which is considered a problematic pay practice.	For	Against
Mgmt	3	Ratify Ernst & Young LLP as Auditors	For	For

PRISM JOHNSON LIMITED

Meeting: Special 5/23/24 India

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Elect Joseph Conrad Agnelo D'Souza as Director	For	For
Mgmt	2	Elect Ravina Rajpal as Director	For	For

Global Voting Record

PROTO LABS INC.

Meeting: Annual 5/23/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Robert Bodor	For	For
Mgmt	1b	Elect Director Archie C. Black	For	For
Mgmt	1c	Elect Director Sujeet Chand	For	For
Mgmt	1d	Elect Director Moonhie Chin	For	For
Mgmt	1e	Elect Director Rainer Gawlick	For	For
Mgmt	1f	Elect Director Stacy Greiner	For	For
Mgmt	1g	Elect Director Donald G. Krantz	For	For
Mgmt	1h	Elect Director Sven A. Wehrwein	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

REPUBLIC SERVICES INC.

Meeting: Annual 5/23/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Manny Kadre	For	For
Mgmt	1b	Elect Director Tomago Collins	For	For
Mgmt	1c	Elect Director Michael A. Duffy	For	For
Mgmt	1d	Elect Director Thomas W. Handley	For	For
Mgmt	1e	Elect Director Jennifer M. Kirk	For	For
Mgmt	1f	Elect Director Michael Larson	For	For
Mgmt	1g	Elect Director N. Thomas Linebarger	For	For
Mgmt	1h	Elect Director Meg Reynolds	For	For
Mgmt	1i	Elect Director James P. Snee	For	For
Mgmt	1j	Elect Director Brian S. Tyler	For	For
Mgmt	1k	Elect Director Jon Vander Ark	For	For
Mgmt	1l	Elect Director Sandra M. Volpe	For	For
Mgmt	1m	Elect Director Katharine B. Weymouth	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	Report on "Just Transition" Voter Rationale: A vote against is warranted as the company provides sufficient disclosure around its community and employee engagement efforts such that the requested report would likely not create much additional value for shareholders.	Against	Against

RESOLUTE MINING LIMITED

Meeting: Annual 5/23/24 Australia

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Remuneration Report	For	For
Mgmt	2	Elect Adrian Reynolds as Director	For	For
Mgmt	3	Elect Keith Marshall as Director	For	For
Mgmt	4	Elect Adrienne Parker as Director	For	For
Mgmt	5	Approve Grant of Incentive Performance Rights to Terence Holohan	For	For
Mgmt	6	Approve Potential Termination Benefits Under the 2023 Performance Rights Plan	For	For

SCHNEIDER ELECTRIC SE

Meeting: Annual/Special 5/23/24 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 3.50 per Share	For	For
Mgmt	4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	For
Mgmt	5	Appoint Mazars as Auditor for the Sustainability Reporting	For	For
Mgmt	6	Appoint PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting	For	For
Mgmt	7	Approve Compensation Report of Corporate Officers	For	For
Mgmt	8	Approve Compensation of Jean-Pascal Tricoire Chairman and CEO fom January 1 2023 until May 3 2023	For	For
Mgmt	9	Approve Compensation of Peter Herweck CEO since May 4 2023	For	For
Mgmt	10	Approve Compensation of Jean-Pascal Tricoire Chairman of the Board since May 4 2023	For	For
Mgmt	11	Approve Remuneration Policy of CEO	For	For
Mgmt	12	Approve Remuneration Policy of Chairman of the Board	For	For
Mgmt	13	Approve Remuneration Policy of Directors	For	For
Mgmt	14	Reelect Fred Kindle as Director	For	For
Mgmt	15	Reelect Cecile Cabanis as Director	For	For
Mgmt	16	Reelect Jill Lee as Director	For	For
Mgmt	17	Elect Philippe Knoche as Director	For	For
Mgmt	18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	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 Filing of Required Documents/Other Formalities	For	For

Global Voting Record

SERVICENOW INC.

Meeting: Annual 5/23/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Deborah Black	For	For
Mgmt	1b	Elect Director Susan L. Bostrom	For	For
Mgmt	1c	Elect Director Teresa Briggs	For	For
Mgmt	1d	Elect Director Jonathan C. Chadwick	For	For
Mgmt	1e	Elect Director Paul E. Chamberlain	For	For
Mgmt	1f	Elect Director Lawrence J. Jackson Jr.	For	For
Mgmt	1g	Elect Director Frederic B. Luddy	For	For
Mgmt	1h	Elect Director William R. "Bill" McDermott	For	For
Mgmt	1i	Elect Director Jeffrey A. Miller	For	For
Mgmt	1j	Elect Director Joseph "Larry" Quinlan	For	For
Mgmt	1k	Elect Director Anita M. Sands	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	Adopt Simple Majority Vote	None	For

SIGNAL GOLD INC.

Meeting: Annual 5/23/24 Canada

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1A	Elect Director Kevin Bullock	For	For
Mgmt	1B	Elect Director George J. Furey	For	For
Mgmt	1C	Elect Director P. E. ("Ted") Kavanagh	For	For
Mgmt	1D	Elect Director Lewis Lawrick	For	For
Mgmt	1E	Elect Director Mary-Lynn Oke	For	For
Mgmt	1F	Elect Director Ian Pritchard	For	For
Mgmt	2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For

SM ENERGY COMPANY

Meeting: Annual 5/23/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Carla J. Bailo	For	For
Mgmt	1.2	Elect Director Stephen R. Brand	For	For
Mgmt	1.3	Elect Director Barton R. Brookman	For	For
Mgmt	1.4	Elect Director Ramiro G. Peru	For	For
Mgmt	1.5	Elect Director Anita M. Powers	For	For
Mgmt	1.6	Elect Director Julio M. Quintana	For	For
Mgmt	1.7	Elect Director Rose M. Robeson	For	For
Mgmt	1.8	Elect Director William D. Sullivan	For	For
Mgmt	1.9	Elect Director Herbert S. Vogel	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify Ernst & Young LLP as Auditors	For	For

STANMORE RESOURCES LIMITED

Meeting: Annual 5/23/24 Australia

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Remuneration Report Voter Rationale: A vote AGAINST the remuneration report is warranted. Various aspects of the structure of executive remuneration and poor disclosure are inconsistent with good corporate governance guidelines in the local market. Areas of concern and inconsistency include: * Excessive increases in fixed remuneration between 22.4 to 52 percent. * Poor and absent disclosure of specific or quantified targets in the STI. * LTIs are granted as rights to cash. * One-off, discretionary, transaction related bonuses continue to be paid. * The provision for non-executive directors to receive performance-based bonuses. * No minimum shareholding policy for executives and directors.	For	Against
Mgmt	2	Elect Jimmy Lim as Director	For	For
Mgmt	3	Elect Keira Brennan as Director	For	For

SYENSQO NV

Meeting: Annual 5/23/24 Belgium

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Receive Directors' Reports (Non-Voting)		Non Voting
Mgmt	2	Receive Auditors' Reports (Non-Voting)		Non Voting
Mgmt	3	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)		Non Voting
Mgmt	4	Approve Financial Statements Allocation of Income and Dividends of EUR 1.62 per Share	For	For
Mgmt	5	Approve Discharge of Directors	For	For
Mgmt	6	Approve Discharge of Auditors	For	For
Mgmt	7	Approve Remuneration Report	For	For
Mgmt	8	Approve Remuneration of Non-Executive Directors	For	For
Mgmt	9	Appoint EY SRL as Auditors for the Sustainability Reporting	For	For
Mgmt	10	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	For	For
Mgmt	11	Transact Other Business		Non Voting

Global Voting Record

TEREX CORPORATION

Meeting: Annual 5/23/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Paula H. J. Cholmondeley	For	For
Mgmt	1b	Elect Director Donald DeFosset	For	For
Mgmt	1c	Elect Director Simon Meester	For	For
Mgmt	1d	Elect Director Sandie O'Connor	For	For
Mgmt	1e	Elect Director Christopher Rossi	For	For
Mgmt	1f	Elect Director Andra Rush	For	For
Mgmt	1g	Elect Director David A. Sachs	For	For
Mgmt	1h	Elect Director Seun Salami	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify KPMG LLP as Auditors	For	For

TRINET GROUP INC.

Meeting: Annual 5/23/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Ralph A. Clark	For	For
Mgmt	1.2	Elect Director Maria Contreras-Sweet	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify Deloitte & Touche LLP as Auditors	For	For

UNITED INTERNATIONAL TRANSPORTATION CO. LTD.

Meeting: Annual 5/23/24 Saudi Arabia

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Review and Discuss Financial Statements and Statutory Reports for FY 2023	For	For
Mgmt	2	Review and Discuss Board Report on Company Operations for FY 2023	For	For
Mgmt	3	Approve Auditors' Report on Company Financial Statements for FY 2023	For	For
Mgmt	4	Ratify Auditors and Fix Their Remuneration for Q2 Q3 and Annual Statement of FY 2024 and Q1 of FY 2025	For	For
Mgmt	5	Approve Discharge of Directors for FY 2023	For	For
Mgmt	6	Approve Remuneration of Directors of SAR for 3 546 000 FY 2023	For	For
Mgmt	7	Authorize Board to Distribute Interim Dividends Semi Annually or Quarterly for FY 2024	For	For
Mgmt	8	Approve Dividends of SAR 1 Per Share for the Second Half of FY 2023	For	For
Mgmt	9	Amend Article 3 of Bylaws Re: Corporate Purpose	For	For
Mgmt	10.1	Elect Nayif Al Hazimi as Director Voter Rationale: In the absence of sufficient information with regards to the candidates up for election, abstain votes for these proposals are warranted.	None	Abstain
Mgmt	10.2	Elect Fahd Al Mueekil as Director Voter Rationale: In the absence of sufficient information with regards to the candidates up for election, abstain votes for these proposals are warranted.	None	Abstain

Global Voting Record

Mgmt	10.3	Elect Tariq Mulla Niyazi as Director Voter Rationale: In the absence of sufficient information with regards to the candidates up for election, abstain votes for these proposals are warranted.	None	Abstain
Mgmt	10.4	Elect Abdulwahab Al Buteeri as Director Voter Rationale: In the absence of sufficient information with regards to the candidates up for election, abstain votes for these proposals are warranted.	None	Abstain
Mgmt	10.5	Elect Ahmed Khoqeer as Director Voter Rationale: In the absence of sufficient information with regards to the candidates up for election, abstain votes for these proposals are warranted.	None	Abstain
Mgmt	10.6	Elect Yousif Al Rajhi as Director Voter Rationale: In the absence of sufficient information with regards to the candidates up for election, abstain votes for these proposals are warranted.	None	Abstain
Mgmt	10.7	Elect Ibraheem Al Dighreer as Director Voter Rationale: In the absence of sufficient information with regards to the candidates up for election, abstain votes for these proposals are warranted.	None	Abstain
Mgmt	10.8	Elect Khalid Al Dabl as Director Voter Rationale: In the absence of sufficient information with regards to the candidates up for election, abstain votes for these proposals are warranted.	None	Abstain
Mgmt	10.9	Elect Ahmed Al Rashid as Director Voter Rationale: In the absence of sufficient information with regards to the candidates up for election, abstain votes for these proposals are warranted.	None	Abstain
Mgmt	10.10	Elect Badr Atiyah as Director Voter Rationale: In the absence of sufficient information with regards to the candidates up for election, abstain votes for these proposals are warranted.	None	Abstain
Mgmt	10.11	Elect Yazeed Yahya as Director Voter Rationale: In the absence of sufficient information with regards to the candidates up for election, abstain votes for these proposals are warranted.	None	Abstain
Mgmt	10.12	Elect Nayif Al Sayf as Director Voter Rationale: In the absence of sufficient information with regards to the candidates up for election, abstain votes for these proposals are warranted.	None	Abstain
Mgmt	10.13	Elect Souzan Kannou as Director Voter Rationale: In the absence of sufficient information with regards to the candidates up for election, abstain votes for these proposals are warranted.	None	Abstain
Mgmt	10.14	Elect Usamah Banajah as Director Voter Rationale: In the absence of sufficient information with regards to the candidates up for election, abstain votes for these proposals are warranted.	None	Abstain
Mgmt	10.15	Elect Yasir bin Mahfoudh as Director Voter Rationale: In the absence of sufficient information with regards to the candidates up for election, abstain votes for these proposals are warranted.	None	Abstain
Mgmt	10.16	Elect Musaab Al Jaeed as Director Voter Rationale: In the absence of sufficient information with regards to the candidates up for election, abstain votes for these proposals are warranted.	None	Abstain
Mgmt	10.17	Elect Waleed Al Shahrani as Director Voter Rationale: In the absence of sufficient information with regards to the candidates up for election, abstain votes for these proposals are warranted.	None	Abstain
Mgmt	10.18	Elect Abdulilah Al Tayib as Director Voter Rationale: In the absence of sufficient information with regards to the candidates up for election, abstain votes for these proposals are warranted.	None	Abstain

Global Voting Record

Mgmt	10.19	Elect Ahmed Al Barrak as Director Voter Rationale: In the absence of sufficient information with regards to the candidates up for election, abstain votes for these proposals are warranted.	None	Abstain
Mgmt	10.20	Elect Ibraheem Al Tabbash as Director Voter Rationale: In the absence of sufficient information with regards to the candidates up for election, abstain votes for these proposals are warranted.	None	Abstain
Mgmt	10.21	Elect Huseen Al Abdulqadir as Director Voter Rationale: In the absence of sufficient information with regards to the candidates up for election, abstain votes for these proposals are warranted.	None	Abstain
Mgmt	10.22	Elect Hisham Al Obaydi as Director Voter Rationale: In the absence of sufficient information with regards to the candidates up for election, abstain votes for these proposals are warranted.	None	Abstain
Mgmt	10.23	Elect Ali Al Mansour as Director Voter Rationale: In the absence of sufficient information with regards to the candidates up for election, abstain votes for these proposals are warranted.	None	Abstain
Mgmt	10.24	Elect Abdullah Al Al Sheikh as Director Voter Rationale: In the absence of sufficient information with regards to the candidates up for election, abstain votes for these proposals are warranted.	None	Abstain
Mgmt	10.25	Elect Ibraheem Al Maaajil as Director Voter Rationale: In the absence of sufficient information with regards to the candidates up for election, abstain votes for these proposals are warranted.	None	Abstain
Mgmt	10.26	Elect Omar Al Mohammedi as Director Voter Rationale: In the absence of sufficient information with regards to the candidates up for election, abstain votes for these proposals are warranted.	None	Abstain
Mgmt	10.27	Elect Muqaad Al Khamees as Director Voter Rationale: In the absence of sufficient information with regards to the candidates up for election, abstain votes for these proposals are warranted.	None	Abstain
Mgmt	10.28	Elect Fahd Al Huseen as Director Voter Rationale: In the absence of sufficient information with regards to the candidates up for election, abstain votes for these proposals are warranted.	None	Abstain

UNITI GROUP INC.

