

## Definition of Significant Votes

Impax views significant votes as those not just purely procedural, but that are material in describing a company's financial position, corporate governance profile or other corporate structures or processes (whether votes are cast FOR or AGAINST management).

This report lists all significant votes cast in 2023 and states the voting rational for the resolutions where votes were cast against management or against a proposal or where votes were abstained.

The statistics and information relate to proxy votes cast in 2023 for funds managed by Impax Asset Management Limited.

Issuer Name	Country of Origin	Meeting Type	Meeting Date	Proposal Number	Proposal Description	Management Recommendation	Vote Decision	Vote Note
Aalberts NV	Netherlands	Annual	5/25/2023	10.	Authority to Repurchase Shares	For	For	
Aalberts NV	Netherlands	Annual	5/25/2023	11.	Appointment of Auditor	For	For	
Aalberts NV	Netherlands	Special	3/9/2023	2.	Elect Thessa Menssen to the Supervisory Board	For	For	
Aalberts NV	Netherlands	Special	9/7/2023	2.	Elect Stéphane Simonetta to the Management Board	For	For	
Aalberts NV	Netherlands	Special	3/9/2023	3.	Elect Frank Melzer to the Supervisory Board	For	For	
Aalberts NV	Netherlands	Special	9/7/2023	3.	Ratify Wim Pelsma	For	For	
Aalberts NV	Netherlands	Annual	5/25/2023	3.a.	Remuneration Report	For	For	
Aalberts NV	Netherlands	Annual	5/25/2023	3.b.	Accounts and Reports	For	For	
Aalberts NV	Netherlands	Annual	5/25/2023	4.b.	Allocation of Dividends	For	For	
Aalberts NV	Netherlands	Annual	5/25/2023	5.	Ratification of Management Board Acts	For	For	
Aalberts NV	Netherlands	Annual	5/25/2023	6.	Ratification of Supervisory Board Acts	For	For	
Aalberts NV	Netherlands	Annual	5/25/2023	7.	Elect Jan van der Zouw to the Supervisory Board	For	For	
Aalberts NV	Netherlands	Annual	5/25/2023	8.	Authority to Issue Shares w/ Preemptive Rights	For	For	
Aalberts NV	Netherlands	Annual	5/25/2023	9.	Authority to Suppress Preemptive Rights	For	For	
Advanced Drainage Systems Inc	United States	Annual	7/20/2023	1a.	Elect D. Scott Barbour	For	For	
Advanced Drainage Systems Inc	United States	Annual	7/20/2023	1b.	Elect Anesa T. Chaibi	For	For	
Advanced Drainage Systems Inc	United States	Annual	7/20/2023	1c.	Elect Michael B. Coleman	For	For	
Advanced Drainage Systems Inc	United States	Annual	7/20/2023	1d.	Elect Robert M. Eversole	For	For	
Advanced Drainage Systems Inc	United States	Annual	7/20/2023	1e.	Elect Alexander R. Fischer	For	Against	Director is Chair of the Nominating Committee and the board has provided insufficient disclosure of board racial/ethnic diversity characteristics separate from gender diversity in its proxy statement (US company). In line with our PV guidelines, we vote against the Chair of the NomCom in this case.

Advanced Drainage Systems Inc	United States	Annual	7/20/2023	1f.	Elect Tanya D. Fratto	For	For	
Advanced Drainage Systems Inc	United States	Annual	7/20/2023	1g.	Elect Kelly S. Gast	For	For	
Advanced Drainage Systems Inc	United States	Annual	7/20/2023	1h.	Elect M.A. (Mark) Haney	For	For	
Advanced Drainage Systems Inc	United States	Annual	7/20/2023	1i.	Elect Ross M. Jones	For	For	
Advanced Drainage Systems Inc	United States	Annual	7/20/2023	1j.	Elect Manuel Perez de la Mesa	For	For	
Advanced Drainage Systems Inc	United States	Annual	7/20/2023	1k.	Elect Carl A. Nelson, Jr.	For	For	
Advanced Drainage Systems Inc	United States	Annual	7/20/2023	1l.	Elect Anil Seetharam	For	For	
Advanced Drainage Systems Inc	United States	Annual	7/20/2023	2.	Ratification of Auditor	For	For	
Advanced Drainage Systems Inc	United States	Annual	7/20/2023	3.	Advisory Vote on Executive Compensation	For	For	
Advantech	Taiwan	Annual	5/25/2023	1	2022 Accounts and Reports	For	For	
Advantech	Taiwan	Annual	5/25/2023	2	2022 Allocation of Profits/Dividends	For	For	
Advantech	Taiwan	Annual	5/25/2023	3	Capitalization of Profits and Issuance of New Shares	For	For	
Advantech	Taiwan	Annual	5/25/2023	4	Adoption of Employee Stock Option Plan	For	For	
Advantech	Taiwan	Annual	5/25/2023	5.1	Elect K.C. LIU	For	For	
Advantech	Taiwan	Annual	5/25/2023	5.2	Elect Wesley LIU	For	For	
Advantech	Taiwan	Annual	5/25/2023	5.3	Elect Chaney HO	For	For	
Advantech	Taiwan	Annual	5/25/2023	5.4	Elect Tony LIU	For	For	
Advantech	Taiwan	Annual	5/25/2023	5.5	Elect Jeff CHEN	For	Against	The audit committee does not hit independence standards. The comp committee does not hit independence standards. Affiliated director chairing the compensation committee.
Advantech	Taiwan	Annual	5/25/2023	5.6	Elect LEE Ji-Ren	For	Against	Withhold votes from a nominee who serves on a total of 7 public company boards.
Advantech	Taiwan	Annual	5/25/2023	5.7	Elect Benson LIU	For	For	
Advantech	Taiwan	Annual	5/25/2023	5.8	Elect LIN Chan-Jane	For	For	

Advantech	Taiwan	Annual	5/25/2023	5.9	Elect CHANG Ming-Hui	For	For	
Advantech	Taiwan	Annual	5/25/2023	6	Non-Compete Restrictions for Directors	For	For	
AGCO Corp.	United States	Annual	4/27/2023	1a.	Elect Michael C. Arnold	For	For	
AGCO Corp.	United States	Annual	4/27/2023	1b.	Elect Sondra L. Barbour	For	For	
AGCO Corp.	United States	Annual	4/27/2023	1c.	Elect Suzanne P. Clark	For	For	
AGCO Corp.	United States	Annual	4/27/2023	1d.	Elect Bob De Lange	For	For	
AGCO Corp.	United States	Annual	4/27/2023	1e.	Elect Eric P. Hansotia	For	For	
AGCO Corp.	United States	Annual	4/27/2023	1f.	Elect George E. Minnich	For	For	
AGCO Corp.	United States	Annual	4/27/2023	1g.	Elect Niels Porksen	For	For	
AGCO Corp.	United States	Annual	4/27/2023	1h.	Elect David M. Sagehorn	For	For	
AGCO Corp.	United States	Annual	4/27/2023	1i.	Elect Mallika Srinivasan	For	For	This Director is a shareholder representative (not family), there are uncontroversial RPTs linked to this director's company, we understand this relationship well.
AGCO Corp.	United States	Annual	4/27/2023	1j.	Elect Matthew Tsien	For	For	
AGCO Corp.	United States	Annual	4/27/2023	2.	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
AGCO Corp.	United States	Annual	4/27/2023	3.	Advisory Vote on Executive Compensation	For	For	Discretionary awards granted to the CEO in past year with insufficient disclosure. Insufficient disclosure of LTIP performance goals and similar metrics used under STIP and LTIP. Internal pay inequity, however general pay and performance alignment is strong.
AGCO Corp.	United States	Annual	4/27/2023	4.	Ratification of Auditor	For	For	
Agilent Technologies Inc.	United States	Annual	3/15/2023	1.1	Elect Heidi Kunz	For	For	
Agilent Technologies Inc.	United States	Annual	3/15/2023	1.2	Elect Susan H. Rataj	For	For	
Agilent Technologies Inc.	United States	Annual	3/15/2023	1.3	Elect George A. Scangos	For	For	
Agilent Technologies Inc.	United States	Annual	3/15/2023	1.4	Elect Dow R. Wilson	For	For	
Agilent Technologies Inc.	United States	Annual	3/15/2023	2.	Advisory Vote on Executive Compensation	For	For	
Agilent Technologies Inc.	United States	Annual	3/15/2023	3.	Ratification of Auditor	For	For	

Agilent Technologies Inc.	United States	Annual	3/15/2023	4.	Permit Shareholders to Call Special Meetings	For	For	
Agilent Technologies Inc.	United States	Annual	3/15/2023	5.	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
AIA Group Limited	Hong Kong	Annual	5/18/2023	1	Accounts and Reports	For	For	
AIA Group Limited	Hong Kong	Annual	5/18/2023	10	Adoption of Amended Restricted Share Unit Scheme	For	Against	Structural concerns regarding the proposed amendments to Share Option and RSU Schemes: Change of control provision (provides for accelerated vesting of options in a change of control situation) and short vesting period (1 year).
AIA Group Limited	Hong Kong	Annual	5/18/2023	11	Adoption of the Amended Employee Share Purchase Plan	For	For	
AIA Group Limited	Hong Kong	Annual	5/18/2023	12	Adoption of the Amended Agency Share Purchase Plan	For	For	
AIA Group Limited	Hong Kong	Annual	5/18/2023	2	Allocation of Profits/Dividends	For	For	
AIA Group Limited	Hong Kong	Annual	5/18/2023	3	Elect Edmund TSE Sze Wing	For	For	Not a vote against policy, HK-company, does not have 30% gender representation rule in place.
AIA Group Limited	Hong Kong	Annual	5/18/2023	4	Elect Jack SO Chak Kwong	For	Against	Director has a 13-year board tenure and is a member of the audit committee. The audit committee has a long average director tenure of 9 years, with 2/6 directors with long tenures (>12 years), undermining the overall independence of the audit committee.
AIA Group Limited	Hong Kong	Annual	5/18/2023	5	Elect Lawrence LAU Juen-Yee	For	For	Not a vote against policy, HK-company, does not have 30% gender representation rule in place.
AIA Group Limited	Hong Kong	Annual	5/18/2023	6	Appointment of Auditor and Authority to Set Fees	For	For	
AIA Group Limited	Hong Kong	Annual	5/18/2023	7A	Authority to Issue Shares w/o Preemptive Rights	For	For	

AIA Group Limited	Hong Kong	Annual	5/18/2023	7B	Authority to Repurchase Shares	For	For	
AIA Group Limited	Hong Kong	Annual	5/18/2023	8	Directors' Fees	For	For	
AIA Group Limited	Hong Kong	Annual	5/18/2023	9	Amendment to the Share Option Scheme	For	Against	Structural concerns regarding the proposed amendments to Share Option and RSU Schemes: Change of control provision (provides for accelerated vesting of options in a change of control situation) and short vesting period (1 year).
Aier Eye Hospital Group Co.Ltd.	China	Annual	5/30/2023	1	Annual Report	For	For	
Aier Eye Hospital Group Co.Ltd.	China	Special	3/21/2023	1	Repurchase and Cancellation of Some Granted Restricted Stocks	For	For	
Aier Eye Hospital Group Co.Ltd.	China	Annual	5/30/2023	10	Approval of Credit Lines	For	For	
Aier Eye Hospital Group Co.Ltd.	China	Annual	5/30/2023	11	Amendments to Articles [Bundled]	For	For	
Aier Eye Hospital Group Co.Ltd.	China	Annual	5/30/2023	2	Directors' Report	For	For	
Aier Eye Hospital Group Co.Ltd.	China	Special	3/21/2023	2	Change of the Company Registered Capital, Amendments to the Company Articles of Association, and Handling the Industrial and Commercial Registration Amendment	For	For	
Aier Eye Hospital Group Co.Ltd.	China	Annual	5/30/2023	3	Supervisors' Report	For	For	
Aier Eye Hospital Group Co.Ltd.	China	Annual	5/30/2023	4	Accounts and Reports	For	For	
Aier Eye Hospital Group Co.Ltd.	China	Annual	5/30/2023	5	Allocation of Profits/Dividends	For	For	
Aier Eye Hospital Group Co.Ltd.	China	Annual	5/30/2023	6	Appointment of Auditor	For	For	

Aier Eye Hospital Group Co.Ltd.	China	Annual	5/30/2023	7	Social Responsibility Report	For	For	
Aier Eye Hospital Group Co.Ltd.	China	Annual	5/30/2023	8	Remuneration of Directors	For	For	
Aier Eye Hospital Group Co.Ltd.	China	Annual	5/30/2023	9	Remuneration of Supervisors	For	For	
Airtac International Group	Taiwan	Annual	6/20/2023	1	The Company's Operation and Business Report and Consolidated Financial Statements for Year 2022	For	For	
Airtac International Group	Taiwan	Annual	6/20/2023	2	The Company's Earnings Distribution for 2022	For	For	
Airtac International Group	Taiwan	Annual	6/20/2023	3	The Amendments to the Amended and Restated Memorandum and Articles of Association of the Company	For	For	
Alcon Inc.	Switzerland	Annual	5/5/2023	1	Accounts and Reports	For	For	
Alcon Inc.	Switzerland	Annual	5/5/2023	2	Ratification of Board and Management Acts	For	For	
Alcon Inc.	Switzerland	Annual	5/5/2023	3	Allocation of Dividends	For	For	
Alcon Inc.	Switzerland	Annual	5/5/2023	4.1	Compensation Report	For	Abstain	STIP - No annual bonus deferral, performance metrics not fully disclosed, performance targets not fully disclosed. LTIP - Performance targets not disclosed, especially given large LTI opportunity granted to the CEO. Peer group for relative metric not disclosed. Similar issues raised last year but no significant improvements, therefore abstain.
Alcon Inc.	Switzerland	Annual	5/5/2023	4.2	Board Compensation	For	For	
Alcon Inc.	Switzerland	Annual	5/5/2023	4.3	Executive Compensation	For	For	
Alcon Inc.	Switzerland	Annual	5/5/2023	5.1	Elect F. Michael Ball as Chair	For	For	
Alcon Inc.	Switzerland	Annual	5/5/2023	5.10	Elect Ines Pöschel	For	For	
Alcon Inc.	Switzerland	Annual	5/5/2023	5.11	Elect Dieter Spälti	For	For	
Alcon Inc.	Switzerland	Annual	5/5/2023	5.2	Elect Lynn Dorsey Bleil	For	For	
Alcon Inc.	Switzerland	Annual	5/5/2023	5.3	Elect Raquel C. Bono	For	For	

Alcon Inc.	Switzerland	Annual	5/5/2023	5.4	Elect Arthur Cummings	For	For	
Alcon Inc.	Switzerland	Annual	5/5/2023	5.5	Elect David J. Endicott	For	For	
Alcon Inc.	Switzerland	Annual	5/5/2023	5.6	Elect Thomas Glanzmann	For	For	
Alcon Inc.	Switzerland	Annual	5/5/2023	5.7	Elect D. Keith Grossman	For	For	
Alcon Inc.	Switzerland	Annual	5/5/2023	5.8	Elect Scott H. Maw	For	For	
Alcon Inc.	Switzerland	Annual	5/5/2023	5.9	Elect Karen J. May	For	For	
Alcon Inc.	Switzerland	Annual	5/5/2023	6.1	Elect Thomas Glanzmann as Compensation Committee Member	For	For	
Alcon Inc.	Switzerland	Annual	5/5/2023	6.2	Elect Scott H. Maw as Compensation Committee Member	For	For	
Alcon Inc.	Switzerland	Annual	5/5/2023	6.3	Elect Karen J. May as Compensation Committee Member	For	For	
Alcon Inc.	Switzerland	Annual	5/5/2023	6.4	Elect Ines Pöschel as Compensation Committee Member	For	For	
Alcon Inc.	Switzerland	Annual	5/5/2023	8	Appointment of Auditor	For	For	
Alcon Inc.	Switzerland	Annual	5/5/2023	9.1	Introduction of a Capital Band	For	For	
Alcon Inc.	Switzerland	Annual	5/5/2023	9.2	Increase in Conditional Capital	For	For	
Alcon Inc.	Switzerland	Annual	5/5/2023	9.4	Amendments to Articles (Shareholder Meetings)	For	For	
Alcon Inc.	Switzerland	Annual	5/5/2023	9.5	Amendments to Articles (Board of Directors)	For	For	
Alcon Inc.	Switzerland	Annual	5/5/2023	9.6	Amendments to Articles (Compensation)	For	For	
Alexandria Real Estate Equities Inc.	United States	Annual	5/16/2023	1a.	Elect Joel S. Marcus	For	For	
Alexandria Real Estate Equities Inc.	United States	Annual	5/16/2023	1b.	Elect Steven R. Hash	For	For	



Alexandria Real Estate Equities Inc.	United States	Annual	5/16/2023	1c.	Elect James P. Cain	For	Against	Vote against nominating or governance committee members when there are less than three women on the board of directors, unless more than 30% of the directors are women.
Alexandria Real Estate Equities Inc.	United States	Annual	5/16/2023	1d.	Elect Cynthia L. Feldmann	For	For	
Alexandria Real Estate Equities Inc.	United States	Annual	5/16/2023	1e.	Elect Maria C. Freire	For	Against	Vote against nominating or governance committee members when there are less than three women on the board of directors, unless more than 30% of the directors are women.
Alexandria Real Estate Equities Inc.	United States	Annual	5/16/2023	1f.	Elect Richard H. Klein	For	For	
Alexandria Real Estate Equities Inc.	United States	Annual	5/16/2023	1g.	Elect Michael A. Woronoff	For	Against	Vote against nominating or governance committee members when there are less than three women on the board of directors, unless more than 30% of the directors are women.
Alexandria Real Estate Equities Inc.	United States	Annual	5/16/2023	2.	Advisory Vote on Executive Compensation	For	Against	Ongoing disconnect between pay and performance
Alexandria Real Estate Equities Inc.	United States	Annual	5/16/2023	3.	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
Alexandria Real Estate Equities Inc.	United States	Annual	5/16/2023	4.	Ratification of Auditor	For	For	
ALS Limited	Australia	Annual	7/26/2023	1	Re-elect Leslie A. Desjardins	For	Against	Vote against nominating or governance committee members when there are less than three women on the board of directors, unless more than 30% of the directors are women.
ALS Limited	Australia	Annual	7/26/2023	2	Re-elect John F. Mulcahy	For	Against	Vote against nominating or governance committee members when there are less than three women on the board of directors, unless more than 30% of the directors are women.

ALS Limited	Australia	Annual	7/26/2023	3	Elect Peter Possemiers	For	Against	Vote against nominating or governance committee members when there are less than three women on the board of directors, unless more than 30% of the directors are women.
ALS Limited	Australia	Annual	7/26/2023	4	Elect Nigel D. Garrard	For	For	
ALS Limited	Australia	Annual	7/26/2023	5	REMUNERATION REPORT	Undetermined	Abstain	Abstaining due to structural issues relating to the comp. structure: 1. Granting of retention awards to two executives – company has provided a compelling rationale given management team uncertainty following the unexpected departure of the CEO in March 2023. However, not hugely supportive of these awards without any performance conditions other than remaining employed with the company on 31 May 2024 and 2025, and noting the awards are 60% cash, 40% equity. 2. Upward discretion applied to FY23 STIP outcome for Mr Jonsson following recent transition to Executive General Manager role of the Food and Pharmaceutical business unit part-way through the financial year, after previously holding the role of General Manager (GM) of the Life Sciences EMEA BU until July 2022. 3. Unvested equity awards for the former CEO not pro-rated for time served.
ALS Limited	Australia	Annual	7/26/2023	6	Amendments to Constitution	For	For	
ALS Limited	Australia	Annual	7/26/2023	7	Equity Grant - 2022 LTI (MD/CEO Malcolm Deane)	For	For	

ALS Limited	Australia	Annual	7/26/2023	8	Equity Grant - 2023 LTI (MD/CEO Malcolm Deane)	For	For	
ALS Limited	Australia	Annual	7/26/2023	9	APPROVAL OF FINANCIAL ASSISTANCE	For	For	
Altair Engineering Inc	United States	Annual	6/6/2023	1a.	Elect James R. Scapa	For	Withhold	We vote against the Chairman when CEO and Chair are held by the same person and a lead independent director has not been appointed.
Altair Engineering Inc	United States	Annual	6/6/2023	1b.	Elect Steve Earhart	For	For	
Altair Engineering Inc	United States	Annual	6/6/2023	2.	Advisory Vote on Executive Compensation	For	Abstain	Multiple issues: - No performance-based LTI awards, determined on a discretionary basis - Company does not disclose payout limits under the STIP - Insufficient disclosure of STIP performance goals - Insufficient clawback policy
Altair Engineering Inc	United States	Annual	6/6/2023	3.	Ratification of Auditor	For	For	
Altium	Australia	Annual	11/16/2023	2	Remuneration Report	For	For	Note short performance period under the LTIP and CEO LTIP paid in cash. Executives above minimum shareholding requirements, mitigating concerns to some extent and good overall alignment of pay with performance. Engagement opportunity.
Altium	Australia	Annual	11/16/2023	3	Elect Michael J. Hawker	For	For	
Altium	Australia	Annual	11/16/2023	4	Elect Sylvia A. Wiggins	For	For	
Altium	Australia	Annual	11/16/2023	5	Elect Lauren Alana Williams	For	For	
American Tower Corp.	United States	Annual	5/24/2023	1a.	Elect Thomas A. Bartlett	For	For	
American Tower Corp.	United States	Annual	5/24/2023	1b.	Elect Kelly C. Chambliss	For	For	
American Tower Corp.	United States	Annual	5/24/2023	1c.	Elect Teresa H. Clarke	For	For	
American Tower Corp.	United States	Annual	5/24/2023	1d.	Elect Raymond P. Dolan	For	For	
American Tower Corp.	United States	Annual	5/24/2023	1e.	Elect Kenneth R. Frank	For	For	
American Tower Corp.	United States	Annual	5/24/2023	1f.	Elect Robert D. Hormats	For	For	
American Tower Corp.	United States	Annual	5/24/2023	1g.	Elect Grace D. Lieblein	For	For	

American Tower Corp.	United States	Annual	5/24/2023	1h.	Elect Craig Macnab	For	For	
American Tower Corp.	United States	Annual	5/24/2023	1i.	Elect JoAnn A. Reed	For	For	
American Tower Corp.	United States	Annual	5/24/2023	1j.	Elect Pamela D.A. Reeve	For	For	
American Tower Corp.	United States	Annual	5/24/2023	1k.	Elect Bruce L. Tanner	For	For	
American Tower Corp.	United States	Annual	5/24/2023	1l.	Elect Samme L. Thompson	For	For	
American Tower Corp.	United States	Annual	5/24/2023	2.	Ratification of Auditor	For	For	
American Tower Corp.	United States	Annual	5/24/2023	3.	Advisory Vote on Executive Compensation	For	For	
American Tower Corp.	United States	Annual	5/24/2023	4.	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
American Water Works Co. Inc.	United States	Annual	5/10/2023	1a.	Elect Jeffrey N. Edwards	For	For	
American Water Works Co. Inc.	United States	Annual	5/10/2023	1b.	Elect Martha Clark Goss	For	For	
American Water Works Co. Inc.	United States	Annual	5/10/2023	1c.	Elect M. Susan Hardwick	For	For	
American Water Works Co. Inc.	United States	Annual	5/10/2023	1d.	Elect Kimberly J. Harris	For	For	
American Water Works Co. Inc.	United States	Annual	5/10/2023	1e.	Elect Laurie P. Havanec	For	For	
American Water Works Co. Inc.	United States	Annual	5/10/2023	1f.	Elect Julia L. Johnson	For	For	
American Water Works Co. Inc.	United States	Annual	5/10/2023	1g.	Elect Patricia L. Kampling	For	For	
American Water Works Co. Inc.	United States	Annual	5/10/2023	1h.	Elect Karl F. Kurz	For	For	
American Water Works Co. Inc.	United States	Annual	5/10/2023	1i.	Elect Michael L. Marberry	For	For	
American Water Works Co. Inc.	United States	Annual	5/10/2023	1j.	Elect James G. Stavridis	For	For	
American Water Works Co. Inc.	United States	Annual	5/10/2023	2.	Advisory Vote on Executive Compensation	For	For	
American Water Works Co. Inc.	United States	Annual	5/10/2023	3.	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
American Water Works Co. Inc.	United States	Annual	5/10/2023	4.	Ratification of Auditor	For	For	
American Water Works Co. Inc.	United States	Annual	5/10/2023	5.	Shareholder Proposal Regarding Racial Equity Audit	Against	For	
Amiad Water Systems Limited	Israel	Ordinary	4/18/2023	2	Appointment of Auditor and Authority to Set Fees	For	For	

Amiad Water Systems Limited	Israel	Ordinary	4/18/2023	3	Elect Yariv Avisar	For	Abstain	No standalone Nominations sub-committee. However, based on engagement with the company, the nominations process is overseen by the combined board sub-committee (comprised of all independent directors). Abstaining given lack of formal disclosure regarding the board nominations process.
Amiad Water Systems Limited	Israel	Ordinary	4/18/2023	4	Elect Ishay Davidi	For	Against	Withhold votes from a nominee who serves on a total of 10 public company boards.
Amiad Water Systems Limited	Israel	Ordinary	4/18/2023	5	Elect Lilach Asher Topilsky	For	For	
Amiad Water Systems Limited	Israel	Ordinary	4/18/2023	6	Elect Oded Rosen	For	For	
Amiad Water Systems Limited	Israel	Ordinary	4/18/2023	7	Elect Ran Shahor	For	For	
Analog Devices Inc.	United States	Annual	3/8/2023	1a.	Elect Vincent Roche	For	For	
Analog Devices Inc.	United States	Annual	3/8/2023	1b.	Elect James A. Champy	For	For	
Analog Devices Inc.	United States	Annual	3/8/2023	1c.	Elect André Andonian	For	For	
Analog Devices Inc.	United States	Annual	3/8/2023	1d.	Elect Anantha P. Chandrakasan	For	For	
Analog Devices Inc.	United States	Annual	3/8/2023	1e.	Elect Edward H. Frank	For	For	
Analog Devices Inc.	United States	Annual	3/8/2023	1f.	Elect Laurie H. Glimcher	For	For	
Analog Devices Inc.	United States	Annual	3/8/2023	1g.	Elect Karen M. Golz	For	For	
Analog Devices Inc.	United States	Annual	3/8/2023	1h.	Elect Mercedes Johnson	For	For	
Analog Devices Inc.	United States	Annual	3/8/2023	1i.	Elect Kenton J. Sicchitano	For	For	
Analog Devices Inc.	United States	Annual	3/8/2023	1j.	Elect Ray Stata	For	For	
Analog Devices Inc.	United States	Annual	3/8/2023	1k.	Elect Susie Wee	For	For	

Analog Devices Inc.	United States	Annual	3/8/2023	2.	Advisory Vote on Executive Compensation	For	Against	Multiple issues: continued use of excessive one-time awards; use of excise tax gross-ups; significant increase in annual STIP target opportunities; insufficient disclosure of LTIP performance goals and short performance period; inadequate response to shareholder dissent to last year's say-on-pay.
Analog Devices Inc.	United States	Annual	3/8/2023	3.	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
Analog Devices Inc.	United States	Annual	3/8/2023	4.	Ratification of Auditor	For	For	
Apple Inc	United States	Annual	3/10/2023	1a	Elect James A. Bell	For	For	
Apple Inc	United States	Annual	3/10/2023	1b	Elect Timothy D. Cook	For	For	
Apple Inc	United States	Annual	3/10/2023	1c	Elect Albert A. Gore	For	For	
Apple Inc	United States	Annual	3/10/2023	1d	Elect Alex Gorsky	For	For	
Apple Inc	United States	Annual	3/10/2023	1e	Elect Andrea Jung	For	For	
Apple Inc	United States	Annual	3/10/2023	1f	Elect Arthur D. Levinson	For	For	
Apple Inc	United States	Annual	3/10/2023	1g	Elect Monica C. Lozano	For	For	
Apple Inc	United States	Annual	3/10/2023	1h	Elect Ronald D. Sugar	For	For	
Apple Inc	United States	Annual	3/10/2023	1i	Elect Susan L. Wagner	For	For	
Apple Inc	United States	Annual	3/10/2023	2.	Ratification of Auditor	For	For	

Apple Inc	United States	Annual	3/10/2023	3.	Advisory Vote on Executive Compensation	For	For	<p>In response to shareholder feedback, the Company made changes to the fiscal 2023 compensation for the CEO, Mr. Cook:</p> <ul style="list-style-type: none"> <li>-Total target compensation will be \$49 million which represents a 40% reduction from his 2022 target, after reducing his equity award value from \$75 million to \$40 million (intending to target CEO compensation at the 80th to 90th percentile of the Company's primary peer group for future years);</li> <li>-Increased performance-based awards from 50% to 75% of long-term equity grants; and</li> <li>-RSUs granted in fiscal 2023 and beyond will provide for pro-rata vesting upon retirement.</li> </ul> <p>We believe these changes are reasonable in response to concerns raised regarding quantum in 2022.</p>
Apple Inc	United States	Annual	3/10/2023	4.	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
Apple Inc	United States	Annual	3/10/2023	5.	Shareholder Proposal Regarding Civil Rights Audit	Against	Against	<p>The shareholder proposal is considered to be Anti-Social. The proponent is the National Center for Public Policy Research. The company is currently conducting a third party civil rights audit.</p>
Apple Inc	United States	Annual	3/10/2023	6.	Shareholder Proposal Regarding Report on Corporate Operations with China	Against	Against	<p>The shareholder proposal is considered to be Anti-Social. The National Legal and Policy Center is the proponent.</p>

Apple Inc	United States	Annual	3/10/2023	7.	Shareholder Proposal Regarding Shareholder Engagement with the Board	Against	For	<p>Resolved:</p> <p>Apple shareholders urge the Board to adopt a policy that, should holders of a majority of non-insider shares voted support a shareholder proposal (calculated by dividing (i) "For" votes by (ii) the sum of votes cast "For" and "Against", minus the shares held by current executive officers and Board members as reported in the proxy statement), a Board member or members, identified by the Nominating Committee Chair, will be made available for a discussion with the proposal's proponents within three months of Apple filing its Report on Form 8-K containing the voting results.</p> <p>Supporting Statement: Neither the board nor the Company or the resolution's proponents would be obligated to take any action as a result of this discussion.</p>
Apple Inc	United States	Annual	3/10/2023	8.	Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report	Against	For	
Apple Inc	United States	Annual	3/10/2023	9.	Shareholder Proposal Regarding Proxy Access Bylaw Amendment	Against	For	
Applied Materials Inc.	United States	Annual	3/9/2023	1a.	Elect Rani Borkar	For	For	
Applied Materials Inc.	United States	Annual	3/9/2023	1b.	Elect Judy Bruner	For	For	
Applied Materials Inc.	United States	Annual	3/9/2023	1c.	Elect Xun Chen	For	For	
Applied Materials Inc.	United States	Annual	3/9/2023	1d.	Elect Aart J. de Geus	For	For	
Applied Materials Inc.	United States	Annual	3/9/2023	1e.	Elect Gary E. Dickerson	For	For	
Applied Materials Inc.	United States	Annual	3/9/2023	1f.	Elect Thomas J. Iannotti	For	For	
Applied Materials Inc.	United States	Annual	3/9/2023	1g.	Elect Alexander A. Karsner	For	For	
Applied Materials Inc.	United States	Annual	3/9/2023	1h.	Elect Kevin P. March	For	For	