Meeting: Annual		5/23/24	USA		
Proposal Type	Proposal	Description	MRec	Vote	
Mgmt	1a	Elect Director Jennifer S. Banner	For	For	
Mgmt	1b	Elect Director Scott G. Bruce	For	For	
Mgmt	1c	Elect Director Francis X. ("Skip") Frantz	For	For	
Mgmt	1d	Elect Director Kenneth A. Gunderman	For	For	
Mgmt	1e	Elect Director Carmen Perez-Carlton	For	For	
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
Mgmt	3	Ratify KPMG LLP as Auditors	For	For	

Global Voting Record

VALEO SE

Meeting: Annual/Special 5/23/24 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 0.40 per Share	For	For
Mgmt	4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	For
Mgmt	5	Reelect Fonds Strategique de Participations as Director	For	For
Mgmt	6	Elect Sascha Zahnd as Director	For	For
Mgmt	7	Elect Beatriz Puente as Director	For	For
Mgmt	8	Elect Eric Chauvirey as Representative of Employee Shareholders to the Board and Yann Le Pecheur as Alternate Representative of Employee to the Board	For	For
Mgmt	9	Appoint Mazars as Auditor for the Sustainability Reporting	For	For
Mgmt	10	Approve Remuneration of Directors in the Aggregate Amount of EUR 1 250 000	For	For
Mgmt	11	Approve Compensation Report of Corporate Officers	For	For
Mgmt	12	Approve Compensation of Gilles Michel Chairman of the Board	For	For
Mgmt	13	Approve Compensation of Christophe Perillat CEO	For	For
Mgmt	14	Approve Remuneration Policy of Directors	For	For
Mgmt	15	Approve Remuneration Policy of Chairman of the Board	For	For
Mgmt	16	Approve Remuneration Policy of CEO	For	For
Mgmt	17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
Mgmt	18	Authorize up to 3.28 Percent of Issued Capital for Use in Restricted Stock Plans	For	For
Mgmt	19	Authorize Filing of Required Documents/Other Formalities	For	For

VENTIA SERVICES GROUP LIMITED

Meeting: Annual 5/23/24 Australia

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	2	Approve Remuneration Report	For	For
Mgmt	3a	Elect Lynne Saint as Director	For	For
Mgmt	3b	Elect Anne Urlwin as Director	For	For
Mgmt	3c	Elect Damon Rees as Director	For	For
Mgmt	4	Approve Issuance of Share Appreciation Rights and Dividend Equivalent Rights to Dean Banks	For	Against
Mgmt	5	Approve Renewal of Proportional Takeover Provisions	For	For

VORNADO REALTY TRUST

Meeting: Annual 5/23/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Steven Roth	For	For
Mgmt	1.2	Elect Director Candace K. Beinecke	For	For
Mgmt	1.3	Elect Director Michael D. Fascitelli	For	For
Mgmt	1.4	Elect Director Beatrice Hamza Bassey	For	For
Mgmt	1.5	Elect Director William W. Helman IV	For	For
Mgmt	1.6	Elect Director David M. Mandelbaum	For	For
Mgmt	1.7	Elect Director Raymond J. McGuire	For	For
Mgmt	1.8	Elect Director Mandakini Puri	For	For
Mgmt	1.9	Elect Director Daniel R. Tisch	For	For
Mgmt	1.10	Elect Director Russell B. Wight Jr.	For	For
Mgmt	2	Ratify Deloitte & Touche LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation Voter Rationale: A vote AGAINST this proposal is warranted, due to an unmitigated pay-for-performance misalignment. Annual incentives are based on formulaic pools, but individual awards are ultimately at the discretion of the committee, and key disclosures are missing from the proxy. Additionally, NEOs received payouts under a secondary bonus pool established in late 2023 and payouts do not appear to have been conditioned on pre-set forward-looking goals. There are also structural concerns identified with off-cycle awards granted in June 2023, which are heightened in light of the off-cycle nature of the larger-than-normal awards. The majority of the awards are conditioned on the achievement of share price hurdles, and disclosure indicates the award replaces multiple years of annual LTI awards. However, the rigor of the hurdles is questionable in light of the combination of the 10-year period during which the goals may be achieved and a relatively short sustainment period.	For	Against

ZHONGJI INNOLIGHT CO. LTD.

Meeting: Annual 5/23/24 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 Special Report on the Deposit and Usage of Raised Funds	For	For
Mgmt	7	Approve Remuneration of Directors and Supervisors	For	For
Mgmt	8	Approve Credit Line and Provision of Guarantees	For	For
Mgmt	9	Approve Appointment of Auditor	For	For
Mgmt	10	Approve Use of Idle Raised Fund for Cash Management	For	For
Mgmt	11	Approve Use of Idle Own Funds for Cash Management Voter Rationale: A vote AGAINST is warranted because the proposed investment could expose the company to unnecessary risks.	For	Against
Mgmt	12	Approve Adjustment of Remuneration of Independent Directors	For	For

Global Voting Record

AIA GROUP LIMITED

Meeting: Annual 5/24/24 Hong Kong

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 Lee Yuan Siong as Director	For	For
Mgmt	4	Elect Chung-Kong Chow as Director	For	For
Mgmt	5	Elect John Barrie Harrison as Director	For	For
Mgmt	6	Elect Cesar Velasquez Purisima as Director	For	For
Mgmt	7	Elect Mari Elka Pangestu as Director	For	For
Mgmt	8	Elect Ong Chong Tee as Director	For	For
Mgmt	9	Elect Nor Shamsiah Mohd Yunus as Director	For	For
Mgmt	10	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	For	For
Mgmt	11A	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	For
Mgmt	11B	Authorize Repurchase of Issued Share Capital	For	For

AMUNDI SA

Meeting: Annual 5/24/24 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 4.10 per Share	For	For
Mgmt	4	Approve Transaction with Credit Agricole SA Re: Group TVA	For	For
Mgmt	5	Approve Compensation Report	For	For
Mgmt	6	Approve Compensation of Yves Perrier Chairman of the Board From January 1 2023 To May 12 2023	For	For
Mgmt	7	Approve Compensation of Philippe Brassac Chairman of the Board Since May 12 2023	For	For
Mgmt	8	Approve Compensation of Valerie Baudson CEO	For	For
Mgmt	9	Approve Compensation of Nicolas Calcoen Vice-CEO	For	For
Mgmt	10	Approve Remuneration Policy of Directors	For	For
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 Vice-CEO	For	For
Mgmt	14	Approve the Aggregate Remuneration Granted in 2023 to Certain Senior Management Responsible Officers and Risk-Takers (Advisory)	For	For
Mgmt	15	Ratify Appointment of Benedicte Chretien as Director Following Resignation of Yves Perrier	For	For
Mgmt	16	Ratify Appointment of Christine Grillet as Director Following Resignation of Christine Gandon	For	For
Mgmt	17	Ratify Appointment of Gerald Gregoire as Director Following Resignation of Michel Mathieu	For	For
Mgmt	18	Reelect Nathalie Wright as Director	For	For
Mgmt	19	Reelect Michele Guibert as Director	For	For
Mgmt	20	Reelect Patrice Gentie as Director	For	For
Mgmt	21	Reelect Gerald Gregoire as Director	For	For
Mgmt	22	Appoint MAZARS as Auditor for the Sustainability Reporting	For	For
Mgmt	23	Appoint PRICEWATERHOUSECOOPERS AUDIT as Auditor for the Sustainability Reporting Voter Rationale: A vote against is warranted due to the risk of lack of independence.	For	Against
Mgmt	24	Approve Report on Progress of Company's Sustainability and Climate Transition Plan (Advisory)	For	For
Mgmt	25	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
Mgmt	26	Authorize Filing of Required Documents/Other Formalities	For	For

CHINA LESSO GROUP HOLDINGS LIMITED

Meeting: Annual 5/24/24 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 Kong Zhaocong as Director	For	For
Mgmt	3b	Elect Lin Shaoquan as Director	For	For
Mgmt	3c	Elect Luo Jianfeng as Director	For	For
Mgmt	3d	Elect Tao Zhigang as Director	For	For
Mgmt	3e	Elect Lu Jiandong as Director	For	For
Mgmt	4	Elect Song Keming as Director	For	For
Mgmt	5	Authorize Board to Fix Remuneration of Directors	For	For
Mgmt	6	Approve Ernst & Young Certified Public Accountants as Independent Auditor and Authorize Board to Fix Their Remuneration	For	For
Mgmt	7A	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 for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.	For	Against
Mgmt	7B	Authorize Repurchase of Issued Share Capital Authorize Reissuance of Repurchased Shares	For	For
Mgmt	7C	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 for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.	For	Against

GRANITE RIDGE RESOURCES INC.

Meeting: Annual 5/24/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Matthew Miller Voter Rationale: WITHHOLD votes are warranted for Matthew (Matt) Miller due to the following reasons: * as non-independent director nominee, for failing to establish a board on which a majority of the directors are independent, and for serving as a non-independent member of a key board committee; and * as co-chair of the board, for lack of racial and/or ethnic diversity on the board. WITHHOLD votes are warranted for director nominees Matthew (Matt) Miller and John McCartney given the board's failure to remove, or subject to a sunset requirement, the classified board which adversely impact shareholder rights.	For	Withhold
Mgmt	1.2	Elect Director John McCartney Voter Rationale: WITHHOLD votes are warranted for Matthew (Matt) Miller due to the following reasons: * as non-independent director nominee, for failing to establish a board on which a majority of the directors are independent, and for serving as a non-independent member of a key board committee; and * as co-chair of the board, for lack of racial and/or ethnic diversity on the board. WITHHOLD votes are warranted for director nominees Matthew (Matt) Miller and John McCartney given the board's failure to remove, or subject to a sunset requirement, the classified board which adversely impact shareholder rights.	For	Withhold
Mgmt	2	Ratify FORVIS LLP as Auditors	For	For

NN GROUP NV

Meeting: Annual 5/24/24 Netherlands

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting		Non Voting
Mgmt	2	Receive Annual Report		Non Voting
Mgmt	3	Discussion on Company's Corporate Governance Structure		Non Voting
Mgmt	4	Approve Remuneration Report	For	For
Mgmt	5.A	Adopt Financial Statements and Statutory Reports	For	For
Mgmt	5.B	Receive Explanation on Company's Dividend Policy		Non Voting
Mgmt	5.C	Approve Dividends	For	For
Mgmt	6.A	Approve Discharge of Executive Board	For	For
Mgmt	6.B	Approve Discharge of Supervisory Board	For	For
Mgmt	7	Discuss Updated Profile of the Supervisory Board		Non Voting
Mgmt	8.A	Elect Robert Jenkins to Supervisory Board	For	For
Mgmt	8.B	Elect Koos Timmermans to Supervisory Board	For	For
Mgmt	9.A	Adopt Remuneration Policy for the Executive Board	For	For
Mgmt	9.B	Adopt Remuneration Policy for the Supervisory Board	For	For
Mgmt	10	Grant Board Authority to Issue Shares in the Context of Issuing Contingent Convertible Securities	For	For
Mgmt	11.A1	Grant Board Authority to Issue Ordinary Shares Up To 10 Percent of Issued Capital	For	For
Mgmt	11.A2	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	For
Mgmt	11.B	Grant Board Authority to Issue Shares Up To 20 Percent of Issued Capital in Connection with a Rights Issue	For	For
Mgmt	12	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
Mgmt	13	Approve Reduction in Share Capital through Cancellation of Shares	For	For
Mgmt	14	Close Meeting		Non Voting

TOTALENERGIES SE

Meeting: Annual/Special 5/24/24 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 3.01 per Share	For	For
Mgmt	4	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
Mgmt	5	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	For
Mgmt	6	Reelect Patrick Pouyanne as Director	For	Against
Mgmt	7	Reelect Jacques Aschenbroich as Director	For	For
Mgmt	8	Reelect Glenn Hubbard as Director	For	For
Mgmt	9	Elect Marie-Ange Debon as Director	For	For
Mgmt	10	Approve Compensation Report of Corporate Officers	For	For
Mgmt	11	Approve Remuneration Policy of Directors	For	For
Mgmt	12	Approve Compensation of Patrick Pouyanne Chairman and CEO	For	For
Mgmt	13	Approve Remuneration Policy of Chairman and CEO	For	For
Mgmt	14	Approve Report on Progress of Company's Sustainability and Climate Transition Plan (Advisory)	For	For
Mgmt	15	Appoint Cabinet Ernst and Young Audit as Auditor for the Sustainability Reporting	For	For
Mgmt	16	Appoint Cabinet PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting	For	For
Mgmt	17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights and/or Capitalization of Reserves for Bonus Issue or Increase in Par Value up to Aggregate Nominal Amount of EUR 2.5 Billion	For	For
Mgmt	18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 575 Million	For	For
Mgmt	19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 575 Million	For	For
Mgmt	20	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 18 and 19	For	For
Mgmt	21	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	For
Mgmt	22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For
Mgmt	23	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	For	For

Global Voting Record

WIWYNN CORP.

Meeting: Annual 5/24/24 Taiwan

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Business Report and Financial Statements	For	For
Mgmt	2	Approve Plan on Profit Distribution	For	For
Mgmt	3	Approve Issuance of New Common Shares to Participate in the Issuance of Global Depository Receipt and/or Issuance of New Shares through Public Offering and/or Private Placement and/or Issuance of GDR through Private Placement	For	For

YUE YUEN INDUSTRIAL (HOLDINGS) LIMITED

Meeting: Annual 5/24/24 Bermuda

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 Lu Chin Chu as Director	For	For
Mgmt	3b	Elect Tsai Pei Chun Patty as Director	For	For
Mgmt	3c	Elect Wong Hak Kun as Director	For	For
Mgmt	3d	Elect Yang Ju-Huei as Director	For	For
Mgmt	3e	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	5A	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights Voter Rationale: A vote AGAINST the general share issuance mandate in Item 5A is warranted given that the company has not specified the discount limit for cash and non-cash consideration. A vote AGAINST the share reissuance request in Item 5C is warranted given that the reissuance of repurchased share would cause the aggregate share issuance limit to exceed 10 percent for cash and non-cash consideration and the discount limit has not been specified.	For	Against
Mgmt	5B	Authorize Repurchase of Issued Share Capital Authorize Reissuance of Repurchased Shares Voter Rationale: A vote AGAINST the general share issuance mandate in Item 5A is warranted given that the company has not specified the discount limit for cash and non-cash consideration. A vote AGAINST the share reissuance request in Item 5C is warranted given that the reissuance of repurchased share would cause the aggregate share issuance limit to exceed 10 percent for cash and non-cash consideration and the discount limit has not been specified.	For	For
Mgmt	5C	Authorize Reissuance of Repurchased Shares Voter Rationale: A vote AGAINST the general share issuance mandate in Item 5A is warranted given that the company has not specified the discount limit for cash and non-cash consideration. A vote AGAINST the share reissuance request in Item 5C is warranted given that the reissuance of repurchased share would cause the aggregate share issuance limit to exceed 10 percent for cash and non-cash consideration and the discount limit has not been specified.	For	Against

GIANT NETWORK GROUP CO. LTD.