Applied Materials Inc.	United States	Annual	3/9/2023	1i.	Elect Yvonne McGill	For	For	
Applied Materials Inc.	United States	Annual	3/9/2023	1j.	Elect Scott A. McGregor	For	For	
Applied Materials Inc.	United States	Annual	3/9/2023	2.	Advisory Vote on Executive Compensation	For	For	
Applied Materials Inc.	United States	Annual	3/9/2023	3.	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
Applied Materials Inc.	United States	Annual	3/9/2023	4.	Ratification of Auditor	For	For	
Applied Materials Inc.	United States	Annual	3/9/2023	5.	Shareholder Proposal Regarding Right to Call Special Meetings	Against	For	
Applied Materials Inc.	United States	Annual	3/9/2023	6.	Shareholder Proposal Regarding Improvement of Executive Compensation Program	Against	Abstain	SHP to improve executive compensation program and policy - unclear request in proposal. Note that company already discloses ratio of employee to CEO compensation (201:1 in FY2022). ABSTAIN noting some progress but expressing our concern around inflation and cost of living.
Aptiv PLC	Jersey	Annual	4/26/2023	1a.	Elect Kevin P. Clark	For	For	
Aptiv PLC	Jersey	Annual	4/26/2023	1b.	Elect Richard L. Clemmer	For	For	
Aptiv PLC	Jersey	Annual	4/26/2023	1c.	Elect Nancy E. Cooper	For	For	
Aptiv PLC	Jersey	Annual	4/26/2023	1d.	Elect Joseph L. Hooley	For	For	
Aptiv PLC	Jersey	Annual	4/26/2023	1e.	Elect Merit E. Janow	For	For	
Aptiv PLC	Jersey	Annual	4/26/2023	1f.	Elect Sean O. Mahoney	For	For	
Aptiv PLC	Jersey	Annual	4/26/2023	1g.	Elect Paul M. Meister	For	For	
Aptiv PLC	Jersey	Annual	4/26/2023	1h.	Elect Robert K. Ortberg	For	For	
Aptiv PLC	Jersey	Annual	4/26/2023	1i.	Elect Colin J. Parris	For	For	
Aptiv PLC	Jersey	Annual	4/26/2023	1j.	Elect Ana G. Pinczuk	For	For	
Aptiv PLC	Jersey	Annual	4/26/2023	2.	Appointment of Auditor and Authority to Set Fees	For	For	

Aptiv PLC	Jersey	Annual	4/26/2023	3.	Advisory Vote on Executive Compensation	For	Against	Multiple issues: significant disconnect between pay and performance; insufficient disclosure of LTIP and STIP performance goals; excessive sign-on payments awarded in past year, particularly to Mr. Lyon amounting to \$13.6 million in one-time awards associated with his hiring; overlapping performance metrics used in STIP and LTIP.
Arcadis NV	Netherlands	Annual	5/12/2023	10.a.	Authority to Issue Shares w/ Preemptive Rights	For	For	
Arcadis NV	Netherlands	Annual	5/12/2023	10.b.	Authority to Suppress Preemptive Rights	For	For	
Arcadis NV	Netherlands	Annual	5/12/2023	11.	Authority to Repurchase Shares	For	For	
Arcadis NV	Netherlands	Annual	5/12/2023	12.	2023 Long-Term Incentive Plan	For	For	
Arcadis NV	Netherlands	Special	12/13/2023	2.a.	Elect Linda Michele Morant to the Supervisory Board	For	For	
Arcadis NV	Netherlands	Special	12/13/2023	2.b.	Elect Peter de Wit to the Supervisory Board	For	For	
Arcadis NV	Netherlands	Annual	5/12/2023	4.a.	Accounts and Reports	For	For	
Arcadis NV	Netherlands	Annual	5/12/2023	4.b.	Allocation of Dividends	For	For	
Arcadis NV	Netherlands	Annual	5/12/2023	5.a.	Ratification of Management Board Acts	For	For	
Arcadis NV	Netherlands	Annual	5/12/2023	5.b.	Ratification of Supervisory Board Acts	For	For	
Arcadis NV	Netherlands	Annual	5/12/2023	6.	Appointment of Auditor	For	For	
Arcadis NV	Netherlands	Annual	5/12/2023	7.a.	Remuneration Report Management Board	For	For	
Arcadis NV	Netherlands	Annual	5/12/2023	7.b.	Remuneration Report Supervisory Board	For	For	
Arcadis NV	Netherlands	Annual	5/12/2023	8.	Elect Alan Brookes to the Management Board	For	For	
Arcadis NV	Netherlands	Annual	5/12/2023	9.a.	Elect Michiel P. Lap to the Supervisory Board	For	For	
Arcadis NV	Netherlands	Annual	5/12/2023	9.b.	Elect Barbara J. Duganier to the Supervisory Board	For	For	
Ashtead Group plc	United Kingdom	Annual	9/6/2023	1	Accounts and Reports	For	For	

Ashtead Group plc	United Kingdom	Annual	9/6/2023	10	Elect Lindsley Ruth	For	For	
Ashtead Group plc	United Kingdom	Annual	9/6/2023	11	Elect Jill Easterbrook	For	For	
Ashtead Group plc	United Kingdom	Annual	9/6/2023	12	Elect Renata Ribeiro	For	For	
Ashtead Group plc	United Kingdom	Annual	9/6/2023	13	Appointment of Auditor	For	For	
Ashtead Group plc	United Kingdom	Annual	9/6/2023	14	Authority to Set Auditor's Fees	For	For	
Ashtead Group plc	United Kingdom	Annual	9/6/2023	15	Authority to Issue Shares w/ Preemptive Rights	For	For	
Ashtead Group plc	United Kingdom	Annual	9/6/2023	16	Authority to Issue Shares w/o Preemptive Rights	For	For	
Ashtead Group plc	United Kingdom	Annual	9/6/2023	17	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For	
Ashtead Group plc	United Kingdom	Annual	9/6/2023	18	Authority to Repurchase Shares	For	For	
Ashtead Group plc	United Kingdom	Annual	9/6/2023	19	Authority to Set General Meeting Notice Period at 14 Days	For	For	
Ashtead Group plc	United Kingdom	Annual	9/6/2023	2	Remuneration Report	For	For	
Ashtead Group plc	United Kingdom	Annual	9/6/2023	3	Final Dividend	For	For	
Ashtead Group plc	United Kingdom	Annual	9/6/2023	4	Elect Paul A. Walker	For	For	
Ashtead Group plc	United Kingdom	Annual	9/6/2023	5	Elect Brendan Horgan	For	For	
Ashtead Group plc	United Kingdom	Annual	9/6/2023	6	Elect Michael R. Pratt	For	For	
Ashtead Group plc	United Kingdom	Annual	9/6/2023	7	Elect Angus Cockburn	For	For	
Ashtead Group plc	United Kingdom	Annual	9/6/2023	8	Elect Lucinda Riches	For	For	
Ashtead Group plc	United Kingdom	Annual	9/6/2023	9	Elect Tanya D. Fratto	For	For	
ASML Holding NV	Netherlands	Annual	4/26/2023	10.a.	Authority to Issue Shares w/ Preemptive Rights	For	For	
ASML Holding NV	Netherlands	Annual	4/26/2023	10.b.	Authority to Suppress Preemptive Rights	For	For	
ASML Holding NV	Netherlands	Annual	4/26/2023	10a	Authority to Issue Shares w/ Preemptive Rights	For	For	
ASML Holding NV	Netherlands	Annual	4/26/2023	10b	Authority to Suppress Preemptive Rights	For	For	

ASML Holding NV	Netherlands	Annual	4/26/2023	11	Authority to Repurchase Shares	For	For	
ASML Holding NV	Netherlands	Annual	4/26/2023	11.	Authority to Repurchase Shares	For	For	
ASML Holding NV	Netherlands	Annual	4/26/2023	12	Cancellation of Shares	For	For	
ASML Holding NV	Netherlands	Annual	4/26/2023	12.	Cancellation of Shares	For	For	
ASML Holding NV	Netherlands	Annual	4/26/2023	3.a.	Remuneration Report	For	For	
ASML Holding NV	Netherlands	Annual	4/26/2023	3.b.	Accounts and Reports	For	For	
ASML Holding NV	Netherlands	Annual	4/26/2023	3.d.	Allocation of Dividends	For	For	
ASML Holding NV	Netherlands	Annual	4/26/2023	3a	Remuneration Report	For	For	
ASML Holding NV	Netherlands	Annual	4/26/2023	3b	Accounts and Reports	For	For	
ASML Holding NV	Netherlands	Annual	4/26/2023	3d	Allocation of Dividends	For	For	
ASML Holding NV	Netherlands	Annual	4/26/2023	4.a.	Ratification of Management Board Acts	For	For	
ASML Holding NV	Netherlands	Annual	4/26/2023	4.b.	Ratification of Supervisory Board Acts	For	For	
ASML Holding NV	Netherlands	Annual	4/26/2023	4a	Ratification of Management Board Acts	For	For	
ASML Holding NV	Netherlands	Annual	4/26/2023	4b	Ratification of Supervisory Board Acts	For	For	
ASML Holding NV	Netherlands	Annual	4/26/2023	5	Long-Term Incentive Plan; Authority to Issue Shares	For	For	
ASML Holding NV	Netherlands	Annual	4/26/2023	5.	Long-Term Incentive Plan; Authority to Issue Shares	For	For	
ASML Holding NV	Netherlands	Annual	4/26/2023	6.a.	Supervisory Board Remuneration Policy	For	For	
ASML Holding NV	Netherlands	Annual	4/26/2023	6.b.	Supervisory Board Fees	For	For	
ASML Holding NV	Netherlands	Annual	4/26/2023	6a	Supervisory Board Remuneration Policy	For	For	
ASML Holding NV	Netherlands	Annual	4/26/2023	6b	Supervisory Board Fees	For	For	
ASML Holding NV	Netherlands	Annual	4/26/2023	8.a.	Elect Nils Andersen to the Supervisory Board	For	For	
ASML Holding NV	Netherlands	Annual	4/26/2023	8.b.	Elect Jack P. de Kreij to the Supervisory Board	For	For	
ASML Holding NV	Netherlands	Annual	4/26/2023	8a	Elect Nils Andersen to the Supervisory Board	For	For	

ASML Holding NV	Netherlands	Annual	4/26/2023	8b	Elect Jack P. de Kreij to the Supervisory Board	For	For	
ASML Holding NV	Netherlands	Annual	4/26/2023	9	Appointment of Auditor	For	For	
ASML Holding NV	Netherlands	Annual	4/26/2023	9.	Appointment of Auditor	For	For	
Avantor Inc.	United States	Annual	5/11/2023	1a.	Elect Juan Andres	For	Against	Nominee has served on the board for at least one year and has attended less than 75% of the meetings.
Avantor Inc.	United States	Annual	5/11/2023	1b.	Elect John Carethers, M.D.	For	For	
Avantor Inc.	United States	Annual	5/11/2023	1c.	Elect Lan Kang	For	For	
Avantor Inc.	United States	Annual	5/11/2023	1d.	Elect Joseph Massaro	For	For	
Avantor Inc.	United States	Annual	5/11/2023	1e.	Elect Mala Murthy	For	For	
Avantor Inc.	United States	Annual	5/11/2023	1f.	Elect Jonathan M. Peacock	For	For	
Avantor Inc.	United States	Annual	5/11/2023	1g.	Elect Michael Severino	For	For	
Avantor Inc.	United States	Annual	5/11/2023	1h.	Elect Christi Shaw	For	For	
Avantor Inc.	United States	Annual	5/11/2023	1i.	Elect Michael Stubblefield	For	For	
Avantor Inc.	United States	Annual	5/11/2023	1j.	Elect Gregory L. Summe	For	For	
Avantor Inc.	United States	Annual	5/11/2023	2.	Ratification of Auditor	For	For	
Avantor Inc.	United States	Annual	5/11/2023	3.	Advisory Vote on Executive Compensation	For	For	The compensation structure appears reasonable.
Avery Dennison Corp.	United States	Annual	4/27/2023	1a.	Elect Bradley A. Alford	For	For	
Avery Dennison Corp.	United States	Annual	4/27/2023	1b.	Elect Anthony K. Anderson	For	For	
Avery Dennison Corp.	United States	Annual	4/27/2023	1c.	Elect Mitchell R. Butier	For	For	
Avery Dennison Corp.	United States	Annual	4/27/2023	1d.	Elect Ken C. Hicks	For	For	
Avery Dennison Corp.	United States	Annual	4/27/2023	1e.	Elect Andres A. Lopez	For	For	
Avery Dennison Corp.	United States	Annual	4/27/2023	1f.	Elect Francesca Reverberi	For	For	
Avery Dennison Corp.	United States	Annual	4/27/2023	1g.	Elect Patrick T. Siewert	For	For	
Avery Dennison Corp.	United States	Annual	4/27/2023	1h.	Elect Julia A. Stewart	For	For	
Avery Dennison Corp.	United States	Annual	4/27/2023	1i.	Elect Martha N. Sullivan	For	For	
Avery Dennison Corp.	United States	Annual	4/27/2023	1j.	Elect William R. Wagner	For	For	
Avery Dennison Corp.	United States	Annual	4/27/2023	2.	Advisory Vote on Executive Compensation	For	For	While mindful of concerns, we note the sustained alignment of pay with performance. Overall, we find the remuneration plan to be reasonable.

Avery Dennison Corp.	United States	Annual	4/27/2023	3.	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
Avery Dennison Corp.	United States	Annual	4/27/2023	4.	Ratification of Auditor	For	Against	Non-audit fees were greater than 50% this year or non-audit fees were greater than 30% for 3 consecutive years.
Azbil Corporation	Japan	Annual	6/27/2023	1	Allocation of Profits/Dividends	For	For	
Azbil Corporation	Japan	Annual	6/27/2023	2.1	Elect Hirozumi Sone	For	For	
Azbil Corporation	Japan	Annual	6/27/2023	2.10	Elect Fumitoshi Sato	For	For	
Azbil Corporation	Japan	Annual	6/27/2023	2.11	Elect Shigeaki Yoshikawa	For	For	Company has been responsive to engagement on board diversity.
Azbil Corporation	Japan	Annual	6/27/2023	2.12	Elect Tomoyasu Miura	For	For	
Azbil Corporation	Japan	Annual	6/27/2023	2.2	Elect Kiyohiro Yamamoto	For	Against	Executive (CEO) sits on the nominations committee.
Azbil Corporation	Japan	Annual	6/27/2023	2.3	Elect Takayuki Yokota	For	Against	An executive sits on the compensation committee.
Azbil Corporation	Japan	Annual	6/27/2023	2.4	Elect Hisaya Katsuta	For	Against	Executive sits on the audit committee. The audit committee does not hit independence standards.
Azbil Corporation	Japan	Annual	6/27/2023	2.5	Elect Takeshi Itoh	For	For	Company has been responsive to engagement on board diversity.
Azbil Corporation	Japan	Annual	6/27/2023	2.6	Elect Waka Fujiso	For	For	
Azbil Corporation	Japan	Annual	6/27/2023	2.7	Elect Mitsuhiro Nagahama	For	For	
Azbil Corporation	Japan	Annual	6/27/2023	2.8	Elect Anne Ka Tse Hung	For	For	Company has been responsive to engagement on board diversity.
Azbil Corporation	Japan	Annual	6/27/2023	2.9	Elect Minoru Sakuma	For	For	
AZEK Company Inc	United States	Annual	2/28/2023	2.	Ratification of Auditor	For	For	
AZEK Company Inc	United States	Annual	2/28/2023	3.	Advisory Vote on Executive Compensation	For	For	
AZEK Company Inc	United States	Annual	2/28/2023	4.	Amendment to Articles to Limit Liability of Certain Officers	For	Against	Proposal is not in the best interest of shareholders.
AZEK Company Inc	United States	Annual	2/28/2023		Elect Gary E. Hendrickson	For	For	
AZEK Company Inc	United States	Annual	2/28/2023		Elect Howard C. Heckes	For	For	
AZEK Company Inc	United States	Annual	2/28/2023		Elect Bennett Rosenthal	For	For	
AZEK Company Inc	United States	Annual	2/28/2023		Elect Jesse G. Singh	For	For	
Badger Meter Inc.	United States	Annual	4/28/2023	1a.	Elect Todd A. Adams	For	For	

Badger Meter Inc.	United States	Annual	4/28/2023	1b.	Elect Kenneth C. Bockhorst	For	For	We typically vote against the Chairman when CEO and Chair are held by the same person and a lead independent director has not been appointed. However, we note in the proxy materials that a new LID will be appointed after the Annual meeting. We have also engaged with the company on this issue.
Badger Meter Inc.	United States	Annual	4/28/2023	1c.	Elect Henry F. Brooks	For	For	
Badger Meter Inc.	United States	Annual	4/28/2023	1d.	Elect Melanie K. Cook	For	For	
Badger Meter Inc.	United States	Annual	4/28/2023	1e.	Elect Xia Liu	For	For	
Badger Meter Inc.	United States	Annual	4/28/2023	1f.	Elect James W. McGill	For	For	
Badger Meter Inc.	United States	Annual	4/28/2023	1g.	Elect Tessa M. Myers	For	For	
Badger Meter Inc.	United States	Annual	4/28/2023	1h.	Elect James F. Stern	For	For	
Badger Meter Inc.	United States	Annual	4/28/2023	1i.	Elect Glen E. Tellock	For	For	
Badger Meter Inc.	United States	Annual	4/28/2023	2.	Advisory Vote on Executive Compensation	For	For	
Badger Meter Inc.	United States	Annual	4/28/2023	3.	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
Badger Meter Inc.	United States	Annual	4/28/2023	4.	Ratification of Auditor	For	For	
Badger Meter Inc.	United States	Annual	4/28/2023	5.	Increase in Authorized Common Stock	For	For	
Badger Meter Inc.	United States	Annual	4/28/2023	6.	Shareholder Proposal Regarding Report on Hiring Practices for People With Arrest Records	Against	For	Supportive of Board preparing a report, at reasonable cost, omitting proprietary information, and published publicly within one year from the annual meeting date, analyzing whether Badger Meter's hiring practices related to people with arrest or incarceration records are aligned with publicly stated DEI (diversity, equity, and inclusion) statements and goals, and whether those practices may pose reputational or legal risk due to potential discrimination (including racial discrimination) claims.