Meeting: Annual 5/27/24 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 Appointment of Auditor	For	For

HOEGH AUTOLINERS ASA

Meeting: Annual 5/27/24 Norway

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting; Elect Chair of the Meeting	For	For
Mgmt	2	Approve Notice of Meeting and Agenda	For	For
Mgmt	3	Designate Inspector(s) of Minutes of Meeting	For	For
Mgmt	4	Accept Financial Statements and Statutory Reports	For	For
Mgmt	5	Approve Remuneration Policy And Other Terms of Employment For Executive Management	For	For
Mgmt	6	Approve Remuneration Statement Voter Rationale: A vote AGAINST this item is warranted because the level of disclosure is well below market practice, especially with regards to the annual bonus.	For	Against
Mgmt	7	Approve Company's Corporate Governance Statement		Non Voting
Mgmt	8	Approve Remuneration of Auditors	For	For
Mgmt	9.1	Reelect Terje Askvig (Chair) as Member of Nominating Committee	For	For
Mgmt	9.2	Reelect Oyvin Broymmer as Member of Nominating Committee	For	For
Mgmt	9.3	Reelect Birthe Skeid as Member of Nominating Committee	For	For
Mgmt	10.1	Reelect Leif O. Hoegh as Director	For	For
Mgmt	10.2	Reelect Johanna Hagelberg as Director	For	For
Mgmt	10.3	Reelect Kjersti Aass as Director	For	For
Mgmt	11	Approve Remuneration of Directors	For	For
Mgmt	12	Approve Remuneration of Board Committees	For	For
Mgmt	13	Approve Remuneration of Nominating Committee	For	For
Mgmt	14	Approve Dividends	For	For
Mgmt	15	Authorize Share Repurchase Program	For	For
Mgmt	16	Approve Creation of NOK 564.7 Million Pool of Capital without Preemptive Rights Voter Rationale: A vote AGAINST this issuance authorization is warranted because the potential share capital increase is excessive.	For	Against

Global Voting Record

MEDIATEK INC.

Meeting: Annual 5/27/24 Taiwan

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Business Report and Financial Statements	For	For
Mgmt	2	Approve Profit Distribution	For	For
Mgmt	3	Approve Issuance of Restricted Stocks	For	For
Mgmt	4.1	Elect Ming-Kai Tsai with SHAREHOLDER NO.1 as Non-independent Director	For	For
Mgmt	4.2	Elect Rick Tsai with SHAREHOLDER NO.374487 as Non-independent Director	For	For
Mgmt	4.3	Elect Joe Chen with SHAREHOLDER NO.157 as Non-independent Director	For	For
Mgmt	4.4	Elect Cheng-Yaw Sun with SHAREHOLDER NO.109274 as Non-independent Director	For	For
Mgmt	4.5	Elect Chung-Yu Wu with SHAREHOLDER NO.1512 as Independent Director	For	For
Mgmt	4.6	Elect Peng-Heng Chang with SHAREHOLDER NO.A102501XXX as Independent Director	For	For
Mgmt	4.7	Elect Syaru Shirley Lin with SHAREHOLDER NO.A222291XXX as Independent Director	For	For
Mgmt	4.8	Elect Yao-Wen Chang with SHAREHOLDER NO.Q121127XXX as Independent Director	For	For
Mgmt	5	Approve Release of Restrictions of Competitive Activities of Directors	For	For

CSPC PHARMACEUTICAL GROUP LTD.

Meeting: Annual 5/28/24 Hong Kong

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Final Dividend	For	For
Mgmt	3a1	Elect Cai Dongchen as Director	For	For
Mgmt	3a2	Elect Li Chunlei as Director	For	For
Mgmt	3a3	Elect Law Cheuk Kin Stephen as Director	For	For
Mgmt	3b	Authorize Board to Fix Remuneration of Directors	For	For
Mgmt	4	Approve Deloitte Touche Tohmatsu as Auditor and Authorize Board to Fix Their Remuneration	For	For
Mgmt	5	Authorize Repurchase of Issued Share Capital	For	For
Mgmt	6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	For
Mgmt	7	Approve Grant of Options Under the Share Option Scheme	For	For

Global Voting Record

ENDEAVOUR SILVER CORP.

Meeting: Annual 5/28/24 Canada

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Rex J. McLennan	For	For
Mgmt	1.2	Elect Director Margaret M. Beck	For	For
Mgmt	1.3	Elect Director Ricardo M. Campoy	For	For
Mgmt	1.4	Elect Director Daniel Dickson	For	For
Mgmt	1.5	Elect Director Amy Jacobsen	For	For
Mgmt	1.6	Elect Director Kenneth Pickering	For	For
Mgmt	1.7	Elect Director Mario D. Szotlender	For	For
Mgmt	1.8	Elect Director Angela Johnson	For	For
Mgmt	2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	3	Amend Stock Option Plan	For	For
Mgmt	4	Re-approve Equity-Based Share Unit Plan	For	For

ETABLISSEMENTS MAUREL & PROM SA

Meeting: Annual 5/28/24 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 0.30	For	For
Mgmt	4	Approve Auditors' Special Report on Related-Party Transactions	For	For
Mgmt	5	Reelect Carole Delorme d'Armaille as Director	For	For
Mgmt	6	Reelect Ria Noveria as Director	For	For
Mgmt	7	Reelect Daniel Syahputra Purba as Director	For	For
Mgmt	8	Approve Compensation Report of Corporate Officers	For	For
Mgmt	9	Approve Compensation of John Anis Chairman of the Board	For	For
Mgmt	10	Approve Compensation of Olivier de Langavant 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	Appoint Sygnatures as Auditor for the Sustainability Reporting	For	For
Mgmt	16	Authorize Filing of Required Documents/Other Formalities	For	For

IPSEN SA

Meeting: Annual/Special 5/28/24 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 1.20 per Share	For	For
Mgmt	4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	For
Mgmt	5	Appoint PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting	For	For
Mgmt	6	Reelect BEECH TREE S.A. as Director	For	Against
Mgmt	7	Reelect Carol Xueref as Director	For	Against
Mgmt	8	Ratify Appointment of Pascal Touchon as Director Following Resignation of Paul Sekhri	For	For
Mgmt	9	Approve Remuneration Policy of Directors	For	For
Mgmt	10	Approve Remuneration Policy of Chairman of the Board	For	For
Mgmt	11	Approve Remuneration Policy of CEO and Executive Corporate Officers	For	For
Mgmt	12	Approve Compensation Report of Corporate Officers	For	For
Mgmt	13	Approve Compensation of Marc de Garidel Chairman of the Board	For	For
Mgmt	14	Approve Compensation of David Loew CEO	For	For
Mgmt	15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
Mgmt	16	Authorize up to 3 Percent of Issued Capital for Use in Restricted Stock Plans	For	Against
Mgmt	17	Authorize Filing of Required Documents/Other Formalities	For	For

KUMBA IRON ORE LTD.Meeting: **Annual** **5/28/24** **South Africa**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Reappoint PricewaterhouseCoopers Inc as Auditors with Sizwe Masondo as Individual Designated Auditor	For	For
Mgmt	2.1	Re-elect Terence Goodlace as Director	For	For
Mgmt	2.2	Re-elect Michelle Jenkins as Director	For	For
Mgmt	2.3	Re-elect Sango Ntsaluba as Director	For	For
Mgmt	3.1	Re-elect Sango Ntsaluba as Member of the Audit Committee	For	For
Mgmt	3.2	Re-elect Mary Bomela as Member of the Audit Committee	For	For
Mgmt	3.3	Re-elect Aman Jeawon as Member of the Audit Committee	For	For
Mgmt	3.4	Re-elect Michelle Jenkins as Member of the Audit Committee	For	For
Mgmt	4.1	Approve Remuneration Policy	For	For
Mgmt	4.2	Approve Implementation of the Remuneration Policy	For	For
Mgmt	5	Place Authorised but Unissued Shares under Control of Directors	For	For
Mgmt	6	Authorise Ratification of Approved Resolutions	For	For
Mgmt	1	Amend Bonus and Retention Share Plan	For	For
Mgmt	2	Authorise Board to Issue Shares for Cash	For	For
Mgmt	3	Approve Remuneration of Non-Executive Directors	For	For
Mgmt	4	Approve Financial Assistance in Terms of Sections 44 and 45 of the Companies Act	For	For
Mgmt	5	Authorise Repurchase of Issued Share Capital	For	For

LONKING HOLDINGS LIMITED

Meeting: Annual 5/28/24 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	3.1	Elect Li San Yim as Director	For	For
Mgmt	3.2	Elect Chen Chao as Director	For	For
Mgmt	3.3	Elect Zheng Kewen as Director	For	For
Mgmt	3.4	Elect Yin Kunlun as Director	For	For
Mgmt	3.5	Elect Ngai Ngan Ying as Director	For	For
Mgmt	3.6	Elect Yu Taiwei as Director Voter Rationale: A vote AGAINST audit committee members, namely Qian Sizheng and Yu Taiwei, is warranted for the company's failure to disclose a breakdown of the fees paid to the company's external auditor. A vote FOR other nominees is warranted.	For	Against
Mgmt	3.7	Authorize Board to Fix Remuneration of Directors	For	For
Mgmt	4.1	Elect Qian Shizheng as Director Voter Rationale: A vote AGAINST audit committee members, namely Qian Sizheng and Yu Taiwei, is warranted for the company's failure to disclose a breakdown of the fees paid to the company's external auditor. A vote FOR other nominees is warranted.	For	Against
Mgmt	4.2	Elect Wu Jian Ming as Director	For	For
Mgmt	4.3	Authorize Board to Fix Remuneration of Directors	For	For
Mgmt	5	Approve Ernst & Young as Auditor and Authorize Board to Fix Their Remuneration	For	For
Mgmt	6	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 for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.	For	Against
Mgmt	7	Authorize Repurchase of Issued Share Capital	For	For
Mgmt	8	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 for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.	For	Against

NEUREN PHARMACEUTICALS LIMITED

Meeting: Annual 5/28/24 New Zealand

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Elect Patrick Davies as Director	For	For
Mgmt	2	Authorize Board to Fix Remuneration of the Auditors	For	For

PHARMA MAR SA

Meeting: Annual 5/28/24 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	Approve Dividends Charged Against Unrestricted Reserves	For	For
Mgmt	3	Appoint KPMG Auditores as Auditor	For	For
Mgmt	4	Authorize Share Repurchase and Capital Reduction via Cancellation of Repurchased Shares	For	For
Mgmt	5	Approve Bonus Matching Plan	For	For
Mgmt	6	<p>Advisory Vote on Remuneration Report</p> <p>Voter Rationale: A vote AGAINST this item is warranted because: *</p> <p>The board's qualitative assessment accounts for 60 percent of the chair/CEO's annual bonus and is not accompanied by compelling performance achievement disclosure. Despite the company providing improved information on STI qualitative performance conditions for the year under review, the level of disclosure still falls short of market standards, whereas certain measures already seem to fall within ordinary scope of management responsibilities. * The board does not substantiate significant, repeated increases in the chair/CEO's base salary. * The chair/CEO on top of the based salary receives a board retainer and attendance fees.</p>	For	Against
Mgmt	7	Authorize Board to Ratify and Execute Approved Resolutions	For	For

Global Voting Record

SIBANYE STILLWATER LTD.

Meeting: Annual 5/28/24 South Africa

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Reappoint Ernst & Young Inc as Auditors with Allister Carshagen as the Designated Individual Partner	For	For
Mgmt	2	Elect Philippe Boisseau as Director	For	For
Mgmt	3	Re-elect Rick Menell as Director	For	For
Mgmt	4	Re-elect Jerry Vilakazi as Director	For	For
Mgmt	5	Re-elect Elaine Dorward-King as Director	For	For
Mgmt	6	Re-elect Keith Rayner as Chair of the Audit Committee	For	For
Mgmt	7	Re-elect Timothy Cumming as Member of the Audit Committee	For	For
Mgmt	8	Re-elect Rick Menell as Member of the Audit Committee	For	For
Mgmt	9	Re-elect Sindiswa Zilwa as Member of the Audit Committee	For	For
Mgmt	10	Place Authorised but Unissued Shares under Control of Directors	For	For
Mgmt	11	Authorise Board to Issue Shares for Cash	For	For
Mgmt	12	Approve Remuneration Policy	For	For
Mgmt	13	Approve Remuneration Implementation Report Voter Rationale: A vote against is warranted as there appears to be evidence of a material disconnect between bonus outcomes and wider financial performance for the year under review.	For	Against
Mgmt	1	Approve Annual Retainer Fees for Non-Executive Directors Resident in Africa	For	For
Mgmt	2	Approve Annual Retainer Fees for Non-Executive Directors Resident Outside of Africa	For	For
Mgmt	3	Approve Fees for Additional Ad Hoc Committee and Board meetings	For	For
Mgmt	4	Approve Travel Fee	For	For
Mgmt	5	Approve Financial Assistance in Terms of Sections 44 and 45 of the Companies Act	For	For
Mgmt	6	Authorise Repurchase of Issued Share Capital	For	For

SIBANYE STILLWATER LTD.