Ball Corp.	United States	Annual	4/26/2023	1a.	Elect Cathy D. Ross	For	For	
Ball Corp.	United States	Annual	4/26/2023	1b.	Elect Betty J. Sapp	For	For	
Ball Corp.	United States	Annual	4/26/2023	1c.	Elect Stuart A. Taylor, II	For	For	
Ball Corp.	United States	Annual	4/26/2023	2.	Ratification of Auditor	For	For	
Ball Corp.	United States	Annual	4/26/2023	3.	Advisory Vote on Executive Compensation	For	Abstain	Year-over-year worsening disconnect between pay and performance and one-off awards granted over past year. However note that CEO transition on total pay levels for past year is somewhat mitigated by new CEO's total target direct compensation, lower than predecessor's and near bottom quartile of self-disclosed peers and there were no payouts under the STIP or for PSUs vesting during the year in review.
Ball Corp.	United States	Annual	4/26/2023	4.	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
Bandhan Bank Ltd	India	Annual	8/18/2023	1	Accounts and Reports	For	For	
Bandhan Bank Ltd	India	Other	6/22/2023	1	Elect Ratan Kumar Kesh	For	For	
Bandhan Bank Ltd	India	Annual	8/18/2023	2	Allocation of Profits/Dividends	For	For	
Bandhan Bank Ltd	India	Other	6/22/2023	2	Appointment of Ratan Kumar Kesh (Executive Director); Approval of Remuneration	For	For	
Bandhan Bank Ltd	India	Annual	8/18/2023	3	Elect Divya Krishnan	For	Against	The audit committee does not hit independence standards (<100%), vote against non-independent director on the committee.
Bandhan Bank Ltd	India	Annual	8/18/2023	4	Authority to Set Auditor's Fees	For	For	
Bandhan Bank Ltd	India	Annual	8/18/2023	5	Elect Suhail Chander	For	For	
Bandhan Bank Ltd	India	Annual	8/18/2023	6	Elect Subrata Dutta Gupta	For	For	
Bandhan Bank Ltd	India	Annual	8/18/2023	7	Approve Remuneration of Chandra Shekhar Ghosh (Managing director and CEO)	For	For	
Bandhan Bank Ltd	India	Annual	8/18/2023	8	Related Party Transactions	For	For	
Bank Central Asia Tbk PT	Indonesia	Annual	3/16/2023	1	Accounts and Reports	For	For	



Bank Central Asia Tbk PT	Indonesia	Annual	3/16/2023	2	Allocation of Profits	For	For	
Bank Central Asia Tbk PT	Indonesia	Annual	3/16/2023	3	Directors' and Commissioners' Fees	For	Against	Excessive bonus
Bank Central Asia Tbk PT	Indonesia	Annual	3/16/2023	4	Appointment of Auditor and Authority to Set Fees	For	For	
Bank Central Asia Tbk PT	Indonesia	Annual	3/16/2023	5	Allocation of Interim Dividends for Fiscal Year 2023	For	For	
Bank Central Asia Tbk PT	Indonesia	Annual	3/16/2023	6	Approval of Revised Recovery Plan	For	For	
Bank Central Asia Tbk PT	Indonesia	Annual	3/16/2023	7	Approval of Resolution Plan	For	For	
Baxter International Inc.	United States	Annual	5/2/2023	1a.	Elect José E. Almeida	For	For	
Baxter International Inc.	United States	Annual	5/2/2023	1b.	Elect Michael F. Mahoney	For	For	
Baxter International Inc.	United States	Annual	5/2/2023	1c.	Elect Patricia Morrison	For	For	
Baxter International Inc.	United States	Annual	5/2/2023	1d.	Elect Stephen N. Oesterle	For	For	
Baxter International Inc.	United States	Annual	5/2/2023	1e.	Elect Nancy M. Schlichting	For	For	
Baxter International Inc.	United States	Annual	5/2/2023	1f.	Elect Brent Shafer	For	For	
Baxter International Inc.	United States	Annual	5/2/2023	1g.	Elect Catherine R. Smith	For	For	
Baxter International Inc.	United States	Annual	5/2/2023	1h.	Elect Amy M. Wendell	For	For	
Baxter International Inc.	United States	Annual	5/2/2023	1i.	Elect David S. Wilkes	For	For	
Baxter International Inc.	United States	Annual	5/2/2023	1j.	Elect Peter M. Wilver	For	For	
Baxter International Inc.	United States	Annual	5/2/2023	2.	Advisory Vote on Executive Compensation	For	Against	Significant disconnect between pay and performance Insufficient disclosure of LTIP performance goals Similar metrics used under STIP and LTIP
Baxter International Inc.	United States	Annual	5/2/2023	3.	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
Baxter International Inc.	United States	Annual	5/2/2023	4.	Ratification of Auditor	For	For	

Baxter International Inc.	United States	Annual	5/2/2023	5.	Shareholder Proposal Regarding Severance Approval Policy	Against	Against	"Cash severance payments under the Company's current executive compensation policies and practices are already limited to less than 2.99 times base salary plus annual bonus" - GL
Baxter International Inc.	United States	Annual	5/2/2023	6.	Shareholder Proposal Regarding Retention of Shares Until Normal Retirement Age	Against	Against	
Befesa S.A.	Luxembourg	Annual	6/15/2023	2	Approval of Consolidated Financial Statements	For	For	
Befesa S.A.	Luxembourg	Annual	6/15/2023	3	Approval of Standalone Financial Statements	For	For	
Befesa S.A.	Luxembourg	Annual	6/15/2023	4	Allocation of Dividends	For	For	
Befesa S.A.	Luxembourg	Annual	6/15/2023	5	Ratification of Board Acts	For	For	
Befesa S.A.	Luxembourg	Annual	6/15/2023	6	Non-Executive Directors' Fees	For	For	
Befesa S.A.	Luxembourg	Annual	6/15/2023	7	Management Board Remuneration Policy	For	For	
Befesa S.A.	Luxembourg	Annual	6/15/2023	8	Remuneration Report	For	Against	Multiple issues: - Company implemented the Rem. Policy for FY2022 despite it being rejected at last year's AGM - Discretionary bonus awarded in past fiscal year - Long-term 2022 grants partially in form of restricted shares (30%, not performance-based) - STI & LTI performance metrics and targets partially disclosed
Befesa S.A.	Luxembourg	Annual	6/15/2023	9	Appointment of Auditor	For	For	
Blackline Safety Corp	Canada	Mix	3/21/2023	1	Board Size	For	For	
Blackline Safety Corp	Canada	Mix	3/21/2023	2.A	Elect Cody Slater	For	For	

Blackline Safety Corp	Canada	Mix	3/21/2023	2.B	Elect Robert Herdman	For	For	Company has made significant progress with board gender diversity, from 0% in 2020 to current 29%. Normally vote against nominating committee members when there are less than three women on the board of directors, or <30% of the directors are women. Given rapid progress to close to 30%, only voting against Chair of NomCom, instead of entire NomCom.
Blackline Safety Corp	Canada	Mix	3/21/2023	2.C	Elect Michael Hayduk	For	For	
Blackline Safety Corp	Canada	Mix	3/21/2023	2.D	Elect Brad Gilewich	For	Against	Affiliated director/beneficial owner on audit committee.
Blackline Safety Corp	Canada	Mix	3/21/2023	2.E	Elect Cheemin Bo-Linn	For	Against	Vote against Chair of the Nominating Committee, board gender diversity is <30%.
Blackline Safety Corp	Canada	Mix	3/21/2023	2.F	Elect Jason Cohenour	For	For	
Blackline Safety Corp	Canada	Mix	3/21/2023	2.G	Elect Barbara Holzapfel	For	For	Company has made significant progress with board gender diversity, from 0% in 2020 to current 29%. Normally vote against nominating committee members when there are less than three women on the board of directors, or <30% of the directors are women. Given rapid progress to close to 30%, only voting against Chair of NomCom, instead of entire NomCom.
Blackline Safety Corp	Canada	Mix	3/21/2023	3	Appointment of Auditor and Authority to Set Fees	For	For	
Blackline Safety Corp	Canada	Mix	3/21/2023	4	Amendment to the Employee Stock Ownership Plan	For	For	Voting FOR, although noted lack of disclosure/rationale on the increased size of the plan and around governance/oversight as administered by the CFO (not the BoD)
Boralex, Inc.	Canada	Annual	5/10/2023	1.1	Elect André Courville	For	For	
Boralex, Inc.	Canada	Annual	5/10/2023	1.10	Elect Zin Smati	For	For	

Boralex, Inc.	Canada	Annual	5/10/2023	1.11	Elect Dany St-Pierre	For	For	
Boralex, Inc.	Canada	Annual	5/10/2023	1.2	Elect Lise Croteau	For	For	
Boralex, Inc.	Canada	Annual	5/10/2023	1.3	Elect Patrick Decostre	For	For	
Boralex, Inc.	Canada	Annual	5/10/2023	1.4	Elect Ghyslain Deschamps	For	For	
Boralex, Inc.	Canada	Annual	5/10/2023	1.5	Elect Marie-Claude Dumas	For	For	
Boralex, Inc.	Canada	Annual	5/10/2023	1.6	Elect Marie Giguère	For	For	
Boralex, Inc.	Canada	Annual	5/10/2023	1.7	Elect Ines Kolmsee	For	For	
Boralex, Inc.	Canada	Annual	5/10/2023	1.8	Elect Patrick Lemaire	For	For	
Boralex, Inc.	Canada	Annual	5/10/2023	1.9	Elect Alain Rhéaume	For	For	
Boralex, Inc.	Canada	Annual	5/10/2023	2	Appointment of Auditor	For	For	
Boralex, Inc.	Canada	Annual	5/10/2023	3	Advisory Vote on Executive Compensation	For	For	
Borregaard ASA	Norway	Annual	4/18/2023	10	Nomination Committee Fees	For	For	
Borregaard ASA	Norway	Annual	4/18/2023	11	Authority to Set Auditor's Fees	For	For	
Borregaard ASA	Norway	Annual	4/18/2023	2	Accounts and Reports; Allocation of Profits and Dividends	For	For	
Borregaard ASA	Norway	Annual	4/18/2023	3	Remuneration Report	For	For	
Borregaard ASA	Norway	Annual	4/18/2023	4	Remuneration Policy	For	For	
Borregaard ASA	Norway	Annual	4/18/2023	6.1	Authority to Repurchase Shares Pursuant to Incentive Programs	For	For	
Borregaard ASA	Norway	Annual	4/18/2023	6.2	Authority to Repurchase Shares for Amortisation	For	For	
Borregaard ASA	Norway	Annual	4/18/2023	7.1	Elect Helge Aasen	For	For	
Borregaard ASA	Norway	Annual	4/18/2023	7.2	Elect Terje Andersen	For	For	
Borregaard ASA	Norway	Annual	4/18/2023	7.3	Elect Tove Andersen	For	For	
Borregaard ASA	Norway	Annual	4/18/2023	7.4	Elect Margrethe Hauge	For	For	
Borregaard ASA	Norway	Annual	4/18/2023	7.5	Elect John Arne Ulvan	For	For	
Borregaard ASA	Norway	Annual	4/18/2023	7.B	Elect Helge Aasen as Chair	For	For	
Borregaard ASA	Norway	Annual	4/18/2023	8.1	Elect Mimi K. Berdal	For	For	
Borregaard ASA	Norway	Annual	4/18/2023	8.2	Elect Erik Must	For	For	
Borregaard ASA	Norway	Annual	4/18/2023	8.3	Elect Rune Selmar	For	For	

Borregaard ASA	Norway	Annual	4/18/2023	8.4	Elect Atle Hauge	For	For	
Borregaard ASA	Norway	Annual	4/18/2023	8B	Elect Mimi K. Berdal as Chair	For	For	
Borregaard ASA	Norway	Annual	4/18/2023	9	Directors' Fees	For	For	
Boston Scientific Corp.	United States	Annual	5/4/2023	1a.	Elect Nelda J. Connors	For	For	
Boston Scientific Corp.	United States	Annual	5/4/2023	1b.	Elect Charles J. Dockendorff	For	For	
Boston Scientific Corp.	United States	Annual	5/4/2023	1c.	Elect Yoshiaki Fujimori	For	For	
Boston Scientific Corp.	United States	Annual	5/4/2023	1d.	Elect Edward J. Ludwig	For	Against	Vote against nominating or governance committee members when there are less than three women on the board of directors, unless more than 30% of the directors are women.
Boston Scientific Corp.	United States	Annual	5/4/2023	1e.	Elect Michael F. Mahoney	For	For	
Boston Scientific Corp.	United States	Annual	5/4/2023	1f.	Elect David J. Roux	For	Against	Vote against nominating or governance committee members when there are less than three women on the board of directors, unless more than 30% of the directors are women.
Boston Scientific Corp.	United States	Annual	5/4/2023	1g.	Elect John E. Sununu	For	Against	Vote against nominating or governance committee members when there are less than three women on the board of directors, unless more than 30% of the directors are women.
Boston Scientific Corp.	United States	Annual	5/4/2023	1h.	Elect David S. Wichmann	For	For	
Boston Scientific Corp.	United States	Annual	5/4/2023	1i.	Elect Ellen M. Zane	For	Against	Vote against nominating or governance committee members when there are less than three women on the board of directors, unless more than 30% of the directors are women.
Boston Scientific Corp.	United States	Annual	5/4/2023	2.	Advisory Vote on Executive Compensation	For	For	
Boston Scientific Corp.	United States	Annual	5/4/2023	3.	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
Boston Scientific Corp.	United States	Annual	5/4/2023	4.	Ratification of Auditor	For	For	
Brambles Ltd	Australia	Annual	10/12/2023	2	Remuneration Report	For	For	