Meeting: Special 5/28/24 South Africa

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Authorise Specific Issue of Ordinary Shares Upon Conversion of the Convertible Bonds	For	For

SMA SOLAR TECHNOLOGY AG

Meeting: Annual 5/28/24 Germany

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)		Non Voting
Mgmt	2	Approve Allocation of Income and Dividends of EUR 0.50 per Share	For	For
Mgmt	3.1	Approve Discharge of Management Board Member Barbara Gregor for Fiscal Year 2023	For	For
Mgmt	3.2	Approve Discharge of Management Board Member Juergen Reinert for Fiscal Year 2023	For	For
Mgmt	4.1	Approve Discharge of Supervisory Board Member Roland Bent for Fiscal Year 2023	For	For
Mgmt	4.2	Approve Discharge of Supervisory Board Member Martin Breul for Fiscal Year 2023	For	For
Mgmt	4.3	Approve Discharge of Supervisory Board Member Oliver Dietzel for Fiscal Year 2023	For	For
Mgmt	4.4	Approve Discharge of Supervisory Board Member Kim Fausing for Fiscal Year 2023	For	For
Mgmt	4.5	Approve Discharge of Supervisory Board Member Johannes Haede for Fiscal Year 2023	For	For
Mgmt	4.6	Approve Discharge of Supervisory Board Member Alexa Hergenroether for Fiscal Year 2023	For	For
Mgmt	4.7	Approve Discharge of Supervisory Board Member Uwe Kleinkauf for Fiscal Year 2023	For	For
Mgmt	4.8	Approve Discharge of Supervisory Board Member Ilonka Nussbaumer for Fiscal Year 2023	For	For
Mgmt	4.9	Approve Discharge of Supervisory Board Member Yvonne Siebert for Fiscal Year 2023	For	For
Mgmt	4.10	Approve Discharge of Supervisory Board Member Romy Siegert for Fiscal Year 2023	For	For
Mgmt	4.11	Approve Discharge of Supervisory Board Member Jan-Henrik Supady for Fiscal Year 2023	For	For
Mgmt	4.12	Approve Discharge of Supervisory Board Member Matthias Victor for Fiscal Year 2023	For	For
Mgmt	5	Ratify BDO AG as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2024	For	For
Mgmt	6	Approve Remuneration Report Voter Rationale: A vote AGAINST the remuneration report is warranted because: * The company provides lagging disclosure on both the short-term and long-term incentive plans. The 2023 report explains bonus payouts based on 2022 performance, which is in deviation of common market practice and SRD II reporting guidelines. However, this is not without noting that the company provides full retrospective disclosure on targets and level of achievement.	For	Against

Global Voting Record

THE TRADE DESK INC.

Meeting: **Annual** **5/28/24** **USA**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Samantha Jacobson	For	For
Mgmt	1.2	Elect Director Gokul Rajaram Voter Rationale: WITHHOLD votes are warranted for incumbent director nominee Gokul Rajaram given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. WITHHOLD votes are further warranted for Gokul Rajaram due to an unmitigated pay-for-performance misalignment. A vote FOR new director nominee Samantha Jacobson is warranted.	For	Withhold
Mgmt	2	Amend Qualified Employee Stock Purchase Plan	For	For
Mgmt	3	Advisory Vote on Say on Pay Frequency	Three Years	One Year
Mgmt	4	Ratify PricewaterhouseCoopers LLP as Auditors	For	For

ZHEJIANG DINGLI MACHINERY CO. LTD.

Meeting: Annual 5/28/24 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 to Appoint Auditor	For	For
Mgmt	7	Approve Remuneration of Directors and Senior Management Members	For	For
Mgmt	8	Approve Remuneration of Supervisors	For	For
Mgmt	9	Approve Provision of Guarantee for Clients	For	For
Mgmt	10	Approve Provision of Guarantee for Subsidiaries Voter Rationale: A vote AGAINST is warranted because there is lack of disclosure on the pertinent details of this guarantee request.	For	Against
Mgmt	11	Approve Application of Credit Lines	For	For
Mgmt	12	Approve Amendments to Articles of Association	For	For
Mgmt	13	Amend Rules and Procedures Regarding General Meetings of Shareholders Voter Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.	For	Against
Mgmt	14	Amend Related-Party Transaction Management System Voter Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.	For	Against
Mgmt	15	Amend Management System for Providing External Guarantees Voter Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.	For	Against
Mgmt	16	Amend Management System of Raised Funds Voter Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.	For	Against
Mgmt	17	Amend Working System for Independent Directors Voter Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.	For	Against
Mgmt	18	Approve Formulation of Accounting Firm Selection System	For	For

Global Voting Record

ACADIA PHARMACEUTICALS INC.

Meeting: Annual 5/29/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Julian C. Baker	For	For
Mgmt	1.2	Elect Director Stephen R. Biggar	For	For
Mgmt	1.3	Elect Director Daniel B. Soland	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

COSCO SHIPPING HOLDINGS CO. LTD.

Meeting: Annual 5/29/24 China

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Report of the Board	For	For
Mgmt	2	Approve Report of the Supervisory Committee	For	For
Mgmt	3	Approve Audited Financial Statements and Auditors' Report	For	For
Mgmt	4.1	Approve 2023 Final Profit Distribution Plan and Payment of Final Dividend	For	For
Mgmt	4.2	Approve Proposal of Grant of Authorization to the Board to Determine Details of the 2024 Interim Profit Distribution Plan	For	For
Mgmt	5	Approve Guarantees Mandate Regarding Provision of External Guarantees	For	For
Mgmt	6	Approve PricewaterhouseCoopers as International Auditor and ShineWing Certified Public Accountants LLP as Domestic Auditor and Authorize Board to Fix Their Remuneration	For	For
Mgmt	7	Authorize Repurchase of Issued A Share Capital	For	For
Mgmt	8	Authorize Repurchase of Issued H Share Capital	For	For
Mgmt	9	Approve Reduction of the Registered Capital and Amend Articles of Association Rules of Procedures of the Shareholders' General Meeting and Rules of Procedures of the Board of Directors Voter Rationale: A vote AGAINST is warranted because the proposed amendments to the Articles are not considered to adequately provide for accountability and transparency to shareholders.	For	Against
S/holder	10	Elect Zhang Feng as Director	For	For

COSCO SHIPPING HOLDINGS CO. LTD.

Meeting: Special 5/29/24 China

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Authorize Repurchase of Issued A Share Capital	For	For
Mgmt	2	Authorize Repurchase of Issued H Share Capital	For	For

Global Voting Record

DOCUSIGN INC.

Meeting: Annual 5/29/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Enrique Salem	For	For
Mgmt	1b	Elect Director Peter Solvik Voter Rationale: A vote against is warranted due to concerns over the board structure.	For	Against
Mgmt	1c	Elect Director Maggie Wilderotter	For	For
Mgmt	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
S/holder	4	Report on Effectiveness of Diversity Equity and Inclusion Efforts Voter Rationale: A vote for is warranted as reporting quantitative and comparable diversity statistics would allow shareholders to better assess the effectiveness of the company's diversity initiatives and its management of related risks.	Against	For

EXXON MOBIL CORPORATION

Meeting: Annual 5/29/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Michael J. Angelakis	For	For
Mgmt	1.2	Elect Director Angela F. Braly	For	For
Mgmt	1.3	Elect Director Gregory J. Goff	For	For
Mgmt	1.4	Elect Director John D. Harris II	For	For
Mgmt	1.5	Elect Director Kaisa H. Hietala	For	For
Mgmt	1.6	Elect Director Joseph L. Hooley	For	For
Mgmt	1.7	Elect Director Steven A. Kandarian	For	For
Mgmt	1.8	Elect Director Alexander A. Karsner	For	For
Mgmt	1.9	Elect Director Lawrence W. Kellner	For	For
Mgmt	1.10	Elect Director Dina Powell McCormick	For	For
Mgmt	1.11	Elect Director Jeffrey W. Ubben	For	For
Mgmt	1.12	Elect Director Darren W. Woods	For	For
Mgmt	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
S/holder	4	Revisit Executive Pay Incentives for GHG Emission Reductions Report on Median Gender/Racial Pay Gaps Voter Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from median and adjusted racial/gender pay gap reporting that would allow them to compare and measure the progress of the company's diversity and inclusion initiatives.	Against	Against
S/holder	5	Report on Reduced Plastics Demand Impact on Financial Assumptions Voter Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from additional information on how the company is managing risks related to a potential reduction in demand for virgin plastics.	Against	For
S/holder	6	Report on Social Impact from Plant Closure or Energy Transition	Against	For
S/holder	7	Report on Social Impact from Plant Closure or Energy Transition	Against	Against

GLENCORE PLC

Meeting: **Annual** **5/29/24** **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 Kalidas Madhavpeddi as Director	For	For
Mgmt	4	Re-elect Gary Nagle as Director	For	For
Mgmt	5	Re-elect Martin Gilbert as Director	For	For
Mgmt	6	Re-elect Gill Marcus as Director	For	For
Mgmt	7	Re-elect Cynthia Carroll as Director	For	For
Mgmt	8	Re-elect David Wormsley as Director	For	For
Mgmt	9	Re-elect Liz Hewitt as Director	For	For
Mgmt	10	Reappoint Deloitte LLP as Auditors	For	For
Mgmt	11	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
Mgmt	12	Approve 2024-2026 Climate Action Transition Plan	For	For
Mgmt	13	Approve Remuneration Policy	For	For
Mgmt	14	Approve Remuneration Report	For	For
Mgmt	15	Authorise Issue of Equity	For	For
Mgmt	16	Authorise Issue of Equity without Pre-emptive Rights	For	For
Mgmt	17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
Mgmt	18	Authorise Market Purchase of Ordinary Shares	For	For

Global Voting Record

IGG INC.

Meeting: Annual 5/29/24 Cayman Islands

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Elect Yuan Xu as Director	For	For
Mgmt	3	Elect Hong Zhang as Director	For	For
Mgmt	4	Elect Yuan Chi as Director	For	For
Mgmt	5	Elect Feng Li as Director	For	For
Mgmt	6	Authorize Board to Fix Remuneration of Directors	For	For
Mgmt	7	Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	8	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 for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.	For	Against
Mgmt	9	Authorize Repurchase of Issued Share Capital 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 for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.	For	For
Mgmt	10	Authorize Repurchase of Issued Share Capital 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 for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.	For	Against
Mgmt	11	Amend Third Amended and Restated Articles of Association and Adopt Fourth Amended and Restated Articles of Association	For	For

KWEICHOW MOUTAI CO. LTD.

Meeting: Annual 5/29/24 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 Annual Report and Summary	For	For
Mgmt	5	Approve Financial Statements	For	For
Mgmt	6	Approve Financial Budget Plan	For	For
Mgmt	7	Approve Profit Distribution	For	For
Mgmt	8	Approve to Appoint Financial Auditor and Internal Control Auditor	For	For
Mgmt	9	Elect Zhang Deqin as Non-independent Director	For	For
Mgmt	10	Approve Daily Related Party Transactions Voter Rationale: A vote against is warranted since the proposed related-party transactions include provision of loans and other financial services by a subsidiary which is also a group finance company. Such transactions may expose the company to unnecessary risks.	For	Against
Mgmt	11	Amend the Company's Independent Director System Voter Rationale: A vote against is warranted given the company has not specified the details and the provisions covered under the proposed amendments.	For	Against

Global Voting Record

LEGRAND SA

Meeting: Annual/Special 5/29/24 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 2.09 per Share	For	For
Mgmt	4	Appoint Mazars & Associates as Auditor for the Sustainability Reporting	For	For
Mgmt	5	Appoint PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting	For	For
Mgmt	6	Approve Compensation Report	For	For
Mgmt	7	Approve Compensation of Angeles Garcia-Poveda Chairwoman of the Board	For	For
Mgmt	8	Approve Compensation of Benoit Coquart CEO	For	For
Mgmt	9	Approve Remuneration Policy of Chairwoman of the Board	For	For
Mgmt	10	Approve Remuneration Policy of CEO	For	For
Mgmt	11	Approve Remuneration Policy of Directors	For	For
Mgmt	12	Approve Remuneration of Directors in the Aggregate Amount of EUR 1 300 000	For	For
Mgmt	13	Elect Rekha Mehrotra Menon as Director	For	For
Mgmt	14	Reelect Jean-Marc Chery as Director	For	For
Mgmt	15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
Mgmt	16	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For
Mgmt	17	Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans	For	For
Mgmt	18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 200 Million	For	For
Mgmt	19	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 100 Million	For	For
Mgmt	20	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 100 Million	For	For
Mgmt	21	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 18 to 20	For	For
Mgmt	22	Authorize Capitalization of Reserves of Up to EUR 100 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 Capital Increase of up to 5 Percent of Issued Capital for Contributions in Kind	For	For
Mgmt	25	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 18-21 and 23-24 at EUR 200 Million	For	For
Mgmt	26	Amend Article 9.1 of Bylaws Re: Staggering of Directors' Terms of Office	For	For
Mgmt	27	Amend Articles 7.5 and 9.6 of Bylaws to Comply with Legal Changes	For	For
Mgmt	28	Authorize Filing of Required Documents/Other Formalities	For	For

META PLATFORMS INC.

Meeting: Annual 5/29/24 USA

Proposal Type	Proposal	Description	MRec	Vote
---------------	----------	-------------	------	------

Global Voting Record

Mgmt	1.1	<p>Elect Director Peggy Alford Voter Rationale: WITHHOLD votes for incumbent compensation committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu are warranted, in the absence of a say-on-pay proposal on the ballot, due to numerous concerns regarding the executive pay program. WITHHOLD votes are further warranted for incumbent governance committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu, in addition to Mark Zuckerberg, the owner of the supervoting shares, given that the multi-class structure is not subject to a reasonable time-based sunset provision. A WITHHOLD vote is further warranted for Peggy Alford in her capacity as chair of the compensation, nominating, & governance committee due to consecutive years of high director pay without reasonable rationale disclosed. A vote FOR the remaining director nominees is warranted.</p>	For	Withhold
Mgmt	1.2	<p>Elect Director Marc L. Andreessen Voter Rationale: WITHHOLD votes for incumbent compensation committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu are warranted, in the absence of a say-on-pay proposal on the ballot, due to numerous concerns regarding the executive pay program. WITHHOLD votes are further warranted for incumbent governance committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu, in addition to Mark Zuckerberg, the owner of the supervoting shares, given that the multi-class structure is not subject to a reasonable time-based sunset provision. A WITHHOLD vote is further warranted for Peggy Alford in her capacity as chair of the compensation, nominating, & governance committee due to consecutive years of high director pay without reasonable rationale disclosed. A vote FOR the remaining director nominees is warranted.</p>	For	Withhold
Mgmt	1.3	<p>Elect Director John Arnold</p>	For	For
Mgmt	1.4	<p>Elect Director Andrew W. Houston Voter Rationale: WITHHOLD votes for incumbent compensation committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu are warranted, in the absence of a say-on-pay proposal on the ballot, due to numerous concerns regarding the executive pay program. WITHHOLD votes are further warranted for incumbent governance committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu, in addition to Mark Zuckerberg, the owner of the supervoting shares, given that the multi-class structure is not subject to a reasonable time-based sunset provision. A WITHHOLD vote is further warranted for Peggy Alford in her capacity as chair of the compensation, nominating, & governance committee due to consecutive years of high director pay without reasonable rationale disclosed. A vote FOR the remaining director nominees is warranted.</p>	For	Withhold
Mgmt	1.5	Elect Director Nancy Killefer	For	For
Mgmt	1.6	Elect Director Robert M. Kimmitt	For	For
Mgmt	1.7	Elect Director Hock E. Tan	For	For
Mgmt	1.8	Elect Director Tracey T. Travis	For	For
Mgmt	1.9	<p>Elect Director Tony Xu Voter Rationale: WITHHOLD votes for incumbent compensation committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu are warranted, in the absence of a say-on-pay proposal on the ballot, due to numerous concerns regarding the executive pay program. WITHHOLD votes are further warranted for incumbent governance committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu, in addition to Mark Zuckerberg, the owner of the supervoting shares, given that the multi-class structure is not subject to a reasonable time-based sunset provision. A WITHHOLD vote is further warranted for Peggy Alford in her capacity as chair of the compensation, nominating, & governance committee due to consecutive years of high director pay without reasonable rationale disclosed. A vote FOR the remaining director nominees is warranted.</p>	For	Withhold