Brambles Ltd	Australia	Annual	10/12/2023	3	Elect Priya Rajagopalan	For	For	
Brambles Ltd	Australia	Annual	10/12/2023	4	Re-elect Ken McCall	For	For	
Brambles Ltd	Australia	Annual	10/12/2023	5	Re-elect John Mullen	For	For	
Brambles Ltd	Australia	Annual	10/12/2023	6	Re-elect Nora Scheinkestel	For	For	
Brambles Ltd	Australia	Annual	10/12/2023	7	Equity Grant (CEO Graham Chipchase - PSP)	For	For	
Brambles Ltd	Australia	Annual	10/12/2023	8	Equity Grant (CFO Nessa O'Sullivan - PSP)	For	For	
Brambles Ltd	Australia	Annual	10/12/2023	9	Equity Grant (CFO Nessa O'Sullivan - MyShare Plan)	For	For	
Bristol-Myers Squibb Co.	United States	Annual	5/2/2023	1A.	Elect Peter J. Arduini	For	For	
Bristol-Myers Squibb Co.	United States	Annual	5/2/2023	1B.	Elect Deepak L. Bhatt	For	For	
Bristol-Myers Squibb Co.	United States	Annual	5/2/2023	1C.	Elect Giovanni Caforio	For	For	
Bristol-Myers Squibb Co.	United States	Annual	5/2/2023	1D.	Elect Julia A. Haller	For	For	
Bristol-Myers Squibb Co.	United States	Annual	5/2/2023	1E.	Elect Manuel Hidalgo Medina	For	For	
Bristol-Myers Squibb Co.	United States	Annual	5/2/2023	1F.	Elect Paula A. Price	For	For	
Bristol-Myers Squibb Co.	United States	Annual	5/2/2023	1G.	Elect Derica W. Rice	For	For	
Bristol-Myers Squibb Co.	United States	Annual	5/2/2023	1H.	Elect Theodore R. Samuels, II	For	For	
Bristol-Myers Squibb Co.	United States	Annual	5/2/2023	1I.	Elect Gerald Storch	For	For	
Bristol-Myers Squibb Co.	United States	Annual	5/2/2023	1J.	Elect Karen H. Vousden	For	For	
Bristol-Myers Squibb Co.	United States	Annual	5/2/2023	1K.	Elect Phyllis R. Yale	For	For	
Bristol-Myers Squibb Co.	United States	Annual	5/2/2023	2.	Advisory Vote on Executive Compensation	For	For	The compensation structure appears reasonable.
Bristol-Myers Squibb Co.	United States	Annual	5/2/2023	3.	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
Bristol-Myers Squibb Co.	United States	Annual	5/2/2023	4.	Ratification of Auditor	For	Against	Non-audit fees were greater than 50% this year or non-audit fees were greater than 30% for 3 consecutive years.
Bristol-Myers Squibb Co.	United States	Annual	5/2/2023	5.	Shareholder Proposal Regarding Independent Chair	Against	For	

Bristol-Myers Squibb Co.	United States	Annual	5/2/2023	6.	Shareholder Proposal Regarding Non-Discrimination Audit	Against	Against	The shareholder proposal is considered to be Anti-Social.
Bristol-Myers Squibb Co.	United States	Annual	5/2/2023	7.	Shareholder Proposal Regarding Allowing Beneficial Owners to Call Special Meetings	Against	Against	"It is not evident that the Company's current requirements deviate from the common practice of most companies or that they present a significant restriction on shareholders wishing to call a special meeting." - GL
Bucher Industries AG	Switzerland	Annual	4/19/2023	1	Accounts and Reports	For	For	
Bucher Industries AG	Switzerland	Annual	4/19/2023	2	Ratification of Board and Management Acts	For	For	
Bucher Industries AG	Switzerland	Annual	4/19/2023	3	Allocation of Dividends	For	For	
Bucher Industries AG	Switzerland	Annual	4/19/2023	4.1.1	Elect Anita Hauser	For	Against	No nominations committee in place, vote against the vice chair as insufficient gender diversity on the board (17%). Director also has a long tenure and is on the compensation committee, despite being an insider, non-independent.
Bucher Industries AG	Switzerland	Annual	4/19/2023	4.1.2	Elect Michael Hauser	For	Against	The audit committee does not hit independence standards.
Bucher Industries AG	Switzerland	Annual	4/19/2023	4.1.3	Elect Martin Hirzel	For	Against	Chair of Audit Committee, the audit committee does not hit independence standards.
Bucher Industries AG	Switzerland	Annual	4/19/2023	4.1.4	Elect Philip Mosimann	For	Against	No nominations committee in place, vote against the chair as insufficient gender diversity on the board (17%).
Bucher Industries AG	Switzerland	Annual	4/19/2023	4.1.5	Elect Stefan Scheiber	For	For	
Bucher Industries AG	Switzerland	Annual	4/19/2023	4.2	Elect Urs Kaufmann	For	For	
Bucher Industries AG	Switzerland	Annual	4/19/2023	4.3	Elect Anita Hauser as Compensation Committee Member	For	Against	Director is on the compensation committee, despite being an insider, non-independent.

Bucher Industries AG	Switzerland	Annual	4/19/2023	4.4	Elect Urs Kaufmann as Compensation Committee Member	For	For	Vote case-by-case on compensation committee members when Glass Lewis recommends voting against the Say on Pay proposal.
Bucher Industries AG	Switzerland	Annual	4/19/2023	4.6	Appointment of Auditor	For	For	
Bucher Industries AG	Switzerland	Annual	4/19/2023	5.1	Executive Compensation (Variable)	For	For	
Bucher Industries AG	Switzerland	Annual	4/19/2023	5.2	Compensation Report	For	Against	Several structural issues: LTI: Performance period less than three years, LTI: Vesting based on a single, absolute performance metric, STI and LTI targets not disclosed, Individual remuneration only disclosed for CEO, no recovery provisions for STI and LTI plans.
Bucher Industries AG	Switzerland	Annual	4/19/2023	5.3	Board Compensation	For	For	
Bucher Industries AG	Switzerland	Annual	4/19/2023	5.4	Approval of Executive Compensation (Fixed)	For	For	
Bucher Industries AG	Switzerland	Annual	4/19/2023	6.1	Cancellation of Conditional Capital	For	For	
Bucher Industries AG	Switzerland	Annual	4/19/2023	6.2	Amendments to Articles (Revision of Law)	For	For	
Bucher Industries AG	Switzerland	Annual	4/19/2023	6.3	Amendments to Articles (Capital and Profits)	For	For	
Bucher Industries AG	Switzerland	Annual	4/19/2023	6.4	Amendments to Articles (Share Register)	For	For	
Bucher Industries AG	Switzerland	Annual	4/19/2023	6.5	Amendments to Articles (Virtual AGM)	For	For	
Bucher Industries AG	Switzerland	Annual	4/19/2023	6.6	Amendments to Articles - (Approval of Compensations)	For	For	
Bucher Industries AG	Switzerland	Annual	4/19/2023	6.7	Amendments to Articles (Miscellaneous)	For	For	
BYD Co	China	Annual	6/8/2023	1	Directors' Report	For	For	



BYD Co	China	Annual	6/8/2023	10	Authority to Issue Shares of BYD Electronic w/o Preemptive Rights	For	Against	Proposed 20.0% limit is excessive and the Company has not disclosed the maximum discount rate.
BYD Co	China	Annual	6/8/2023	11	Authority to Issue Domestic and Overseas Debt Financing Instruments	For	For	
BYD Co	China	Annual	6/8/2023	12	Liability Insurance	For	Abstain	Insufficient information provided.
BYD Co	China	Special	9/19/2023	1A	Elect WANG Chuan Fu	For	Against	We vote against the Chairman when CEO and Chair are held by the same person and a lead independent director has not been appointed. An executive sits on the compensation and nominating committees. Comp. committee does not hit independence standards.
BYD Co	China	Special	9/19/2023	1B	Elect Lv Xiang Yang	For	Against	Affiliated director sits on audit committee, does not hit independence standards.
BYD Co	China	Special	9/19/2023	1C	Elect XIA Zuo Quan	For	Against	The comp committee does not hit independence standards.
BYD Co	China	Special	9/19/2023	1D	Elect Cai Hong-ping	For	For	Not a vote against policy (EM company).
BYD Co	China	Special	9/19/2023	1E	Elect Zhang Min	For	For	Not a vote against policy (EM company).
BYD Co	China	Special	9/19/2023	1F	Elect YU Ling	For	For	
BYD Co	China	Annual	6/8/2023	2	Supervisors' Report	For	For	
BYD Co	China	Special	9/19/2023	2A	Elect LI Yong Zhao as Supervisor	For	For	
BYD Co	China	Special	9/19/2023	2B	Elect ZHU Ai-yun as Supervisor	For	For	
BYD Co	China	Special	9/19/2023	2C	Elect HUANG Jiang Feng as Supervisor	For	For	
BYD Co	China	Annual	6/8/2023	3	Accounts and Reports	For	For	
BYD Co	China	Special	9/19/2023	3	Directors' Remuneration	For	For	
BYD Co	China	Annual	6/8/2023	4	Annual Report	For	For	
BYD Co	China	Special	9/19/2023	4	Supervisors' Remuneration	For	For	
BYD Co	China	Annual	6/8/2023	5	Allocation of Profits/Dividends	For	For	

BYD Co	China	Annual	6/8/2023	6	Appointment of Auditor and Authority to Set Fees	For	For	
BYD Co	China	Annual	6/8/2023	7	Authority to Give Guarantees	For	Against	Guarantees exceed net assets.
BYD Co	China	Annual	6/8/2023	8	Approval of Cap of Ordinary Connected Transactions	For	For	
BYD Co	China	Annual	6/8/2023	9	Authority to Issue H Shares w/o Preemptive Rights	For	Against	Proposed 20.0% limit is excessive and the Company has not disclosed the maximum discount rate.
Cadence Design Systems, Inc.	United States	Annual	5/4/2023	1a.	Elect Mark W. Adams	For	For	
Cadence Design Systems, Inc.	United States	Annual	5/4/2023	1b.	Elect Ita M. Brennan	For	For	
Cadence Design Systems, Inc.	United States	Annual	5/4/2023	1c.	Elect Lewis Chew	For	For	
Cadence Design Systems, Inc.	United States	Annual	5/4/2023	1d.	Elect Anirudh Devgan	For	For	
Cadence Design Systems, Inc.	United States	Annual	5/4/2023	1e.	Elect Mary L. Krakauer	For	For	
Cadence Design Systems, Inc.	United States	Annual	5/4/2023	1f.	Elect Julia Liuson	For	For	
Cadence Design Systems, Inc.	United States	Annual	5/4/2023	1g.	Elect James D. Plummer	For	For	
Cadence Design Systems, Inc.	United States	Annual	5/4/2023	1h.	Elect Alberto Sangiovanni-Vincentelli	For	For	
Cadence Design Systems, Inc.	United States	Annual	5/4/2023	1i.	Elect John B. Shoven	For	For	
Cadence Design Systems, Inc.	United States	Annual	5/4/2023	1j.	Elect Young K. Sohn	For	For	
Cadence Design Systems, Inc.	United States	Annual	5/4/2023	2.	Amendment to the Omnibus Equity Incentive Plan	For	For	
Cadence Design Systems, Inc.	United States	Annual	5/4/2023	3.	Advisory Vote on Executive Compensation	For	For	
Cadence Design Systems, Inc.	United States	Annual	5/4/2023	4.	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
Cadence Design Systems, Inc.	United States	Annual	5/4/2023	5.	Ratification of Auditor	For	For	
Cadence Design Systems, Inc.	United States	Annual	5/4/2023	6.	Shareholder Proposal Regarding Length of Share Ownership Required to Call Special Meetings	Against	For	Supports shareholder rights enhancement.

California Water Service Group	United States	Annual	5/31/2023	1a.	Elect Gregory E. Aliff	For	For	
California Water Service Group	United States	Annual	5/31/2023	1b.	Elect Shelly M. Esque	For	For	
California Water Service Group	United States	Annual	5/31/2023	1c.	Elect Martin A. Kropelnicki	For	For	
California Water Service Group	United States	Annual	5/31/2023	1d.	Elect Thomas M. Krummel	For	For	
California Water Service Group	United States	Annual	5/31/2023	1e.	Elect Yvonne Maldonado	For	For	
California Water Service Group	United States	Annual	5/31/2023	1f.	Elect Scott L. Morris	For	For	
California Water Service Group	United States	Annual	5/31/2023	1g.	Elect Carol M. Pottenger	For	For	
California Water Service Group	United States	Annual	5/31/2023	1h.	Elect Lester A. Snow	For	For	
California Water Service Group	United States	Annual	5/31/2023	1i.	Elect Patricia K. Wagner	For	For	
California Water Service Group	United States	Annual	5/31/2023	2.	Advisory Vote on Executive Compensation	For	For	
California Water Service Group	United States	Annual	5/31/2023	3.	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
California Water Service Group	United States	Annual	5/31/2023	4.	Ratification of Auditor	For	For	
California Water Service Group	United States	Annual	5/31/2023	5.	Amendment to Articles to Reflect New Delaware Law Provisions Regarding Officer Exculpation	For	Against	Proposed amendment would remove personal liability for an officer's breach of his or her duty of care.
California Water Service Group	United States	Annual	5/31/2023	6.	Shareholder Proposal Regarding GHG Targets and Alignment with Paris Agreement	Against	For	
Canadian Pacific Kansas City Limited	Canada	Annual	6/15/2023	1	Appointment of Auditor	For	For	
Canadian Pacific Kansas City Limited	Canada	Annual	6/15/2023	2	Advisory Vote on Executive Compensation	For	For	

Canadian Pacific Kansas City Limited	Canada	Annual	6/15/2023	3	Advisory Vote on Approach to Climate Change	For	Against	Company has not committed to a net zero transition target and does not have absolute emissions reduction targets, hence we are not ready to fully support the climate change approach, although it has many good elements, such as TCFD-reporting, scenario analysis and SBTi-targets approved.
Canadian Pacific Kansas City Limited	Canada	Annual	6/15/2023	4A	Elect John Baird	For	For	
Canadian Pacific Kansas City Limited	Canada	Annual	6/15/2023	4B	Elect Isabelle Courville	For	For	
Canadian Pacific Kansas City Limited	Canada	Annual	6/15/2023	4C	Elect Keith E. Creel	For	For	
Canadian Pacific Kansas City Limited	Canada	Annual	6/15/2023	4D	Elect Gillian H. Denham	For	For	
Canadian Pacific Kansas City Limited	Canada	Annual	6/15/2023	4E	Elect Antonio Garza	For	For	
Canadian Pacific Kansas City Limited	Canada	Annual	6/15/2023	4F	Elect David Garza-Santos	For	For	
Canadian Pacific Kansas City Limited	Canada	Annual	6/15/2023	4G	Elect Edward R. Hamberger	For	For	
Canadian Pacific Kansas City Limited	Canada	Annual	6/15/2023	4H	Elect Janet H. Kennedy	For	For	
Canadian Pacific Kansas City Limited	Canada	Annual	6/15/2023	4I	Elect Henry J. Maier	For	For	
Canadian Pacific Kansas City Limited	Canada	Annual	6/15/2023	4J	Elect Matthew H. Paull	For	For	
Canadian Pacific Kansas City Limited	Canada	Annual	6/15/2023	4K	Elect Jane L. Peverett	For	For	
Canadian Pacific Kansas City Limited	Canada	Annual	6/15/2023	4L	Elect Andrea Robertson	For	For	
Canadian Pacific Kansas City Limited	Canada	Annual	6/15/2023	4M	Elect Gordon T. Trafton	For	For	
Carlisle Companies Inc.	United States	Annual	5/3/2023	1a.	Elect Robert G. Bohn	For	Against	Vote against nominating or governance committee members when there are less than three women on the board of directors, unless more than 30% of the directors are women.

Carlisle Companies Inc.	United States	Annual	5/3/2023	1b.	Elect Gregg A. Ostrander	For	Against	Vote against nominating or governance committee members when there are less than three women on the board of directors, unless more than 30% of the directors are women.
Carlisle Companies Inc.	United States	Annual	5/3/2023	1c.	Elect Jesse G. Singh	For	For	
Carlisle Companies Inc.	United States	Annual	5/3/2023	2.	Advisory Vote on Executive Compensation	For	For	
Carlisle Companies Inc.	United States	Annual	5/3/2023	3.	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
Carlisle Companies Inc.	United States	Annual	5/3/2023	4.	Ratification of Auditor	For	For	
Centre Testing International Group Co Ltd	China	Annual	5/15/2023	1	Annual Report	For	For	
Centre Testing International Group Co Ltd	China	Special	10/16/2023	1	Elect QI Guancheng	For	For	
Centre Testing International Group Co Ltd	China	Annual	5/15/2023	2	Directors' Report	For	For	
Centre Testing International Group Co Ltd	China	Special	12/29/2023	2	Amendments to Articles	For	For	
Centre Testing International Group Co Ltd	China	Annual	5/15/2023	3	Supervisors' Report	For	For	
Centre Testing International Group Co Ltd	China	Special	12/29/2023	3	Change of Auditor	For	For	
Centre Testing International Group Co Ltd	China	Annual	5/15/2023	4	Annual Accounts	For	For	
Centre Testing International Group Co Ltd	China	Annual	5/15/2023	5	Allocation of Profits/Dividends	For	For	
Centre Testing International Group Co Ltd	China	Annual	5/15/2023	6	Reappointment of Auditor	For	For	

Centre Testing International Group Co Ltd	China	Annual	5/15/2023	7	Amendments to Articles	For	For	
Chemed Corp.	United States	Annual	5/15/2023	1a.	Elect Kevin J. McNamara	For	For	
Chemed Corp.	United States	Annual	5/15/2023	1b.	Elect Ron DeLyons	For	For	
Chemed Corp.	United States	Annual	5/15/2023	1c.	Elect Patrick Grace	For	Against	Vote against nominating or governance committee members when there are less than three women on the board of directors, unless more than 30% of the directors are women.
Chemed Corp.	United States	Annual	5/15/2023	1d.	Elect Christopher J. Heaney	For	For	
Chemed Corp.	United States	Annual	5/15/2023	1e.	Elect Thomas C. Hutton	For	For	
Chemed Corp.	United States	Annual	5/15/2023	1f.	Elect Andrea R. Lindell	For	For	
Chemed Corp.	United States	Annual	5/15/2023	1g.	Elect Eileen P. McCarthy	For	For	
Chemed Corp.	United States	Annual	5/15/2023	1h.	Elect John M. Mount, Jr.	For	For	
Chemed Corp.	United States	Annual	5/15/2023	1i.	Elect Thomas P. Rice	For	For	
Chemed Corp.	United States	Annual	5/15/2023	1j.	Elect George J. Walsh III	For	Against	Vote against nominating or governance committee members when there are less than three women on the board of directors, unless more than 30% of the directors are women.
Chemed Corp.	United States	Annual	5/15/2023	2.	Ratification of Auditor	For	For	
Chemed Corp.	United States	Annual	5/15/2023	3.	Advisory Vote on Executive Compensation	For	Against	Pay and performance disconnect and non-ideal compensation structures, very similar pay/performance metrics for STI and LTI, less than half of LTI is performance-based and excise tax gross-ups in place.
Chemed Corp.	United States	Annual	5/15/2023	4.	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
Chemed Corp.	United States	Annual	5/15/2023	5.	Shareholder Proposal Regarding Severance Approval Policy	Against	For	Shareholders should be consulted before the company enters into severance agreements that provide benefits exceeding 2.99 times salary and bonus.

China East Education Holdings Limited	Cayman Islands	Annual	5/25/2023	1	Accounts and Reports	For	For	
China East Education Holdings Limited	Cayman Islands	Annual	5/25/2023	2	Allocation of Profits/Dividends	For	For	
China East Education Holdings Limited	Cayman Islands	Annual	5/25/2023	3.A.I	Elect WU Wei	For	Against	Chair of Board and non-independent nom committee chair. Voting against nominating or governance committee members when there are less than three women on the board of directors, unless more than 30% of the directors are women.
China East Education Holdings Limited	Cayman Islands	Annual	5/25/2023	3.All	Elect WU Junbao	For	Against	Co-founder, significant Related Party Transaction: Sole owner of Wu Junbao Education Company Limited, which beneficially owns 33.164% of the Company's issued share capital. In 2022, the Company and each of Mr. Wu Junbao, Mr. Wu Wei and Mr. Xiao Guoqing entered into a Loan Framework agreement pursuant to which the Company agreed to make available to the receiving companies a RMB revolving loan facility in a maximum daily balance of RMB80 million each.
China East Education Holdings Limited	Cayman Islands	Annual	5/25/2023	3.B	Directors' Fees	For	For	
China East Education Holdings Limited	Cayman Islands	Annual	5/25/2023	3AIII	Elect ZHU Guobin	For	Against	Member of the Nom committee. Voting against nominating or governance committee members when there are less than three women on the board of directors, unless more than 30% of the directors are women.
China East Education Holdings Limited	Cayman Islands	Annual	5/25/2023	4	Appointment of Auditor and Authority to Set Fees	For	For	
China East Education Holdings Limited	Cayman Islands	Annual	5/25/2023	5.A	Authority to Issue Shares w/o Preemptive Rights	For	Against	Potential dilution exceeds recommended threshold;

								Issue price discount not disclosed.
China East Education Holdings Limited	Cayman Islands	Annual	5/25/2023	5.B	Authority to Repurchase Shares	For	For	
China East Education Holdings Limited	Cayman Islands	Annual	5/25/2023	5.C	Authority to Issue Repurchased Shares	For	Against	The discount rate is not disclosed.
China East Education Holdings Limited	Cayman Islands	Annual	5/25/2023	6	Amendments to Articles	For	For	
China Longyuan Power Group Corporation Limited	China	Annual	6/15/2023	1	Annual Report	For	For	
China Longyuan Power Group Corporation Limited	China	Special	1/30/2023	1	Appointment of Internal Control Auditor	For	For	
China Longyuan Power Group Corporation Limited	China	Special	8/29/2023	1	Elect LIU Jinji as Supervisor	For	Against	Insufficient independence of supervisory board.
China Longyuan Power Group Corporation Limited	China	Other	9/27/2023	1	Authority to Repurchase H Shares	For	For	
China Longyuan Power Group Corporation Limited	China	Special	11/17/2023	1	Connected Transaction Regarding Capital Increase of Longyuan Wuqi	For	For	
China Longyuan Power Group Corporation Limited	China	Special	12/29/2023	1	Framework Agreement for Purchase and Sale of Comprehensive Products and Services, Approve Proposed Annual Caps	For	For	
China Longyuan Power Group Corporation Limited	China	Annual	6/15/2023	10	Financial Assistance to Controlled Subsidiaries	For	For	
China Longyuan Power Group Corporation Limited	China	Annual	6/15/2023	11	Amendments to Articles	For	Against	Amendment is not in best interests of shareholders
China Longyuan Power Group Corporation Limited	China	Annual	6/15/2023	12	General Mandate to Register and Issue Debt Financing Instruments in the PRC	For	For	
China Longyuan Power Group Corporation Limited	China	Annual	6/15/2023	13	General Mandate to Register and Issue Debt Financing Instruments Overseas	For	For	



China Longyuan Power Group Corporation Limited	China	Annual	6/15/2023	14	Authority to Issue A Shares and/or H Shares w/o Preemptive Rights	For	Against	Proposed 20.0% limit is excessive and company has not disclosed the maximum discount rate.
China Longyuan Power Group Corporation Limited	China	Annual	6/15/2023	2	Directors' Report	For	For	
China Longyuan Power Group Corporation Limited	China	Special	1/30/2023	2	Increase registered capital of Guangdong New Energy	For	For	
China Longyuan Power Group Corporation Limited	China	Annual	6/15/2023	3	Supervisors' Report	For	For	
China Longyuan Power Group Corporation Limited	China	Annual	6/15/2023	4	Accounts and Reports	For	For	
China Longyuan Power Group Corporation Limited	China	Special	12/29/2023	4	Appointment of Auditor and Authority to Set Fees	For	For	
China Longyuan Power Group Corporation Limited	China	Annual	6/15/2023	5	Allocation of Profits/Dividends	For	For	
China Longyuan Power Group Corporation Limited	China	Annual	6/15/2023	6	2023 Financial Budget Plan	For	For	
China Longyuan Power Group Corporation Limited	China	Annual	6/15/2023	7	Directors' and Supervisors' Fees	For	For	
China Longyuan Power Group Corporation Limited	China	Annual	6/15/2023	8	Elect GONG Yufei	For	For	
China Longyuan Power Group Corporation Limited	China	Annual	6/15/2023	9	Appointment of International Auditor and Authority to Set Fees	For	For	
Chr. Hansen Holding	Denmark	Special	3/30/2023	1	Merger/Acquisition	For	For	
Chr. Hansen Holding	Denmark	Special	3/30/2023	2	Indemnification of Directors	For	For	
Chr. Hansen Holding	Denmark	Special	3/30/2023	3	Amendments to Articles (Financial Year)	For	For	
Chr. Hansen Holding	Denmark	Special	3/30/2023	4	Directors' Fees	For	For	

Chroma Ate	Taiwan	Annual	6/9/2023	1	2022 Business Report and Financial Statements	For	For	
Chroma Ate	Taiwan	Annual	6/9/2023	2	2022 Earnings Distribution Proposal	For	For	
Chroma Ate	Taiwan	Annual	6/9/2023	3	Amendments to the Procedures for Rules for Election of Directors	For	For	
Chroma Ate	Taiwan	Annual	6/9/2023	4.1	Elect HUANG Chin-Ming Leo	For	Against	Not a vote against policy. Combined CEO/Chair and no LID identified. Director serves on the Company's board as Chairman while also serving on 5 additional public company boards. No Nominations Committee.
Chroma Ate	Taiwan	Annual	6/9/2023	4.2	Elect TSENG Ishih	For	For	
Chroma Ate	Taiwan	Annual	6/9/2023	4.3	Elect YANG Tai-Wei David	For	For	
Chroma Ate	Taiwan	Annual	6/9/2023	4.4	Elect HUANG yen-Hsun David	For	For	
Chroma Ate	Taiwan	Annual	6/9/2023	4.5	Elect LIN Shui-Yung	For	For	
Chroma Ate	Taiwan	Annual	6/9/2023	4.6	Elect CHEN Tai-Jen George	For	For	
Chroma Ate	Taiwan	Annual	6/9/2023	4.7	Elect Independent Director: DUANN Jia-Ruey	For	For	
Chroma Ate	Taiwan	Annual	6/9/2023	4.8	Elect Independent Director: WU Chung-I Steven	For	For	
Chroma Ate	Taiwan	Annual	6/9/2023	4.9	Elect Independent Director: CHANG Chia-Ming Janice	For	For	
Chroma Ate	Taiwan	Annual	6/9/2023	5	Proposal of Release the Prohibition on Directors and Their Representatives from Participation in Competitive Business	For	For	
Cintas Corporation	United States	Annual	10/24/2023	1a.	Elect Gerald S. Adolph	For	For	All the independent directors at Cintas are members of the NomCom, not the appropriate signal to vote against all of them related to the lack of diversity at the board-level, instead voting against the chair of NomCom and Lead Director Mr Scaminace, as gender diversity at the board level is only 20%, lower than last year.

Cintas Corporation	United States	Annual	10/24/2023	1b.	Elect John F. Barrett	For	For	All the independent directors at Cintas are members of the NomCom, not the appropriate signal to vote against all of them related to the lack of diversity at the board-level, instead voting against the chair of NomCom and Lead Director Mr Scaminace, as gender diversity at the board level is only 20%, lower than last year.
Cintas Corporation	United States	Annual	10/24/2023	1c.	Elect Melanie W. Barstad	For	For	All the independent directors at Cintas are members of the NomCom, not the appropriate signal to vote against all of them related to the lack of diversity at the board-level, instead voting against the chair of NomCom and Lead Director Mr Scaminace, as gender diversity at the board level is only 20%, lower than last year.
Cintas Corporation	United States	Annual	10/24/2023	1d.	Elect Karen L. Carnahan	For	For	All the independent directors at Cintas are members of the NomCom, not the appropriate signal to vote against all of them related to the lack of diversity at the board-level, instead voting against the chair of NomCom and Lead Director Mr Scaminace, as gender diversity at the board level is only 20%, lower than last year.
Cintas Corporation	United States	Annual	10/24/2023	1e.	Elect Robert E. Coletti	For	For	
Cintas Corporation	United States	Annual	10/24/2023	1f.	Elect Scott D. Farmer	For	For	

Cintas Corporation	United States	Annual	10/24/2023	1g.	Elect Martin Mucci	For	For	All the independent directors at Cintas are members of the NomCom, not the appropriate signal to vote against all of them related to the lack of diversity at the board-level, instead voting against the chair of NomCom and Lead Director Mr Scaminace, as gender diversity at the board level is only 20%, lower than last year.
Cintas Corporation	United States	Annual	10/24/2023	1h.	Elect Joseph Scaminace	For	Against	Vote against nominating or governance committee member when there are less than three women on the board of directors, unless more than 30% of the directors are women.
Cintas Corporation	United States	Annual	10/24/2023	1i.	Elect Todd M. Schneider	For	For	
Cintas Corporation	United States	Annual	10/24/2023	1j.	Elect Ronald W. Tysoe	For	For	All the independent directors at Cintas are members of the NomCom, not the appropriate signal to vote against all of them related to the lack of diversity at the board-level, instead voting against the chair of NomCom and Lead Director Mr Scaminace, as gender diversity at the board level is only 20%, lower than last year.
Cintas Corporation	United States	Annual	10/24/2023	2.	Advisory Vote on Executive Compensation	For	For	
Cintas Corporation	United States	Annual	10/24/2023	3.	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
Cintas Corporation	United States	Annual	10/24/2023	4.	Ratification of Auditor	For	For	
Cintas Corporation	United States	Annual	10/24/2023	5.	Shareholder Proposal Regarding Diversity and Inclusion Report	Against	For	Company has only 20% of gender diversity at the board level and 0% at top management level, hence increased focus on the effectiveness of the company's ED&I efforts is appropriate.

Cintas Corporation	United States	Annual	10/24/2023	6.	Shareholder Proposal Regarding GHG Targets and Alignment with the Paris Agreement	Against	For	Company does not have any target-setting for GHG emissions reductions, although it has committed to Net Zero, hence the ask of setting GHG targets is appropriate.
Cleanaway Waste Management Limited	Australia	Annual	10/20/2023	2	REMUNERATION REPORT	For	For	The Company received a 'First Strike' against its remuneration report for the prior year - w, the board has responded appropriately to shareholder concerns.
Cleanaway Waste Management Limited	Australia	Annual	10/20/2023	3A	Re-elect Philippe Etienne	For	For	
Cleanaway Waste Management Limited	Australia	Annual	10/20/2023	3B	Re-elect Samantha Hogg	For	For	
Cleanaway Waste Management Limited	Australia	Annual	10/20/2023	3C	Re-elect Terry Sinclair	For	For	
Cleanaway Waste Management Limited	Australia	Annual	10/20/2023	3D	Elect Clive Stiff	For	For	
Cleanaway Waste Management Limited	Australia	Annual	10/20/2023	4A	Equity Grant (MD/CEO Mark Schubert - FY2024 LTIP)	For	For	No material concerns
Cleanaway Waste Management Limited	Australia	Annual	10/20/2023	4B	Equity Grant (MD/CEO Mark Schubert - FY2023 STIP)	For	For	No material concerns
Cleanaway Waste Management Limited	Australia	Annual	10/20/2023	5	Board Spill Resolution	Against	Against	Not in shareholders' best interests
CNH Industrial NV	Netherlands	Annual	4/14/2023	2b.	Accounts and Reports	For	For	
CNH Industrial NV	Netherlands	Annual	4/14/2023	2c.	Allocation of Dividends	For	For	
CNH Industrial NV	Netherlands	Annual	4/14/2023	2d.	Ratification of Board Acts	For	For	
CNH Industrial NV	Netherlands	Annual	4/14/2023	3a.	Remuneration Report	For	Against	Pay is not sufficiently linked to long-term performance; high levels of pay.
CNH Industrial NV	Netherlands	Annual	4/14/2023	3b.	Equity Compensation Plan	For	Against	Pay is not sufficiently linked to long-term performance; high levels of pay.
CNH Industrial NV	Netherlands	Annual	4/14/2023	4a.	Elect Suzanne Heywood to the Board of Directors	For	For	
CNH Industrial NV	Netherlands	Annual	4/14/2023	4b.	Elect Scott W. Wine to the Board of Directors	For	For	
CNH Industrial NV	Netherlands	Annual	4/14/2023	4c.	Elect Howard W. Buffett to the Board of Directors	For	For	