Global Voting Record

Mgmt	1.10	Elect Director Mark Zuckerberg Voter Rationale: WITHHOLD votes for incumbent compensation committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu are warranted, in the absence of a say-on-pay proposal on the ballot, due to numerous concerns regarding the executive pay program. WITHHOLD votes are further warranted for incumbent governance committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu, in addition to Mark Zuckerberg, the owner of the supervoting shares, given that the multi-class structure is not subject to a reasonable time-based sunset provision. A WITHHOLD vote is further warranted for Peggy Alford in her capacity as chair of the compensation, nominating, & governance committee due to consecutive years of high director pay without reasonable rationale disclosed. A vote FOR the remaining director nominees is warranted.	For	Withhold
Mgmt	2	Ratify Ernst & Young LLP as Auditors	For	For
Mgmt	3	Amend Certificate of Incorporation to Limit the Liability of Officers Voter Rationale: A vote AGAINST this proposal is warranted, as the company is controlled and decisions regarding the company's response to shareholder litigation would be made by a board that lacks accountability.	For	Against
Mgmt	4	Amend Omnibus Stock Plan Voter Rationale: Based on a qualitative evaluation of the proposed amendment, a vote AGAINST the proposal is warranted. The proposed amendment to allow for dividend and dividend equivalent payments is considered contrary to shareholders' interests because the plan lacks a prohibition for the payment of dividends prior to the vesting of the underlying award.	For	Against
S/holder	5	Approve Recapitalization Plan for all Stock to Have One-vote per Share Voter Rationale: A vote FOR this proposal is warranted as it would convey to the board nonaffiliated shareholders' preference for a capital structure in which the levels of economic ownership and voting power are aligned.	Against	For
S/holder	6	Report on Generative AI Misinformation and Disinformation Risks Voter Rationale: A vote FOR this proposal is warranted. Additional disclosure on how the company intends to manage misinformation and disinformation risks related to generative AI would help shareholders better evaluate the company's approach.	Against	For
S/holder	7	Disclosure of Voting Results Based on Class of Shares Voter Rationale: A vote FOR this proposal is warranted, as it appears reasonable that the company would begin differentiating the voting results on a per-class basis to help facilitate improved board accountability at the company.	Against	For
S/holder	8	Report on Human Rights Risks in Non-US Markets	Against	Against
S/holder	9	Amend Corporate Governance Guidelines Voter Rationale: A vote FOR this proposal is warranted, as it would enhance the lead independent director duties.	Against	For
S/holder	10	Report on Human Rights Impact Assessment of Targeted Advertising Voter Rationale: A vote FOR this proposal is warranted, as an independent Human Rights Impact Assessment would help shareholders better assess Meta's management of risks related to its targeted advertising policies and practices.	Against	For
S/holder	11	Report on Child Safety and Harm Reduction Voter Rationale: A vote FOR this proposal is warranted, as additional disclosure on how the company measures and tracks metrics related to child safety on the company's platforms would give shareholders more information on how well the company is managing related risks.	Against	For
S/holder	12	Commission Third-Party Report on Minimum Age for Social Media Products and Conduct an Advisory Shareholder Vote	Against	Against
S/holder	13	Report on Political Advertising and Election Cycle Enhanced Actions	Against	Against

Global Voting Record

S/holder	14	Report on Framework to Assess Company Lobbying Alignment with Climate Goals Voter Rationale: A vote FOR this proposal is warranted at this time. The request is not considered overly onerous or prescriptive, and shareholders would benefit from greater transparency of the company's direct and indirect climate lobbying, and how the company would plan to mitigate any risks that might be identified.	Against	For
----------	----	--	---------	-----

ROYAL CARIBBEAN GROUP

Meeting: Annual 5/29/24 Liberia

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director John F. Brock	For	For
Mgmt	1b	Elect Director Richard D. Fain	For	For
Mgmt	1c	Elect Director Stephen R. Howe Jr.	For	For
Mgmt	1d	Elect Director William L. Kimsey	For	For
Mgmt	1e	Elect Director Michael O. Leavitt	For	For
Mgmt	1f	Elect Director Jason T. Liberty	For	For
Mgmt	1g	Elect Director Amy McPherson	For	For
Mgmt	1h	Elect Director Maritza G. Montiel	For	For
Mgmt	1i	Elect Director Ann S. Moore	For	For
Mgmt	1j	Elect Director Eyal M. Ofer	For	For
Mgmt	1k	Elect Director Vagn O. Sorensen	For	For
Mgmt	1l	Elect Director Donald Thompson	For	For
Mgmt	1m	Elect Director Arne Alexander Wilhelmsen	For	For
Mgmt	1n	Elect Director Rebecca Yeung	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For

SHOCKWAVE MEDICAL INC.

Meeting: Special 5/29/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Merger Agreement	For	For
Mgmt	2	Advisory Vote on Golden Parachutes	For	For
Mgmt	3	Adjourn Meeting	For	For

Global Voting Record

SIENNA SENIOR LIVING INC.

Meeting: Annual/Special 5/29/24 Canada

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1A	Elect Director Barbara Bellissimo	For	For
Mgmt	1B	Elect Director Paul Boniferro	For	For
Mgmt	1C	Elect Director Gina Parvaneh Cody	For	For
Mgmt	1D	Elect Director Nitin Jain	For	For
Mgmt	1E	Elect Director Shelly Jamieson	For	For
Mgmt	1F	Elect Director Brian Johnston	For	For
Mgmt	1G	Elect Director Stephen Sender	For	For
Mgmt	2	Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	3	Re-approve Restricted Share Unit Plan	For	For
Mgmt	4	Advisory Vote on Executive Compensation Approach	For	For

SOCIETE BIC SA

Meeting: Annual/Special 5/29/24 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 4.27 per Share	For	For
Mgmt	4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	For
Mgmt	5	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
Mgmt	6	Reelect Societe M.B.D as Director	For	For
Mgmt	7	Reelect Marie-Aimee Bich-Dufour as Director	For	For
Mgmt	8	Appoint Grant Thornton as Auditor for the Sustainability Reporting	For	For
Mgmt	9	Approve Compensation Report of Corporate Officers	For	For
Mgmt	10	Approve Compensation of Gonzalve Bich CEO	For	For
Mgmt	11	Approve Remuneration Policy of Executive Corporate Officers	For	For
Mgmt	12	Approve Compensation of Nikos Koumettis Chairman of the Board	For	For
Mgmt	13	Approve Remuneration Policy of Chairman of the Board	For	For
Mgmt	14	Approve Remuneration Policy of Directors	For	For
Mgmt	15	Approve Remuneration of Directors in the Aggregate Amount of EUR 550 000	For	For
Mgmt	16	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For
Mgmt	17	Authorize up to 4 Percent of Issued Capital for Use in Restricted Stock Plans	For	For
Mgmt	18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 16 Million	For	For
Mgmt	19	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	For	For
Mgmt	20	Authorize Filing of Required Documents/Other Formalities	For	For

Global Voting Record

THE BANCORP INC.

Meeting: Annual 5/29/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Michael J. Bradley	For	For
Mgmt	1.2	Elect Director Matthew N. Cohn	For	For
Mgmt	1.3	Elect Director Cheryl D. Creuzot	For	For
Mgmt	1.4	Elect Director Hersh Kozlov	For	For
Mgmt	1.5	Elect Director Damian M. Kozlowski	For	For
Mgmt	1.6	Elect Director William H. Lamb	For	For
Mgmt	1.7	Elect Director James J. McEntee III	For	For
Mgmt	1.8	Elect Director Daniela A. Mielke	For	For
Mgmt	1.9	Elect Director Stephanie B. Mudick	For	For
Mgmt	1.10	Elect Director Mark E. Tryniski	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify Crowe LLP as Auditors	For	For
Mgmt	4	Approve Omnibus Stock Plan	For	For

VOLKSWAGEN AG

Meeting: Annual 5/29/24 Germany

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)		Non Voting
Mgmt	2	Approve Allocation of Income and Dividends of EUR 9.00 per Ordinary Share and EUR 9.06 per Preferred Share	For	For
Mgmt	3.1	Approve Discharge of Management Board Member O. Blume for Fiscal Year 2023	For	For
Mgmt	3.2	Approve Discharge of Management Board Member A. Antlitz for Fiscal Year 2023	For	For
Mgmt	3.3	Approve Discharge of Management Board Member R. Brandstaetter for Fiscal Year 2023	For	For
Mgmt	3.4	Approve Discharge of Management Board Member G. Doellner (from Sep. 1 2023) for Fiscal Year 2023	For	For
Mgmt	3.5	Approve Discharge of Management Board Member M. Doess for Fiscal Year 2023	For	For
Mgmt	3.6	Approve Discharge of Management Board Member M. Duesmann (until Aug. 31 2023) for Fiscal Year 2023	For	For
Mgmt	3.7	Approve Discharge of Management Board Member G. Kilian for Fiscal Year 2023	For	For
Mgmt	3.8	Approve Discharge of Management Board Member T. Schaefer for Fiscal Year 2023	For	For
Mgmt	3.9	Approve Discharge of Management Board Member T. Schmall-von Westerholt for Fiscal Year 2023	For	For
Mgmt	3.10	Approve Discharge of Management Board Member H. Stars for Fiscal Year 2023	For	For
Mgmt	4.1	Approve Discharge of Supervisory Board Member H. D. Poetsch for Fiscal Year 2023	For	For
Mgmt	4.2	Approve Discharge of Supervisory Board Member J. Hofmann for Fiscal Year 2023	For	For
Mgmt	4.3	Approve Discharge of Supervisory Board Member H. S. Al Jaber for Fiscal Year 2023	For	For
Mgmt	4.4	Approve Discharge of Supervisory Board Member M. B. E. Al-Mahmoud for Fiscal Year 2023	For	For

Global Voting Record

Mgmt	4.5	Approve Discharge of Supervisory Board Member H. Buck for Fiscal Year 2023	For	For
Mgmt	4.6	Approve Discharge of Supervisory Board Member M. Carnero Sojo for Fiscal Year 2023	For	For
Mgmt	4.7	Approve Discharge of Supervisory Board Member D. Cavallo for Fiscal Year 2023	For	For
Mgmt	4.8	Approve Discharge of Supervisory Board Member J. W. Hamburg for Fiscal Year 2023	For	For
Mgmt	4.9	Approve Discharge of Supervisory Board Member M. Heiss for Fiscal Year 2023	For	For
Mgmt	4.10	Approve Discharge of Supervisory Board Member A. Homburg for Fiscal Year 2023	For	For
Mgmt	4.11	Approve Discharge of Supervisory Board Member G. Horvath (from Feb. 28 2023) for Fiscal Year 2023	For	For
Mgmt	4.12	Approve Discharge of Supervisory Board Member S. Mahler (until May 31 2023) for Fiscal Year 2023	For	For
Mgmt	4.13	Approve Discharge of Supervisory Board Member P. Mosch (until Dec. 31 2023) for Fiscal Year 2023	For	For
Mgmt	4.14	Approve Discharge of Supervisory Board Member D. Nowak for Fiscal Year 2023	For	For
Mgmt	4.15	Approve Discharge of Supervisory Board Member H. M. Piech for Fiscal Year 2023	For	For
Mgmt	4.16	Approve Discharge of Supervisory Board Member F. O. Porsche for Fiscal Year 2023	For	For
Mgmt	4.17	Approve Discharge of Supervisory Board Member W. Porsche for Fiscal Year 2023	For	For
Mgmt	4.18	Approve Discharge of Supervisory Board Member J. Rothe (until March 3 2023) for Fiscal Year 2023	For	For
Mgmt	4.19	Approve Discharge of Supervisory Board Member G. Scarpino (from April 21 2023) for Fiscal Year 2023	For	For
Mgmt	4.20	Approve Discharge of Supervisory Board Member K. Schnur (from July 11 2023) for Fiscal Year 2023	For	For
Mgmt	4.21	Approve Discharge of Supervisory Board Member C. Schoenhardt for Fiscal Year 2023	For	For
Mgmt	4.22	Approve Discharge of Supervisory Board Member S. Weil for Fiscal Year 2023	For	For
Mgmt	5.1	Elect Hessa Al Jaber to the Supervisory Board Voter Rationale: A vote against the non-independent nominees is warranted because of the failure to establish a sufficiently independent board and because they are beneficiaries of the company's unequal voting rights structure.	For	Against
Mgmt	5.2	Elect Hans Piech to the Supervisory Board Voter Rationale: A vote against the non-independent nominees is warranted because of the failure to establish a sufficiently independent board and because they are beneficiaries of the company's unequal voting rights structure.	For	Against
Mgmt	5.3	Elect Ferdinand Porsche to the Supervisory Board Voter Rationale: A vote against the non-independent nominees is warranted because of the failure to establish a sufficiently independent board and because they are beneficiaries of the company's unequal voting rights structure.	For	Against
Mgmt	6	Amend Articles Re: Proof of Entitlement	For	For
Mgmt	7	Amend Articles Re: Supervisory Board Term of Office	For	For
Mgmt	8	Approve Remuneration Report Voter Rationale: A vote against is warranted as concerns remain in relation to termination-related payments continuing to be made to former CEO and pension contributions for executives remain high compared to market practice.	For	Against
Mgmt	9	Approve Remuneration Policy	For	For

Global Voting Record

Mgmt	10	Ratify EY GmbH & Co. KG as Auditors for Fiscal Year 2024 for the Review of the Interim Financial Statements for the First Half of Fiscal Year 2024 and First Quarter of Fiscal Year 2025	For	For
------	----	--	-----	-----

WILLIAMS-SONOMA INC.

Meeting: Annual		5/29/24	USA		
Proposal Type	Proposal	Description	MRec	Vote	
Mgmt	1.1	Elect Director Laura Alber	For	For	
Mgmt	1.2	Elect Director Esi Eggleston Bracey	For	For	
Mgmt	1.3	Elect Director Andrew Campion	For	For	
Mgmt	1.4	Elect Director Scott Dahnke	For	For	
Mgmt	1.5	Elect Director Anne Finucane	For	For	
Mgmt	1.6	Elect Director William Ready	For	For	
Mgmt	1.7	Elect Director Frits van Paasschen	For	For	
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
Mgmt	3	Amend Certificate of Incorporation to Provide for the Exculpation of Certain Officers	For	For	
Mgmt	4	Ratify Deloitte & Touche LLP as Auditors	For	For	

ADVANTECH CO. LTD.