CNH Industrial NV	Netherlands	Annual	4/14/2023	4d.	Elect Karen Linehan to the Board of Directors	For	For	
CNH Industrial NV	Netherlands	Annual	4/14/2023	4e.	Elect Alessandro Nasi to the Board of Directors	For	Against	The nom/gov committee does not hit independence standards. The comp committee does not hit independence standards.
CNH Industrial NV	Netherlands	Annual	4/14/2023	4f.	Elect Vagn Ove Sørensen to the Board of Directors	For	For	
CNH Industrial NV	Netherlands	Annual	4/14/2023	4g.	Elect Åsa Tamsons to the Board of Directors	For	For	
CNH Industrial NV	Netherlands	Annual	4/14/2023	4h.	Elect Elizabeth A. Bastoni to the Board of Directors	For	For	
CNH Industrial NV	Netherlands	Annual	4/14/2023	4i.	Elect Richard J. Kramer to the Board of Directors	For	For	
CNH Industrial NV	Netherlands	Annual	4/14/2023	5a.	Authority to Issue Shares w/ Preemptive Rights	For	For	
CNH Industrial NV	Netherlands	Annual	4/14/2023	5b.	Authority to Suppress Preemptive Rights	For	For	
CNH Industrial NV	Netherlands	Annual	4/14/2023	5c.	Authority to Issue Special Voting Shares	For	Against	Loyalty voting structure; not in all shareholders' best interests.
CNH Industrial NV	Netherlands	Annual	4/14/2023	5d.	Authority to Repurchase Shares	For	For	
CNH Industrial NV	Netherlands	Annual	4/14/2023	6.	Appointment of Auditor	For	For	
Cognex Corp.	United States	Annual	5/3/2023	1.1	Elect Angelos Papadimitriou	For	For	
Cognex Corp.	United States	Annual	5/3/2023	1.2	Elect Dianne M. Parrotte	For	Against	Vote against nominating or governance committee members when there are less than three women on the board of directors, unless more than 30% of the directors are women. Company has not disclosed the racial/ethnic diversity of directors in a way that is delineated from other diversity measures and on an individual basis (best equivalent director, US company).
Cognex Corp.	United States	Annual	5/3/2023	1.3	Elect John T. C. Lee	For	For	
Cognex Corp.	United States	Annual	5/3/2023	2.	Approval of the 2023 Stock Option and Incentive Plan	For	For	
Cognex Corp.	United States	Annual	5/3/2023	3.	Ratification of Auditor	For	For	

Cognex Corp.	United States	Annual	5/3/2023	4.	Advisory Vote on Executive Compensation	For	For	
Cognex Corp.	United States	Annual	5/3/2023	5.	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
Companhia de Saneamento Basico do Estado de Sao Paulo.	Brazil	Annual	4/28/2023	A1	Accounts and Reports	For	For	
Companhia de Saneamento Basico do Estado de Sao Paulo.	Brazil	Annual	4/28/2023	A2	Allocation of Profits/Dividends	For	For	
Companhia de Saneamento Basico do Estado de Sao Paulo.	Brazil	Annual	4/28/2023	A3	Supervisory Council Size	For	For	
Companhia de Saneamento Basico do Estado de Sao Paulo.	Brazil	Annual	4/28/2023	A4	Election of Supervisory Council	For	Against	Insufficient independence - no independent members on supervisory council.
Companhia de Saneamento Basico do Estado de Sao Paulo.	Brazil	Annual	4/28/2023	A5	Approve Recasting of Votes for Amended Supervisory Council Slate	Undetermined	Against	Potential unknown nominees.
Companhia de Saneamento Basico do Estado de Sao Paulo.	Brazil	Annual	4/28/2023	E1	Election of Directors	For	For	
Companhia de Saneamento Basico do Estado de Sao Paulo.	Brazil	Annual	4/28/2023	E3	Proportional Allocation of Cumulative Votes	Undetermined	For	
Companhia de Saneamento Basico do Estado de Sao Paulo.	Brazil	Annual	4/28/2023	E4a	Elect Eduardo Person Pardini's Independence Status	For	For	
Companhia de Saneamento Basico do Estado de Sao Paulo.	Brazil	Annual	4/28/2023	E4b	Elect Mário Engler Pinto Junior's Independence Status	For	For	
Companhia de Saneamento Basico do Estado de Sao Paulo.	Brazil	Annual	4/28/2023	E4c	Elect Karolina Fonsêca Lima's Independence Status	For	For	
Companhia de Saneamento Basico do Estado de Sao Paulo.	Brazil	Annual	4/28/2023	E5	Election of Audit Committee Members	For	For	

Companhia de Saneamento Basico do Estado de Sao Paulo.	Brazil	Annual	4/28/2023	E6	Remuneration Policy	For	Against	The structure and disclosure of the remuneration plan are lacking. Multiple issues: - No performance pay link - No long-term incentive plan - No performance-based STI plan - No recovery provisions for STIP - No share ownership guidelines - No deferral provisions
Companhia de Saneamento Basico do Estado de Sao Paulo.	Brazil	Annual	4/28/2023	E7	Amendments to Articles	For	For	
Companhia de Saneamento Basico do Estado de Sao Paulo.	Brazil	Special	8/22/2023	I	Dismissal of Director	For	For	
Companhia de Saneamento Basico do Estado de Sao Paulo.	Brazil	Special	8/22/2023	II	Elect Antônio Júlio Castiglioni Neto	For	For	
Companhia de Saneamento Basico do Estado de Sao Paulo.	Brazil	Special	8/22/2023	III	Supervisory Council Size	For	For	
Companhia de Saneamento Basico do Estado de Sao Paulo.	Brazil	Special	8/22/2023	IV	Elect Eduardo Alex Barbin Barbosa to the Supervisory Council	For	Against	Insufficient independence of the Supervisory Council
Companhia de Saneamento Basico do Estado de Sao Paulo.	Brazil	Special	8/22/2023	V	Ratify Updated Global Remuneration Amount	For	Against	Company has failed to implement a remuneration structure that adequately aligns executive pay with performance.
Cooper Companies, Inc.	United States	Annual	3/15/2023	1a.	Elect Colleen E. Jay	For	For	
Cooper Companies, Inc.	United States	Annual	3/15/2023	1b.	Elect William A. Kozy	For	For	
Cooper Companies, Inc.	United States	Annual	3/15/2023	1c.	Elect Cynthia L. Lucchese	For	For	
Cooper Companies, Inc.	United States	Annual	3/15/2023	1d.	Elect Teresa S. Madden	For	For	
Cooper Companies, Inc.	United States	Annual	3/15/2023	1e.	Elect Gary S. Petersmeyer	For	For	
Cooper Companies, Inc.	United States	Annual	3/15/2023	1f.	Elect Maria Rivas	For	For	



Cooper Companies, Inc.	United States	Annual	3/15/2023	1g.	Elect Robert S. Weiss	For	For	
Cooper Companies, Inc.	United States	Annual	3/15/2023	1h.	Elect Albert G. White III	For	For	
Cooper Companies, Inc.	United States	Annual	3/15/2023	2.	Ratification of Auditor	For	For	
Cooper Companies, Inc.	United States	Annual	3/15/2023	3.	Approval of the 2023 Long-Term Incentive Plan	For	For	
Cooper Companies, Inc.	United States	Annual	3/15/2023	4.	Advisory Vote on Executive Compensation	For	For	
Cooper Companies, Inc.	United States	Annual	3/15/2023	5.	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
Corbion N.V.	Netherlands	Annual	5/17/2023	10.	Elect Mathieu Vrijzen to the Supervisory Board	For	For	
Corbion N.V.	Netherlands	Annual	5/17/2023	11.	Elect Elizabeth Doherty to the Supervisory Board	For	For	
Corbion N.V.	Netherlands	Annual	5/17/2023	12.	Authority to Issue Shares w/ Preemptive Rights	For	For	
Corbion N.V.	Netherlands	Annual	5/17/2023	13.	Authority to Suppress Preemptive Rights	For	For	
Corbion N.V.	Netherlands	Annual	5/17/2023	14.	Authority to Issue Shares w/ Preemptive Rights (Additional Authority)	For	For	
Corbion N.V.	Netherlands	Annual	5/17/2023	15.	Authority to Repurchase Shares	For	For	
Corbion N.V.	Netherlands	Annual	5/17/2023	16.	Cancellation of Shares	For	For	
Corbion N.V.	Netherlands	Annual	5/17/2023	17.	Appointment of Auditor	For	For	
Corbion N.V.	Netherlands	Annual	5/17/2023	3.	Accounts and Reports	For	For	
Corbion N.V.	Netherlands	Annual	5/17/2023	4.	Remuneration Report	For	For	
Corbion N.V.	Netherlands	Annual	5/17/2023	6.	Allocation of Dividends	For	For	
Corbion N.V.	Netherlands	Annual	5/17/2023	7.	Ratification of Management Board Acts	For	For	
Corbion N.V.	Netherlands	Annual	5/17/2023	8.	Ratification of Supervisory Board Acts	For	For	
Corbion N.V.	Netherlands	Annual	5/17/2023	9.	Elect Olivier Rigaud to the Management Board	For	For	
Coway	Korea, Republic of	Annual	3/29/2023	1	Financial Statements and Allocation of Profits/Dividends	For	For	
Coway	Korea, Republic of	Annual	3/29/2023	2	Amendments to Articles	For	For	

Coway	Korea, Republic of	Annual	3/29/2023	3.1	Elect BANG Jun Hyuk	For	For	
Coway	Korea, Republic of	Annual	3/29/2023	3.2	Elect SEO Jang Won	For	Against	An executive (CEO) sits on the nominating committee, a conflict of interest.
Coway	Korea, Republic of	Annual	3/29/2023	3.3	Elect KIM Soon Tae	For	Against	CFO on the board erodes the effectiveness of oversight and monitoring by the board.
Coway	Korea, Republic of	Annual	3/29/2023	3.4	Elect YOON Bu Hyun	For	For	
Coway	Korea, Republic of	Annual	3/29/2023	3.5	Elect KIM Kyu Ho	For	For	
Coway	Korea, Republic of	Annual	3/29/2023	4	Election of Independent Director to Be Appointed as Audit Committee Member: KIM Jin Bae	For	For	
Coway	Korea, Republic of	Annual	3/29/2023	5.1	Election of Audit Committee Member: YOON Bu Hyun	For	For	
Coway	Korea, Republic of	Annual	3/29/2023	5.2	Election of Audit Committee Member: LEE Gil Yeon	For	For	
Coway	Korea, Republic of	Annual	3/29/2023	6	Directors' Fees	For	For	
Croda International plc	United Kingdom	Annual	4/26/2023	1	Accounts and Reports	For	For	
Croda International plc	United Kingdom	Annual	4/26/2023	10	Elect Julie Kim	For	For	
Croda International plc	United Kingdom	Annual	4/26/2023	11	Elect Keith Layden	For	For	
Croda International plc	United Kingdom	Annual	4/26/2023	12	Elect Nawal Ouzren	For	For	
Croda International plc	United Kingdom	Annual	4/26/2023	13	Elect John Ramsay	For	For	
Croda International plc	United Kingdom	Annual	4/26/2023	14	Appointment of Auditor	For	For	
Croda International plc	United Kingdom	Annual	4/26/2023	15	Authority to Set Auditor's Fees	For	For	
Croda International plc	United Kingdom	Annual	4/26/2023	16	Authorisation of Political Donations	For	For	
Croda International plc	United Kingdom	Annual	4/26/2023	17	Authority to Issue Shares w/ Preemptive Rights	For	For	
Croda International plc	United Kingdom	Annual	4/26/2023	18	Authority to Issue Shares w/o Preemptive Rights	For	For	
Croda International plc	United Kingdom	Annual	4/26/2023	19	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For	

Croda International plc	United Kingdom	Annual	4/26/2023	2	Remuneration Policy	For	For	
Croda International plc	United Kingdom	Annual	4/26/2023	20	Authority to Repurchase Shares	For	For	
Croda International plc	United Kingdom	Annual	4/26/2023	21	Authority to Set General Meeting Notice Period at 14 Days	For	For	
Croda International plc	United Kingdom	Annual	4/26/2023	22	Sharesave Plan	For	For	
Croda International plc	United Kingdom	Annual	4/26/2023	23	Increase in NED Fee Cap	For	For	
Croda International plc	United Kingdom	Annual	4/26/2023	3	Remuneration Report	For	For	
Croda International plc	United Kingdom	Annual	4/26/2023	4	Final Dividend	For	For	
Croda International plc	United Kingdom	Annual	4/26/2023	5	Elect Louisa Burdett	For	For	
Croda International plc	United Kingdom	Annual	4/26/2023	6	Elect Roberto Cirillo	For	For	
Croda International plc	United Kingdom	Annual	4/26/2023	7	Elect Jacqui Ferguson	For	For	
Croda International plc	United Kingdom	Annual	4/26/2023	8	Elect Steve E. Foots	For	For	
Croda International plc	United Kingdom	Annual	4/26/2023	9	Elect Anita M. Frew	For	For	
Crompton Greaves Consumer Electrical Ltd	India	Annual	7/22/2023	1	Accounts and Reports	For	For	
Crompton Greaves Consumer Electrical Ltd	India	Other	12/19/2023	1	Elect Anil Chaudry	For	For	
Crompton Greaves Consumer Electrical Ltd	India	Other	9/28/2023	1	Amendments to Articles (Debenture Directors)	For	Against	Amendment would allow all non-independent directors to not have to stand to retire by rotation. This exemption would remove shareholders ability to adequately evaluate non-independent non-executive director performance.
Crompton Greaves Consumer Electrical Ltd	India	Annual	7/22/2023	2	Allocation of Profits/Dividends	For	For	
Crompton Greaves Consumer Electrical Ltd	India	Other	12/19/2023	2	Elect Sanjiv Kakkar	For	For	

Crompton Greaves Consumer Electrical Ltd	India	Annual	7/22/2023	3	Elect Shantanu Khosla	For	For	
Crompton Greaves Consumer Electrical Ltd	India	Annual	7/22/2023	4	Approve Payment of Fees to Cost Auditors	For	For	
Crompton Greaves Consumer Electrical Ltd	India	Annual	7/22/2023	5	Elect Smita Anand	For	Against	Nominee has served on the board for at least one year and has attended less than 75% of the meetings.
Crompton Greaves Consumer Electrical Ltd	India	Annual	7/22/2023	6	Appointment of Promeet Ghosh (Managing Director & CEO)	For	For	
Crompton Greaves Consumer Electrical Ltd	India	Annual	7/22/2023	7	Approve Payment of Remuneration of Promeet Ghosh	For	Abstain	Company has not disclosed the specific performance targets to the incentive-based remuneration.
Crompton Greaves Consumer Electrical Ltd	India	Annual	7/22/2023	8	Grant of Employee Stock Options to Promeet Ghosh	For	For	
Crompton Greaves Consumer Electrical Ltd	India	Annual	7/22/2023	9	Amendment to the Crompton Employee Stock Option Plan 2019	For	For	
Crown Holdings, Inc.	United States	Annual	4/27/2023	2.	Ratification of Auditor	For	For	
Crown Holdings, Inc.	United States	Annual	4/27/2023	3.	Advisory Vote on Executive Compensation	For	For	
Crown Holdings, Inc.	United States	Annual	4/27/2023	4.	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
Crown Holdings, Inc.	United States	Annual	4/27/2023	5.	Shareholder Proposal Regarding Several Approval Policy	Against	For	SHP for company to seek shareholder approval of severance payments valued at 2.99 times the sum of salary and short term bonus. Supportive.
Crown Holdings, Inc.	United States	Annual	4/27/2023		Elect Timothy J. Donahue	For	For	
Crown Holdings, Inc.	United States	Annual	4/27/2023		Elect Richard H. Fearon	For	For	
Crown Holdings, Inc.	United States	Annual	4/27/2023		Elect Andrea Funk	For	For	
Crown Holdings, Inc.	United States	Annual	4/27/2023		Elect Stephen J. Hagge	For	For	
Crown Holdings, Inc.	United States	Annual	4/27/2023		Elect Jesse A. Lynn	For	For	
Crown Holdings, Inc.	United States	Annual	4/27/2023		Elect James H. Miller	For	For	
Crown Holdings, Inc.	United States	Annual	4/27/2023		Elect Josef M. Müller	For	For	
Crown Holdings, Inc.	United States	Annual	4/27/2023		Elect B. Craig Owens	For	For	
Crown Holdings, Inc.	United States	Annual	4/27/2023		Elect Angela M. Snyder	For	For	