Meeting: Annual		5/30/24	Taiwan		
Proposal Type	Proposal	Description	MRec	Vote	
Mgmt	1	Approve Business Report and Financial Statements	For	For	
Mgmt	2	Approve Plan on Profit Distribution	For	For	

ALCHIP TECHNOLOGIES LTD.

Meeting: Annual		5/30/24	Cayman Islands		
Proposal Type	Proposal	Description	MRec	Vote	
Mgmt	1	Approve Business Report and Financial Statements	For	For	
Mgmt	2	Approve Profit Distribution	For	For	
Mgmt	3	Amend Rules and Procedures Regarding Shareholder's General Meeting	For	For	
Mgmt	4	Approve Release of Restrictions of Competitive Activities of Directors	For	For	
Mgmt	5	Approve Issuance of Shares via a Private Placement	For	For	

ASPEED TECHNOLOGY INC.

Meeting: Annual 5/30/24 Taiwan

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Business Operations Report and Financial Statements	For	For
Mgmt	2	Approve Plan on Profit Distribution	For	For
Mgmt	3	Approve Amendments to Rules and Procedures Regarding Shareholder's General Meeting	For	For
Mgmt	4	Approve Amendment to Rules and Procedures for Election of Directors	For	For
Mgmt	5.1	Elect Chris Lin with SHAREHOLDER NO.1 as Non-independent Director	For	For
Mgmt	5.2	Elect Arnold Yu a Representative of Xian Hua Investment Co. Ltd. with SHAREHOLDER NO.22 as Non-independent Director	For	For
Mgmt	5.3	Elect Luke Chen a Representative of Linvest Wealth Corp with SHAREHOLDER NO.38 as Non-independent Director	For	For
Mgmt	5.4	Elect Ted Tsai with SHAREHOLDER NO.14 as Non-independent Director	For	For
Mgmt	5.5	Elect Hungju Huang a Representative of Linvest Fortune Corp. with SHAREHOLDER NO.102 as Non-independent Director	For	For
Mgmt	5.6	Elect Sheng-Lin Chou with SHAREHOLDER NO.R120955XXX as Independent Director	For	For
Mgmt	5.7	Elect John C. Lin with SHAREHOLDER NO.A111260XXX as Independent Director	For	For
Mgmt	5.8	Elect Kathy Yang with SHAREHOLDER NO.P220922XXX as Independent Director	For	For
Mgmt	5.9	Elect Chen-Fu Chien with SHAREHOLDER NO.H120290XXX as Independent Director	For	For
Mgmt	6	Approve Release of Restrictions of Competitive Activities of Newly Appointed Directors and Representatives	For	For

BANK OF SHANGHAI CO. LTD.

Meeting: Annual 5/30/24 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 and Financial Budget	For	For
Mgmt	4.1	Approve 2023 Profit Distribution	For	For
Mgmt	4.2	Approve 2024 Interim Profit Distribution Matters	For	For
Mgmt	5	Approve Performance Evaluation Report of Directors	For	For
Mgmt	6	Approve Performance Evaluation Report of Supervisors	For	For
Mgmt	7	Approve Performance Evaluation Report of Senior Management Members	For	For
Mgmt	8	Approve Appointment of External Auditor	For	For
Mgmt	9	Elect Jin Qinglu as Independent Director	For	For

Global Voting Record

CHICONY ELECTRONICS CO. LTD.

Meeting: Annual 5/30/24 Taiwan

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Business Report Financial Statements and Profit Distribution	For	For

ELANCO ANIMAL HEALTH INCORPORATED

Meeting: Annual 5/30/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director William Doyle	For	For
Mgmt	1b	Elect Director Art Garcia	For	For
Mgmt	1c	Elect Director Denise Scots-Knight	For	For
Mgmt	1d	Elect Director Jeffrey Simmons	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	Declassify the Board of Directors	For	For
Mgmt	5	Adopt Majority Voting for Uncontested Election of Directors	For	For
Mgmt	6	Amend Articles of Incorporation to Allow Shareholders to Amend Bylaws	For	For
Mgmt	7	Provide Right to Call Special Meeting	For	For

EXELIXIS INC.

Meeting: Annual 5/30/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Mary C. Beckerle	For	For
Mgmt	1b	Elect Director S. Gail Eckhardt	For	For
Mgmt	1c	Elect Director Maria C. Freire	For	For
Mgmt	1d	Elect Director Tomas J. Heyman	For	For
Mgmt	1e	Elect Director David E. Johnson	For	For
Mgmt	1f	Elect Director Michael M. Morrissey	For	For
Mgmt	1g	Elect Director Robert (Bob) L. Oliver Jr.	For	For
Mgmt	1h	Elect Director Stelios Papadopoulos	For	For
Mgmt	1i	Elect Director George Poste	For	For
Mgmt	1j	Elect Director Julie Anne Smith	For	For
Mgmt	1k	Elect Director Jack L. Wyszomierski	For	For
Mgmt	2	Ratify Ernst & Young LLP as Auditors	For	For
Mgmt	3	Amend Qualified Employee Stock Purchase Plan	For	For
Mgmt	4	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

FERGUSON PLC

Meeting: Special 5/30/24 Jersey

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Change Jurisdiction of Incorporation from Jersey to Delaware	For	For
Mgmt	2.A	Amend Articles	For	For
Mgmt	2.B	Permit Board to Amend Bylaws Without Shareholder Consent	For	For
Mgmt	2.C	Authorize Board to Fill Vacancies	For	For
Mgmt	2.D	Provide Right to Call a Special Meeting Voter Rationale: A vote against is warranted as it is unclear how a higher ownership threshold to call a special meeting would be beneficial for shareholders.	For	Against
Mgmt	2.E	Amend Certificate of Incorporation to Limit the Liability of Officers	For	For
Mgmt	2.F	Amend Exclusive Forum Provision	For	For
Mgmt	2.G	Authorize New Class of Preferred Stock Voter Rationale: A vote against is warranted because the board has not specifically stated that the shares may not be used for antitakeover purposes in the future.	For	Against
Mgmt	2.H	Authorize a New Class of Common Stock	For	For

JDE PEET'S NV

Meeting: Annual 5/30/24 Netherlands

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting		Non Voting
Mgmt	2.a	Receive Board Report (Non-Voting)		Non Voting
Mgmt	2.b	Discussion on Company's Corporate Governance Structure		Non Voting
Mgmt	2.c	Approve Remuneration Report Voter Rationale: A vote against is warranted because the proposed remuneration is below par in relation to market standards, particularly with regard to the LTIP not including performance metrics and the STIP does not offer enough transparency with regards to the performance targets, which does not allow shareholders to assess the pay for performance alignment. We also note the loan previously provided to the executive director in 2020, in deviation of the Dutch corporate governance code. Although the company explained during engagement that the loan was repaid on April 1, 2024 as part of the departure of Fabien Simon, this was not disclosed in the 2023 remuneration report, which mentions no repayments were made in 2023.	For	Against
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.a	Reelect Vandeveldel as Non-Executive Director	For	For
Mgmt	5.b	Reelect Richards as Non-Executive Director	For	For
Mgmt	5.c	Reelect Hennequin as Non-Executive Director	For	For
Mgmt	5.d	Reelect MacFarlane as Non-Executive Director	For	For
Mgmt	6.a	Approve Remuneration Policy Voter Rationale: A vote against is warranted as the company provided a limited disclosure regarding the LTIP and STIP performance metrics.	For	Against
Mgmt	6.b	Amend JDE Peet's Long-Term Incentive Plan Voter Rationale: A vote against is warranted as the company provided a limited disclosure regarding the LTI performance metrics and it is unclear to which extent the LTI plan consists of non-performance based pay.	For	Against
Mgmt	7	Reappoint Deloitte Accountants B.V. as Auditors	For	For
Mgmt	8.a	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
Mgmt	8.b	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Pre-emptive Rights	For	For
Mgmt	8.c	Grant Board Authority to Issue Shares Up To 40 Percent of Issued Capital in Connection with a Rights Issue	For	For
Mgmt	9	Other Business (Non-Voting)		Non Voting
Mgmt	10	Close Meeting		Non Voting

Global Voting Record

LAUREATE EDUCATION INC.

Meeting: Annual 5/30/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Andrew B. Cohen	For	For
Mgmt	1.2	Elect Director William J. Davis	For	For
Mgmt	1.3	Elect Director Pedro del Corro	For	For
Mgmt	1.4	Elect Director Aristides de Macedo	For	For
Mgmt	1.5	Elect Director Kenneth W. Freeman	For	For
Mgmt	1.6	Elect Director Barbara Mair	For	For
Mgmt	1.7	Elect Director George Munoz	For	For
Mgmt	1.8	Elect Director Judith Rodin Voter Rationale: WITHHOLD votes are warranted for governance committee chair Judith Rodin given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents which adversely impacts shareholder rights. A vote FOR the remaining director nominees is warranted.	For	Withhold
Mgmt	1.9	Elect Director Eilif Serck-Hanssen	For	For
Mgmt	1.10	Elect Director Ian K. Snow	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

LUFAX HOLDING LTD.

Meeting: Annual 5/30/24 Cayman Islands

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Special Dividend	For	For
Mgmt	3a	Elect Director Yong Suk Cho Voter Rationale: A vote AGAINST non-independent director nominees Yong Suk Cho and Yonglin Xie is warranted for failing to establish a board on which a majority of the directors are independent directors. A vote FOR Weidong Li is warranted.	For	Against
Mgmt	3b	Elect Director Yonglin Xie Voter Rationale: A vote AGAINST non-independent director nominees Yong Suk Cho and Yonglin Xie is warranted for failing to establish a board on which a majority of the directors are independent directors. A vote FOR Weidong Li is warranted.	For	Against
Mgmt	3c	Elect Director Weidong Li	For	For
Mgmt	3d	Authorize Board to Fix Remuneration of Directors	For	For
Mgmt	4	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	For	For

Global Voting Record

MOWI ASA

Meeting: Annual 5/30/24 Norway

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.a	Elect Chairman of Meeting	For	For
Mgmt	1.b	Designate Inspector(s) of Minutes of Meeting	For	For
Mgmt	2	Approve Notice of Meeting and Agenda	For	For
Mgmt	3	Receive Briefing on the Business		Non Voting
Mgmt	4	Accept Financial Statements and Statutory Reports; Approve Allocation of Income	For	For
Mgmt	5	Discuss Company's Corporate Governance Statement		Non Voting
Mgmt	6	Approve Equity Plan Financing	For	For
Mgmt	7	Approve Remuneration Statement	For	For
Mgmt	8	Approve Remuneration of Directors	For	For
Mgmt	9	Approve Remuneration of Nomination Committee	For	For
Mgmt	10	Approve Remuneration of Auditors	For	For
Mgmt	11.a	Reelect Kathrine Fredriksen as Director	For	For
Mgmt	11.b	Reelect Peder Strand as Director	For	For
Mgmt	11.c	Elect Kjersti Hobol as New Director	For	For
Mgmt	11.d	Elect Leif Teksum as New Director	For	For
Mgmt	12.a	Reelect Anne Lise Ellingsen Gryte as Member of Nominating Committee	For	For
Mgmt	12.b	Elect Peder Weidemann Egseth as Member of Nominating Committee	For	For
Mgmt	13	Authorize Board to Distribute Dividends	For	For
Mgmt	14	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	For
Mgmt	15.A	Approve Creation of NOK 387.8 Million Pool of Capital without Preemptive Rights	For	For
Mgmt	15.B	Authorize Issuance of Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of NOK 3.2 Billion; Approve Creation of NOK 387.8 Million Pool of Capital to Guarantee Conversion Rights	For	For

PING AN INSURANCE (GROUP) COMPANY OF CHINA LTD.

Meeting: Annual 5/30/24 China

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Report of the Board of Directors	For	For
Mgmt	1	Approve Report of the Board of Directors	For	For
Mgmt	2	Approve Report of the Supervisory Committee	For	For
Mgmt	2	Approve Report of the Supervisory Committee	For	For
Mgmt	3	Approve Annual Report and Its Summary	For	For
Mgmt	3	Approve Annual Report and Its Summary	For	For
Mgmt	4	Approve Financial Statements and Statutory Reports	For	For
Mgmt	4	Approve Financial Statements and Statutory Reports	For	For
Mgmt	5	Approve Profit Distribution Plan and Proposed Declaration and Distribution of Final Dividends	For	For
Mgmt	5	Approve Profit Distribution Plan and Proposed Declaration and Distribution of Final Dividends	For	For

Global Voting Record

Mgmt	6	Approve Ernst & Young Hua Ming LLP as Auditor of PRC GAAP and Ernst & Young as Auditor of IFRS and Authorize Board to Fix Their Remuneration	For	For
Mgmt	6	Approve Ernst & Young Hua Ming LLP as Auditor of PRC GAAP and Ernst & Young as Auditor of IFRS and Authorize Board to Fix Their Remuneration	For	For
Mgmt	7.01	Elect Ma Mingzhe as Director	For	For
Mgmt	7.01	Elect Ma Mingzhe as Director	For	For
Mgmt	7.02	Elect Xie Yonglin as Director	For	For
Mgmt	7.02	Elect Xie Yonglin as Director	For	For
Mgmt	7.03	Elect Michael Guo as Director	For	For
Mgmt	7.03	Elect Michael Guo as Director	For	For
Mgmt	7.04	Elect Cai Fangfang as Director	For	For
Mgmt	7.04	Elect Cai Fangfang as Director	For	For
Mgmt	7.05	Elect Fu Xin as Director	For	For
Mgmt	7.05	Elect Fu Xin as Director	For	For
Mgmt	7.06	Elect Soopakij Chearavanont as Director	For	For
Mgmt	7.06	Elect Soopakij Chearavanont as Director	For	For
Mgmt	7.07	Elect Yang Xiaoping as Director	For	For
Mgmt	7.07	Elect Yang Xiaoping as Director	For	For
Mgmt	7.08	Elect He Jianfeng as Director	For	For
Mgmt	7.08	Elect He Jianfeng as Director	For	For
Mgmt	7.09	Elect Cai Xun as Director	For	For
Mgmt	7.09	Elect Cai Xun as Director	For	For
Mgmt	8.01	Elect Zhu Xinrong as Supervisor	For	For
Mgmt	8.01	Elect Zhu Xinrong as Supervisor	For	For
Mgmt	8.02	Elect Liew Fui Kiang as Supervisor	For	For
Mgmt	8.02	Elect Liew Fui Kiang as Supervisor	For	For
Mgmt	8.03	Elect Hung Ka Hai Clement as Supervisor	For	For
Mgmt	8.03	Elect Hung Ka Hai Clement as Supervisor	For	For
Mgmt	9	Approve Grant of General Mandate to the Board to issue H Shares	For	For
Mgmt	9	Approve Grant of General Mandate to the Board to issue H Shares	For	For
Mgmt	10	Approve Issuance of Debt Financing Instruments Voter Rationale: A vote AGAINST this resolution is warranted given the lack of disclosed information to assess the impact of the possible issuance of convertible securities on shareholder rights and value.	For	Against
Mgmt	10	Approve Issuance of Debt Financing Instruments Voter Rationale: A vote AGAINST this resolution is warranted given the lack of disclosed information to assess the impact of the possible issuance of convertible securities on shareholder rights and value.	For	Against
Mgmt	11	Amend Articles of Association Voter Rationale: A vote AGAINST this resolution is warranted because the proposed amendments to the Articles are not considered to adequately provide for accountability and transparency to shareholders.	For	Against
Mgmt	11	Amend Articles of Association Voter Rationale: A vote AGAINST this resolution is warranted because the proposed amendments to the Articles are not considered to adequately provide for accountability and transparency to shareholders.	For	Against
Mgmt	12.01	Elect Ng Sing Yip as Director	For	For
Mgmt	12.01	Elect Ng Sing Yip as Director	For	For
Mgmt	12.02	Elect Chu Yiyun as Director	For	For
Mgmt	12.02	Elect Chu Yiyun as Director	For	For

Global Voting Record

Mgmt	12.03	Elect Liu Hong as Director	For	For
Mgmt	12.03	Elect Liu Hong as Director	For	For
Mgmt	12.04	Elect Ng Kong Ping Albert as Director	For	For
Mgmt	12.04	Elect Ng Kong Ping Albert as Director	For	For
Mgmt	12.05	Elect Jin Li as Director	For	For
Mgmt	12.05	Elect Jin Li as Director	For	For
Mgmt	12.06	Elect Wang Guangqian as Director	For	For
Mgmt	12.06	Elect Wang Guangqian as Director	For	For

PT PERUSAHAAN GAS NEGARA TBK

Meeting: Annual 5/30/24 Indonesia

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Annual Report and Statutory Reports	For	For
Mgmt	2	Approve Financial Statements of the Company Financial Statements of the Company's Micro and Small Business Funding Program and Discharge of Directors and Commissioners	For	For
Mgmt	3	Approve Allocation of Income and Dividends	For	For
Mgmt	4	Approve Remuneration and Tantiem of Directors and Commissioners	For	For
Mgmt	5	Approve Auditors of the Company PSA 62 Compliance Audit and the Micro and Small Business Funding Program	For	For
Mgmt	6	Approve Special Assignments to the Company Voter Rationale: A vote AGAINST this resolution is warranted given the lack of further information to make an informed voting decision.	For	Against
Mgmt	7	Approve Changes in the Boards of the Company Voter Rationale: A vote AGAINST this resolution is warranted given the lack of information to make an informed voting decision.	For	Against

REALTEK SEMICONDUCTOR CORP.

Meeting: Annual 5/30/24 Taiwan

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Business Report and Financial Statements	For	For
Mgmt	2	Approve Plan on Profit Distribution	For	For
Mgmt	3.1	Elect CHIU SUN-CHIEN a Representative of UNITED GLORY CO. LTD. with SHAREHOLDER NO.65704 as Non-independent Director	For	For
Mgmt	3.2	Elect HUANG YUNG-FANG a Representative of UNITED GLORY CO. LTD. with SHAREHOLDER NO.65704 as Non-independent Director	For	For
Mgmt	3.3	Elect YEN KUANG-YU with SHAREHOLDER NO.36744 as Non-independent Director	For	For
Mgmt	3.4	Elect NI SHU-CHING with SHAREHOLDER NO.88 as Non-independent Director	For	For
Mgmt	3.5	Elect YEH PO-LEN a Representative of TAOTECH CO. LTD. with SHAREHOLDER NO.272553 as Non-independent Director	For	For
Mgmt	3.6	Elect YEH MING-HAN a Representative of DEJIA INVESTMENT CO. LTD. with SHAREHOLDER NO.280309 as Non-independent Director	For	For
Mgmt	3.7	Elect YANG PAN-CHYR with SHAREHOLDER NO.B100793XXX as Independent Director	For	For
Mgmt	3.8	Elect KO FU-HWA with SHAREHOLDER NO.Y100550XXX as Independent Director	For	For
Mgmt	3.9	Elect HSIEH YIN-CHING with SHAREHOLDER NO.A122644XXX as Independent Director	For	For
Mgmt	4	Approve Release of Restrictions of Competitive Activities of Directors and Representatives	For	For

SHOUGANG FUSHAN RESOURCES GROUP LIMITED

Meeting: Annual 5/30/24 Hong Kong

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 Shi Yubao as Director	For	For
Mgmt	3B	Elect Chen Jianxiong as Director	For	For
Mgmt	4	Approve PricewaterhouseCoopers 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 for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.	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 for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.	For	Against

SINBON ELECTRONICS CO. LTD.

Meeting: Annual 5/30/24 Taiwan

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Financial Statements and Consolidated Financial Statements	For	For
Mgmt	2	Approve Plan on Profit Distribution	For	For
Mgmt	3	Approve Amendments to Rules and Procedures Regarding Shareholder's General Meeting	For	For
Mgmt	4.1	Elect SHAW-SHING WANG with Shareholder No. 00000001 as Non-Independent Director	For	For
Mgmt	4.2	Elect CHAO-LIANG WANG a Representative of ARGOSY RESEARCH INC. with Shareholder No. 00000132 as Non-Independent Director	For	For
Mgmt	4.3	Elect WEI-MING LIANG with Shareholder No. 00000133 as Non-Independent Director	For	For
Mgmt	4.4	Elect WEN-SEN HUANG with Shareholder No. 00000137 as Non-Independent Director	For	For
Mgmt	4.5	Elect WEI-CHUNG WANG a Representative of TAI-YI INVESTMENT CO. with Shareholder No. 00022265 as Non-Independent Director	For	For
Mgmt	4.6	Elect KUO-HUNG WANG a Representative of KUO-SHAN INVESTMENT CO. with Shareholder No. 00071146 as Non-Independent Director	For	For
Mgmt	4.7	Elect HO-MIN CHEN with Shareholder No. Q120046XXX as Independent Director	For	For
Mgmt	4.8	Elect YU-FEN LIN with Shareholder No. U220415XXX as Independent Director	For	For
Mgmt	4.9	Elect CHI-LIN WEA with Shareholder No. J100196XXX as Independent Director	For	For
Mgmt	4.10	Elect MU-HSIAO LIU with Shareholder No. Q220027XXX as Independent Director	For	For
Mgmt	4.11	Elect MEI-CHU LIN with Shareholder No. A203863XXX as Independent Director	For	For
Mgmt	5	Approve Release of Restrictions of Competitive Activities of Newly Appointed Directors and Representatives	For	For

VECTOR INC.

Meeting: Annual 5/30/24 Japan

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Allocation of Income with a Final Dividend of JPY 29	For	For
Mgmt	2.1	Elect Director Nishie Keiji	For	For
Mgmt	2.2	Elect Director Hasegawa Hajime	For	For
Mgmt	2.3	Elect Director Kiryu Saori	For	For
Mgmt	2.4	Elect Director Goto Yosuke	For	For
Mgmt	2.5	Elect Director Nishiki Takashi	For	For
Mgmt	2.6	Elect Director Matsuda Kota	For	For
Mgmt	2.7	Elect Director Tomimura Ryuichi	For	For
Mgmt	2.8	Elect Director Naka Michimasa	For	For
Mgmt	2.9	Elect Director Nose Yasunobu	For	For
Mgmt	3	Appoint Alternate Statutory Auditor Owaki Yasuyuki	For	For

Global Voting Record

WINGARC1ST INC.

Meeting: Annual 5/30/24 Japan

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Uchino Hiroyuki	For	For
Mgmt	1.2	Elect Director Tanaka Jun	For	For
Mgmt	1.3	Elect Director Shimazawa Ko	For	For
Mgmt	1.4	Elect Director Fujimoto Taisuke	For	For
Mgmt	1.5	Elect Director Yamazawa Kotaro	For	For
Mgmt	1.6	Elect Director Yajima Takao	For	For
Mgmt	1.7	Elect Director Okada Shunsuke	For	For
Mgmt	1.8	Elect Director Iizumi Kaori	For	For
Mgmt	2	Approve Trust-Type Equity Compensation Plan	For	For

WISTRON CORP.

Meeting: Annual 5/30/24 Taiwan

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect SIMON LIN (Hsien-Ming Lin) with SHAREHOLDER NO.2 as Non-Independent Director	For	For
Mgmt	1.2	Elect HAYDN HSIEH (Hong-Po Hsieh) a REPRESENTATIVE of WISTRON NEWEB CORPORATION with SHAREHOLDER NO. 377529 as Non-Independent Director	For	For
Mgmt	1.3	Elect PHILIP PENG (Chin-Bing Peng) with SHAREHOLDER NO.5 as Non-Independent Director	For	For
Mgmt	1.4	Elect JEFF LIN (Jiann-Shiun Lin) with SHAREHOLDER NO.1593 as Non-Independent Director	For	For
Mgmt	1.5	Elect JACK CHEN (Yu-Liang Chen) with ID NO.R102686XXX as Independent Director	For	For
Mgmt	1.6	Elect S. J. PAUL CHIEN (Shyur-Jen Chien) with ID NO.A120799XXX as Independent Director	For	For
Mgmt	1.7	Elect PEIPEI YU (Pei-Pei Yu) with ID NO.F220938XXX as Independent Director	For	For
Mgmt	1.8	Elect FRANK JUANG (Chain-Shinn Juang) with ID NO.U120013XXX as Independent Director	For	For
Mgmt	1.9	Elect MEI-LING CHEN with ID NO.U220024XXX as Independent Director	For	For
Mgmt	2	Approve Business Operations Report and Financial Statements	For	For
Mgmt	3	Approve Plan on Profit Distribution	For	For
Mgmt	4	Approve Issuance of New Common Shares for Cash to Sponsor Issuance of GDR and/or through Public Offering and/or through Private Placement and/or to Sponsor in the Issuance of GDR through Private Placement	For	For
Mgmt	5	Approve Amendments to Articles of Association	For	For
Mgmt	6	Approve Release of Restrictions of Competitive Activities of Newly Appointed Directors and Representatives	For	For

YANCOAL AUSTRALIA LTD.

Meeting: Annual 5/30/24 Australia				
Proposal Type	Proposal	Description	MRec	Vote
Mgmt	2a	Elect Ning Yue as Director	For	For
Mgmt	2b	Elect Debra Anne Bakker as Director	For	For
Mgmt	2c	Elect Gregory James Fletcher as Director	For	Against
Mgmt	2d	Elect Geoffrey William Raby as Director	For	For
Mgmt	3	Approve Remuneration Report	For	For
Mgmt	4	Approve Termination Benefit Payment	For	For
Mgmt	5	Approve Issue of Securities Under the Equity Incentive Plan	For	For
Mgmt	6	Approve Issuance of STIP Rights to Ning Yue Under Equity Incentive Plan	For	For
Mgmt	7	Approve SW Audit as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	8	Approve General Mandate to Issue Shares	For	Against
Mgmt	9	Approve General Mandate to Repurchase Shares	For	For
Mgmt	10	Approve Extension of General Mandate to Add the Number of Repurchased Shares	For	Against
Mgmt	11	Approve Re-Insertion of Proportional Takeover Provision	For	For

ACCOR SA

Meeting: Annual/Special 5/31/24 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 1.18 per Share	For	For
Mgmt	4	Appoint PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting	For	For
Mgmt	5	Approve Remuneration of Directors in the Aggregate Amount of EUR 1 440 000	For	For
Mgmt	6	Approve Compensation Report of Corporate Officers	For	Against
Mgmt	7	Approve Compensation of Sebastien Bazin Chairman and CEO	For	Against
Mgmt	8	Approve Remuneration Policy of Chairman and CEO	For	For
Mgmt	9	Approve Remuneration Policy of Directors	For	For
Mgmt	10	Approve Transaction with Rubyrock Co. Limited Re: Agreement for an Off-market Buyback	For	For
Mgmt	11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	Against
Mgmt	12	Approve Contribution in Kind of 283 476 190 Shares from Accor Luxury & Lifestyle SAS its Valuation and Remuneration	For	For
Mgmt	13	Authorize Board to Issue Free Warrants with Preemptive Rights During a Public Tender Offer	For	Against
Mgmt	14	Authorize Filing of Required Documents/Other Formalities	For	For

Global Voting Record

ALKERMES PLC

Meeting: Annual 5/31/24 Ireland

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Emily Peterson Alva	For	For
Mgmt	1.2	Elect Director Shane M. Cooke	For	For
Mgmt	1.3	Elect Director David A. Daglio Jr.	For	For
Mgmt	1.4	Elect Director Richard B. Gaynor	For	For
Mgmt	1.5	Elect Director Cato T. Laurencin	For	For
Mgmt	1.6	Elect Director Nancy S. Lurker	For	For
Mgmt	1.7	Elect Director Brian P. McKeon	For	For
Mgmt	1.8	Elect Director Richard F. Pops	For	For
Mgmt	1.9	Elect Director Nancy L. Snyderman	For	For
Mgmt	1.10	Elect Director Frank Anders "Andy" Wilson	For	For
Mgmt	1.11	Elect Director Christopher I. Wright	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	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	5	Amend Omnibus Stock Plan	For	For
Mgmt	6	Renew the Board's Authority to Issue Shares Under Irish Law	For	For
Mgmt	7	Renew the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights	For	For

CHINA SHINEWAY PHARMACEUTICAL GROUP LIMITED

Meeting: Annual 5/31/24 Cayman Islands

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2A	Elect Li Huimin as Director	For	For
Mgmt	2B	Elect Liu Shun Fai as Director	For	For
Mgmt	2C	Elect Yew Yat On as Director	For	For
Mgmt	2D	Authorize Board to Fix Remuneration of Directors	For	For
Mgmt	3	Approve Deloitte Touche Tohmatsu as Auditors 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 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 for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.	For	Against
Mgmt	6	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 for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.	For	Against

Global Voting Record

CLEVO CO.

Meeting: Annual 5/31/24 Taiwan

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Financial Statements	For	For
Mgmt	2	Approve Plan on Profit Distribution	For	For
Mgmt	3.1	Elect HSU KUN TAI with SHAREHOLDER NO.1 as Non-independent Director	For	For
Mgmt	3.2	Elect TSAI MING HSIEN with SHAREHOLDER NO.13 as Non-independent Director	For	For
Mgmt	3.3	Elect LU JIN ZONG with SHAREHOLDER NO.F122978XXX as Non-independent Director	For	For
Mgmt	3.4	Elect CHIEN YIH LONG with SHAREHOLDER NO.20204 as Non-independent Director	For	For
Mgmt	3.5	Elect CHOU PO CHIAO with SHAREHOLDER NO.D101101XXX as Independent Director	For	For
Mgmt	3.6	Elect WU PEI LING with SHAREHOLDER NO.J220364XXX as Independent Director	For	For
Mgmt	3.7	Elect YANG SHU LIANG with SHAREHOLDER NO.N221394XXX as Independent Director	For	For
Mgmt	4	Approve Release of Restrictions of Competitive Activities of Newly Appointed Directors and Representatives	For	For

COMPAL ELECTRONICS INC.

Meeting: Annual 5/31/24 Taiwan

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Business Report and Financial Statements	For	For
Mgmt	2	Approve Profit Distribution	For	For
Mgmt	3.1	Elect Jui Tsung Chen with SHAREHOLDER NO.83 as Non-independent Director	For	For
Mgmt	3.2	Elect Wei Chang Chen a Representative of Kinpo Electronics Inc. with SHAREHOLDER NO.85 as Non-independent Director	For	For
Mgmt	3.3	Elect Charnng Chyi Ko a Representative of Taiwan Venture Capital Co. Ltd. with SHAREHOLDER NO.631902 as Non-independent Director	For	For
Mgmt	3.4	Elect Sheng Chieh Hsu with SHAREHOLDER NO.3 as Non-independent Director	For	For
Mgmt	3.5	Elect Chieh Li Hsu with SHAREHOLDER NO.200 as Non-independent Director	For	For
Mgmt	3.6	Elect Wu Chun Hsu a Representative of Binpal Investment Co. Ltd. with SHAREHOLDER NO.632194 as Non-independent Director	For	For
Mgmt	3.7	Elect Chung Pin Wong with SHAREHOLDER NO.1357 as Non-independent Director	For	For
Mgmt	3.8	Elect Chiung Chi Hsu with SHAREHOLDER NO.91 as Non-independent Director	For	For
Mgmt	3.9	Elect Anthony Peter Bonadero with SHAREHOLDER NO.548777XXX as Non-independent Director	For	For
Mgmt	3.10	Elect Sheng Hua Peng with SHAREHOLDER NO.375659 as Non-independent Director	For	For
Mgmt	3.11	Elect Duh Kung Tsai with SHAREHOLDER NO.L101428XXX as Independent Director	For	For
Mgmt	3.12	Elect Wen Chung Shen with SHAREHOLDER NO.19173 as Independent Director	For	For
Mgmt	3.13	Elect Lee Chiou Chang with SHAREHOLDER NO.M100845XXX as Independent Director	For	For
Mgmt	3.14	Elect Shui Shu Hung with SHAREHOLDER NO.D121041XXX as Independent Director	For	For
Mgmt	3.15	Elect Tzu Ting Huang with SHAREHOLDER NO.A223144XXX as Independent Director	For	For
Mgmt	4	Approve Release of Restrictions of Competitive Activities of Directors	For	For

GEELEY AUTOMOBILE HOLDINGS LIMITEDMeeting: **Annual** **5/31/24** **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 Gui Sheng Yue as Director	For	For
Mgmt	4	Elect An Qing Heng as Director	For	For
Mgmt	5	Elect Wang Yang as Director	For	For
Mgmt	6	Elect Gao Jie as Director	For	For
Mgmt	7	Elect Yu Li Ping Jennifer as Director	For	For
Mgmt	8	Elect Zhu Han Song as Director	For	For
Mgmt	9	Authorize Board to Fix Remuneration of Directors	For	For
Mgmt	10	Approve Grant Thornton Hong Kong Limited as Auditor 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	For	For
Mgmt	13	Approve Increase in Authorized Share Capital	For	For

HOFFMANN GREEN CEMENT TECHNOLOGIES SA

Meeting: Annual/Special 5/31/24 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	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	For
Mgmt	5	Renew Appointment of KPMG SA as Auditor	For	For
Mgmt	6	Reelect Isabelle Mommessin as Supervisory Board Member Voter Rationale: A vote against is warranted as the overall level of independence lies below one-third of board members.	For	Against
Mgmt	7	Approve Remuneration of Supervisory Board Members in the Aggregate Amount of EUR 10 000	For	For
Mgmt	8	Authorize Repurchase of Up to 10 Percent of Issued Share Capital Voter Rationale: A vote against is warranted as the share repurchase program can be continued during a takeover period.	For	Against
Mgmt	9	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 4 Million	For	For
Mgmt	10	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 4 Million Voter Rationale: A vote against items 10-12 is warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights.	For	Against
Mgmt	11	Approve Issuance of Equity or Equity-Linked Securities for Reserved for Specific Beneficiaries up to Aggregate Nominal Amount of EUR 4 Million	For	Against
Mgmt	12	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	For	Against
Mgmt	13	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For
Mgmt	14	Set Total Limit for Capital Increase to Result from all Issuance Requests Under Items 9 to 13 at EUR 4 Million	For	For
Mgmt	15	Authorize up to 15 Percent of Issued Capital for Use in Restricted Stock Plans Voter Rationale: A vote against is warranted because the total aggregate volume would be in excess of recommended guidelines, 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	16	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	For	For
Mgmt	17	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For
Mgmt	18	Amend Article 12 of Bylaws Re: Censors Voter Rationale: A vote against is warranted since as the company proposes to elect censors at the board without providing the added value in terms of board composition and functioning, therefore, the nomination of censors would not be on a short-term basis.	For	Against

Global Voting Record

HON HAI PRECISION INDUSTRY CO. LTD.

Meeting: Annual 5/31/24 Taiwan

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Business Report and Financial Statements	For	For
Mgmt	2	Approve Plan on Profit Distribution	For	For
Mgmt	3	Approve Release of Restrictions of Competitive Activities of Directors	For	For

INNOLUX CORP.

Meeting: Annual 5/31/24 Taiwan

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Business Report and Financial Statements	For	For
Mgmt	2	Approve Statement of Profit and Loss Appropriation	For	For
Mgmt	3	Approve Cash Capital Reduction	For	For

LI AUTO INC.

Meeting: Annual 5/31/24 Cayman Islands

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Elect Director Xing Wang Voter Rationale: A vote AGAINST non-independent director nominee Xing Wang is warranted for failing to establish a board on which a majority of the directors are independent directors. A vote FOR director nominee Zhenyu Jiang is warranted.	For	Against
Mgmt	3	Elect Director Zhenyu Jiang	For	For
Mgmt	4	Authorize Board to Fix Remuneration of Directors	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 for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.	For	Against
Mgmt	6	Authorize Share Repurchase Program	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 for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.	For	Against
Mgmt	8	Approve PricewaterhouseCoopers and PricewaterhouseCoopers Zhong Tian LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For

NEDBANK GROUP LTD.

Meeting: Annual 5/31/24 South Africa

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Jason Quinn as Director	For	For
Mgmt	1.2	Elect Terence Nombembe as Director	For	For

Global Voting Record

Mgmt	2.1	Re-elect Brian Dames as Director	For	For
Mgmt	2.2	Re-elect Neo Dongwana as Director	For	For
Mgmt	2.3	Re-elect Mfundo Nkuhlu as Director	For	For
Mgmt	3.1	Reappoint Ernst & Young Incorporated as Auditors with Rohan Baboolal as Designated Registered Auditor	For	For
Mgmt	3.2	Appoint KPMG Incorporated as Auditors with Joelene Pierce as Designated Registered Auditor	For	For
Mgmt	4.1	Re-elect Stanley Subramoney as Member of the Group Audit Committee	For	For
Mgmt	4.2	Re-elect Hubert Brody as Member of the Group Audit Committee	For	For
Mgmt	4.3	Re-elect Neo Dongwana as Member of the Group Audit Committee	For	For
Mgmt	4.4	Re-elect Errol Kruger as Member of the Group Audit Committee	For	For
Mgmt	4.5	Re-elect Phumzile Langeni as Member of the Group Audit Committee	For	For
Mgmt	4.6	Elect Terence Nombembe as Member of the Group Audit Committee	For	For
Mgmt	5	Place Authorised but Unissued Shares under Control of Directors	For	For
Mgmt	6	Place Authorised but Unissued Cumulative Redeemable Non-participating Preference Shares under Control of Directors	For	For
Mgmt	7.1	Approve Remuneration Policy	For	For
Mgmt	7.2	Approve Remuneration Implementation Report	For	For
Mgmt	1.1	Approve Fees for the Chairperson	For	For
Mgmt	1.2	Approve Fees for the Lead Independent Director	For	For
Mgmt	1.3	Approve Fees for the Group Boardmember	For	For
Mgmt	1.4	Approve Fees for the Group Audit Committee Members	For	For
Mgmt	1.5	Approve Fees for the Group Credit Committee Members	For	For
Mgmt	1.6	Approve Fees for the Group Directors' Affairs Committee Members	For	For
Mgmt	1.7	Approve Fees for the Group Information Technology Committee Members	For	For
Mgmt	1.8	Approve Fees for the Group Remuneration Committee Members	For	For
Mgmt	1.9	Approve Fees for the Group Risk and Capital Management Committee Members	For	For
Mgmt	1.10	Approve Fees for the Group Transformation Social and Ethics Committee Members	For	For
Mgmt	1.11	Approve Fees for the Group Sustainability and Climate Resilience Committee Members	For	For
Mgmt	1.12	Approve Fees for the Ad Hoc Meetings	For	For
Mgmt	2.1	Approve Fees for the Acting Group Chairperson	For	For
Mgmt	2.2	Approve Fees for the Acting Lead Independent Director	For	For
Mgmt	2.3	Approve Fees for the Acting Board Committee Chairperson	For	For
Mgmt	3	Authorise Repurchase of Issued Share Capital	For	For
Mgmt	4	Approve Financial Assistance in Terms of Sections 44 and 45 of the Companies Act	For	For
Mgmt	5.1	Approve Increase in Authorised A Preference Shares	For	For
Mgmt	5.2	Approve Reduction of Par Value of the A Preference Shares	For	For
Mgmt	6	Amend Memorandum of Incorporation	For	For
Mgmt	7	Place Authorised but Unissued A Non-redeemable Non-cumulative Non-participating Perpetual Preference Shares under Control of Directors	For	For

NICKEL INDUSTRIES LIMITED

Meeting: Annual		5/31/24	Australia		
Proposal Type	Proposal	Description	MRec	Vote	
Mgmt	1	Approve Remuneration Report	For	For	
		Elect Dasa Sutantio as Director			
		Voter Rationale: A vote AGAINST the re-election of Stephanus Sutantio (Item 2) and Yuanyuan Xu (Item 6) is warranted. They serve as non-independent non-executive directors on a board that is not majority independent. * Ms Xu is a shareholder representative of Shanghai Wanlu Investment, which has a shareholding of 2.7 percent, being disproportionate to the 11.1 percent representation on the board; and * Mr Sutantio is a shareholder representative of PT Karunia Bara Perkasa, which has a shareholding of 8.5 percent, being disproportionate to the 11.1 percent representation on the board. A qualified vote FOR the election of Muliady Sutio, Haijun Wang and Binghe Xiang (Items 3-5) is warranted. They serve as non-independent non-executive directors and shareholder representatives of PT Danusa Nusantara (Mr Sutio) and Shanghai Decent (Mr Wang & Mr Xiang). * The board representation of 11.1 percent by PT Danusa Nusantara is sufficiently aligned with its shareholding of 20 percent; and * The board representation of 22.2 percent by Shanghai Decent is proportionate to its board representation of 22.2 percent.			
Mgmt	2		For	Against	
Mgmt	3	Elect Muliady Sutio as Director	For	For	
Mgmt	4	Elect Haijun Wang as Director	For	For	
Mgmt	5	Elect Binghe Xiang as Director	For	For	
		Elect Yuanyuan Xu as Director			
		Voter Rationale: A vote AGAINST the re-election of Stephanus Sutantio (Item 2) and Yuanyuan Xu (Item 6) is warranted. They serve as non-independent non-executive directors on a board that is not majority independent. * Ms Xu is a shareholder representative of Shanghai Wanlu Investment, which has a shareholding of 2.7 percent, being disproportionate to the 11.1 percent representation on the board; and * Mr Sutantio is a shareholder representative of PT Karunia Bara Perkasa, which has a shareholding of 8.5 percent, being disproportionate to the 11.1 percent representation on the board. A qualified vote FOR the election of Muliady Sutio, Haijun Wang and Binghe Xiang (Items 3-5) is warranted. They serve as non-independent non-executive directors and shareholder representatives of PT Danusa Nusantara (Mr Sutio) and Shanghai Decent (Mr Wang & Mr Xiang). * The board representation of 11.1 percent by PT Danusa Nusantara is sufficiently aligned with its shareholding of 20 percent; and * The board representation of 22.2 percent by Shanghai Decent is proportionate to its board representation of 22.2 percent.			
Mgmt	6		For	Against	

POU CHEN CORP.

Meeting: Annual		5/31/24	Taiwan		
Proposal Type	Proposal	Description	MRec	Vote	
Mgmt	1	Approve Business Report Financial Statements and Profit Distribution	For	For	
Mgmt	2	Approve Release of Restrictions of Competitive Activities of Directors	For	For	

XINYI SOLAR HOLDINGS LIMITED

Meeting: Annual 5/31/24 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	3A1	Elect Lee Shing Put as Director	For	For
Mgmt	3A2	Elect Lee Man Yin as Director	For	For
Mgmt	3A3	Elect Lee Yin Yee as Director	For	For
Mgmt	3A4	Elect Lo Wan Sing Vincent as Director	For	For
Mgmt	3A5	Elect Kan E-ting Martin as Director	For	For
Mgmt	3B	Authorize Board to Fix Remuneration of Directors	For	For
Mgmt	4	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	5	Authorize Repurchase of Issued Share Capital	For	For
Mgmt	6	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 for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.	For	Against
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 for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.	For	Against
Mgmt	8	Adopt 2024 Share Option Scheme Scheme Mandate Limit and Service Provider Sublimit and Related Transactions Voter Rationale: A vote AGAINST this resolution is warranted because: * The company could be considered a mature company, and the limit under the proposed 2024 SOS, together with other share incentive schemes of the company, exceeds 5 percent of the company's issued capital. * Performance conditions and meaningful vesting periods have not been disclosed. * The directors eligible to receive options under the 2024 SOS are involved in its administration.	For	Against

YANGZIJIANG FINANCIAL HOLDING LTD.

Meeting: Extraordinary Sh: 5/31/24 Singapore

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Proposed Diversification	For	For

Jupiter Asset Management Limited, The Zig Zag Building, 70 Victoria Street, London England, SW1E 6SQ
 Authorised and regulated by the Financial Conduct Authority whose address is 12 Endeavour Square, London E20 1JN
 4188