Crown Holdings, Inc.	United States	Annual	4/27/2023		Elect Caesar F. Sweitzer	For	For	
Crown Holdings, Inc.	United States	Annual	4/27/2023		Elect Andrew J. Teno	For	For	
Crown Holdings, Inc.	United States	Annual	4/27/2023		Elect Marsha C. Williams	For	For	
Crown Holdings, Inc.	United States	Annual	4/27/2023		Elect Dwayne A. Wilson	For	For	
Dabur India Ltd.	India	Annual	8/10/2023	1	Accounts and Reports (Standalone)	For	For	
Dabur India Ltd.	India	Other	12/17/2023	1	Elect Sushil Chandra	For	For	
Dabur India Ltd.	India	Annual	8/10/2023	2	Accounts and Reports (Consolidated)	For	For	
Dabur India Ltd.	India	Annual	8/10/2023	3	Allocation of Profits/Dividends	For	For	
Dabur India Ltd.	India	Annual	8/10/2023	4	Elect Amit Burman	For	Against	The nom/gov committee does not hit independence standards. The comp committee does not hit independence standards. Director has attended <75% of board meetings.
Dabur India Ltd.	India	Annual	8/10/2023	5	Approve Payment of Fees to Cost Auditors	For	For	
Dabur India Ltd.	India	Annual	8/10/2023	6	Elect Styavati Berera	For	For	
Dabur India Ltd.	India	Annual	8/10/2023	7	Elect Ajit Mohan Sharan	For	For	
Dabur India Ltd.	India	Annual	8/10/2023	8	Appointment of Mohit Malhotra (Whole Time Director and CEO); Approval of Remuneration	For	Against	Company has not provided sufficient details concerning the special allowances or any performance conditions attached to such an allowance.
Dabur India Ltd.	India	Annual	8/10/2023	9	Amendments to Articles	For	For	
Daifuku Co. Ltd	Japan	Annual	6/23/2023	1	Amendments to Articles	For	Against	Not supportive of granting the board unfettered authority to repurchase shares.
Daifuku Co. Ltd	Japan	Annual	6/23/2023	2.1	Elect Hiroshi Geshiro	For	Against	Vote against the Chairman when CEO and Chair are held by the same person and a lead independent director has not been appointed.
Daifuku Co. Ltd	Japan	Annual	6/23/2023	2.10	Elect Gideon Franklin	For	For	
Daifuku Co. Ltd	Japan	Annual	6/23/2023	2.2	Elect Seiji Sato	For	For	
Daifuku Co. Ltd	Japan	Annual	6/23/2023	2.3	Elect Toshiaki Hayashi	For	For	

Daifuku Co. Ltd	Japan	Annual	6/23/2023	2.4	Elect Hiroshi Nobuta	For	For	
Daifuku Co. Ltd	Japan	Annual	6/23/2023	2.5	Elect Hideaki Takubo	For	For	
Daifuku Co. Ltd	Japan	Annual	6/23/2023	2.6	Elect Yoshiaki Ozawa	For	For	
Daifuku Co. Ltd	Japan	Annual	6/23/2023	2.7	Elect Mineo Sakai	For	For	
Daifuku Co. Ltd	Japan	Annual	6/23/2023	2.8	Elect Kaku Kato	For	For	
Daifuku Co. Ltd	Japan	Annual	6/23/2023	2.9	Elect Keiko Kaneko	For	For	
Daifuku Co. Ltd	Japan	Annual	6/23/2023	3	Elect Nobuo Wada as Statutory Auditor	For	For	
Danaher Corp.	United States	Annual	5/9/2023	1a.	Elect Rainer M. Blair	For	For	
Danaher Corp.	United States	Annual	5/9/2023	1b.	Elect Feroz Dewan	For	For	
Danaher Corp.	United States	Annual	5/9/2023	1c.	Elect Linda P. Hefner Filler	For	For	
Danaher Corp.	United States	Annual	5/9/2023	1d.	Elect Teri L. List	For	For	
Danaher Corp.	United States	Annual	5/9/2023	1e.	Elect Walter G. Lohr, Jr.	For	For	
Danaher Corp.	United States	Annual	5/9/2023	1f.	Elect Jessica L. Mega	For	For	
Danaher Corp.	United States	Annual	5/9/2023	1g.	Elect Mitchell P. Rales	For	For	
Danaher Corp.	United States	Annual	5/9/2023	1h.	Elect Steven M. Rales	For	For	
Danaher Corp.	United States	Annual	5/9/2023	1i.	Elect Pardis C. Sabeti	For	For	
Danaher Corp.	United States	Annual	5/9/2023	1j.	Elect A. Shane Sanders	For	For	
Danaher Corp.	United States	Annual	5/9/2023	1k.	Elect John T. Schwieters	For	For	
Danaher Corp.	United States	Annual	5/9/2023	1l.	Elect Alan G. Spoon	For	For	
Danaher Corp.	United States	Annual	5/9/2023	1m.	Elect Raymond C. Stevens	For	For	
Danaher Corp.	United States	Annual	5/9/2023	1n.	Elect Elias A. Zerhouni	For	For	
Danaher Corp.	United States	Annual	5/9/2023	2.	Ratification of Auditor	For	For	
Danaher Corp.	United States	Annual	5/9/2023	3.	Advisory Vote on Executive Compensation	For	For	
Danaher Corp.	United States	Annual	5/9/2023	4.	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
Danaher Corp.	United States	Annual	5/9/2023	5.	Shareholder Proposal Regarding Independent Chair	Against	For	An independent chair is better able to oversee the executives of a company and set a pro-shareholder agenda.

Danaher Corp.	United States	Annual	5/9/2023	6.	Shareholder Proposal Regarding Diversity and Inclusion Report	Against	For	Supportive of proposal that requests the Company provide an assessment of the effectiveness of its diversity, equity, and inclusion efforts, specifically concerning outcomes using quantitative metrics for recruitment, retention, and promotion of employees, including data by gender, race, and ethnicity.
Danone	France	Mix	4/27/2023	1	Accounts and Reports; Non Tax-Deductible Expenses	For	For	
Danone	France	Mix	4/27/2023	10	2022 Remuneration of Gilles Schnepp, Chair	For	For	
Danone	France	Mix	4/27/2023	11	2023 Remuneration Policy (Executives)	For	For	
Danone	France	Mix	4/27/2023	12	2023 Remuneration Policy (Chair)	For	For	
Danone	France	Mix	4/27/2023	13	2023 Remuneration Policy (Board of Directors)	For	For	
Danone	France	Mix	4/27/2023	14	Authority to Repurchase and Reissue Shares	For	For	
Danone	France	Mix	4/27/2023	15	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	For	For	
Danone	France	Mix	4/27/2023	16	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights and w/ Priority Subscription	For	For	
Danone	France	Mix	4/27/2023	17	Greenshoe	For	For	
Danone	France	Mix	4/27/2023	18	Authority to Increase Capital in Case of Exchange Offers	For	For	
Danone	France	Mix	4/27/2023	19	Authority to Increase Capital in Consideration for Contributions In Kind	For	For	
Danone	France	Mix	4/27/2023	2	Consolidated Accounts and Reports	For	For	
Danone	France	Mix	4/27/2023	20	Authority to Increase Capital Through Capitalisations	For	For	
Danone	France	Mix	4/27/2023	21	Employee Stock Purchase Plan	For	For	

Danone	France	Mix	4/27/2023	22	Stock Purchase Plan for Overseas Employees	For	For	
Danone	France	Mix	4/27/2023	23	Authority to Issue Performance Shares	For	For	
Danone	France	Mix	4/27/2023	24	Authority to Cancel Shares and Reduce Capital	For	For	
Danone	France	Mix	4/27/2023	26	Elect Sanjiv Mehta	For	For	
Danone	France	Mix	4/27/2023	3	Allocation of Profits/Dividends	For	For	
Danone	France	Mix	4/27/2023	4	Elect Valérie Chapoulaud-Floquet	For	For	
Danone	France	Mix	4/27/2023	5	Elect Gilles Schnepf	For	For	
Danone	France	Mix	4/27/2023	6	Ratification of the Co-option of Gilbert Ghostine	For	For	
Danone	France	Mix	4/27/2023	7	Ratification of the Co-option of Lise Kingo	For	For	
Danone	France	Mix	4/27/2023	8	2022 Remuneration Report	For	For	
Danone	France	Mix	4/27/2023	9	2022 Remuneration of Antoine de Saint-Affrique, CEO	For	For	
Darling Ingredients Inc	United States	Annual	5/9/2023	1a.	Elect Randall C. Stuewe	For	For	
Darling Ingredients Inc	United States	Annual	5/9/2023	1b.	Elect Charles Adair	For	For	
Darling Ingredients Inc	United States	Annual	5/9/2023	1c.	Elect Beth Albright	For	For	
Darling Ingredients Inc	United States	Annual	5/9/2023	1d.	Elect Larry A. Barden	For	For	
Darling Ingredients Inc	United States	Annual	5/9/2023	1e.	Elect Celeste A. Clark	For	For	
Darling Ingredients Inc	United States	Annual	5/9/2023	1f.	Elect Linda A. Goodspeed	For	For	
Darling Ingredients Inc	United States	Annual	5/9/2023	1g.	Elect Enderson Guimaraes	For	For	
Darling Ingredients Inc	United States	Annual	5/9/2023	1h.	Elect Gary W. Mize	For	For	
Darling Ingredients Inc	United States	Annual	5/9/2023	1i.	Elect Michael Rescoe	For	For	
Darling Ingredients Inc	United States	Annual	5/9/2023	1j.	Elect Kurt Stoffel	For	For	
Darling Ingredients Inc	United States	Annual	5/9/2023	2.	Ratification of Auditor	For	For	
Darling Ingredients Inc	United States	Annual	5/9/2023	3.	Advisory Vote on Executive Compensation	For	For	
Darling Ingredients Inc	United States	Annual	5/9/2023	4.	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
Deere & Co.	United States	Annual	2/22/2023	1a.	Elect Leanne G. Caret	For	For	
Deere & Co.	United States	Annual	2/22/2023	1b.	Elect Tamra A. Erwin	For	For	
Deere & Co.	United States	Annual	2/22/2023	1c.	Elect Alan C. Heuberger	For	For	
Deere & Co.	United States	Annual	2/22/2023	1d.	Elect Charles O. Holliday, Jr.	For	For	



Deere & Co.	United States	Annual	2/22/2023	1e.	Elect Michael O. Johanns	For	For	
Deere & Co.	United States	Annual	2/22/2023	1f.	Elect Clayton M. Jones	For	For	
Deere & Co.	United States	Annual	2/22/2023	1g.	Elect John C. May	For	For	
Deere & Co.	United States	Annual	2/22/2023	1h.	Elect Gregory R. Page	For	For	
Deere & Co.	United States	Annual	2/22/2023	1i.	Elect Sherry M. Smith	For	For	
Deere & Co.	United States	Annual	2/22/2023	1j.	Elect Dmitri L. Stockton	For	For	
Deere & Co.	United States	Annual	2/22/2023	1k.	Elect Sheila G. Talton	For	For	
Deere & Co.	United States	Annual	2/22/2023	2.	Advisory Vote on Executive Compensation	For	For	
Deere & Co.	United States	Annual	2/22/2023	3.	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
Deere & Co.	United States	Annual	2/22/2023	4.	Ratification of Auditor	For	For	
Deere & Co.	United States	Annual	2/22/2023	5.	Shareholder Proposal Regarding Severance Approval Policy	Against	For	
Delta Electronic	Taiwan	Annual	6/13/2023	1	ADOPTION OF THE 2022 ANNUAL BUSINESS REPORT AND FINANCIAL STATEMENTS.	For	For	
Delta Electronic	Taiwan	Annual	6/13/2023	2	Adoption of the 2022 Earnings Distribution. Proposed Cash Dividend Twd 9.84 per Share.	For	For	
Delta Electronic	Taiwan	Annual	6/13/2023	3	DISCUSSION OF THE AMENDMENTS TO THE ARTICLES OF INCORPORATION.	For	For	
Delta Electronic	Taiwan	Annual	6/13/2023	6	DISCUSSION OF THE RELEASE FROM NON COMPETITION RESTRICTIONS ON DIRECTORS.	For	For	
Denso Corporation	Japan	Annual	6/20/2023	1.1	Elect Koji Arima	For	Against	We vote against the Chairman when CEO and Chair are held by the same person and a lead independent director has not been appointed.
Denso Corporation	Japan	Annual	6/20/2023	1.2	Elect Shinnosuke Hayashi	For	For	
Denso Corporation	Japan	Annual	6/20/2023	1.3	Elect Yasushi Matsui	For	For	
Denso Corporation	Japan	Annual	6/20/2023	1.4	Elect Kenichiro Ito	For	For	
Denso Corporation	Japan	Annual	6/20/2023	1.5	Elect Akio Toyoda	For	For	

Denso Corporation	Japan	Annual	6/20/2023	1.6	Elect Shigeki Kushida	For	For	
Denso Corporation	Japan	Annual	6/20/2023	1.7	Elect Yuko Mitsuya	For	For	
Denso Corporation	Japan	Annual	6/20/2023	1.8	Elect Joseph P. Schmelzeis, Jr.	For	For	
Denso Corporation	Japan	Annual	6/20/2023	2.1	Elect Shingo Kuwamura	For	Against	The Board of Statutory Auditors is not majority independent.
Denso Corporation	Japan	Annual	6/20/2023	2.2	Elect Yasuko Goto	For	For	
Denso Corporation	Japan	Annual	6/20/2023	2.3	Elect Haruo Kitamura	For	For	
Denso Corporation	Japan	Annual	6/20/2023	3	Elect Hiromi Kitagawa as Alternate Statutory Auditor	For	For	
Descartes Systems Group Inc	Canada	Mix	6/15/2023	1.1	Elect Deepak Chopra	For	For	
Descartes Systems Group Inc	Canada	Mix	6/15/2023	1.10	Elect John J. Walker	For	For	
Descartes Systems Group Inc	Canada	Mix	6/15/2023	1.2	Elect Deborah Close	For	For	
Descartes Systems Group Inc	Canada	Mix	6/15/2023	1.3	Elect Eric A. Demirian	For	For	
Descartes Systems Group Inc	Canada	Mix	6/15/2023	1.4	Elect Sandra L. Hanington	For	For	
Descartes Systems Group Inc	Canada	Mix	6/15/2023	1.5	Elect Kelley Irwin	For	For	
Descartes Systems Group Inc	Canada	Mix	6/15/2023	1.6	Elect Dennis Maple	For	For	
Descartes Systems Group Inc	Canada	Mix	6/15/2023	1.7	Elect Chris E. Muntwyler	For	For	
Descartes Systems Group Inc	Canada	Mix	6/15/2023	1.8	Elect Jane O'Hagan	For	For	
Descartes Systems Group Inc	Canada	Mix	6/15/2023	1.9	Elect Edward J. Ryan	For	For	
Descartes Systems Group Inc	Canada	Mix	6/15/2023	2	Appointment of Auditor	For	For	
Descartes Systems Group Inc	Canada	Mix	6/15/2023	3	Shareholder Rights Plan	For	For	
Descartes Systems Group Inc	Canada	Mix	6/15/2023	4	Advisory Vote on Executive Compensation	For	For	
Dexcom Inc	United States	Annual	5/18/2023	1.1	Elect Steven R. Altman	For	For	
Dexcom Inc	United States	Annual	5/18/2023	1.2	Elect Richard A. Collins	For	For	
Dexcom Inc	United States	Annual	5/18/2023	1.3	Elect Karen M. Dahut	For	For	

Dexcom Inc	United States	Annual	5/18/2023	1.4	Elect Mark G. Foletta	For	For	
Dexcom Inc	United States	Annual	5/18/2023	1.5	Elect Barbara E. Kahn	For	For	
Dexcom Inc	United States	Annual	5/18/2023	1.6	Elect Kyle Malady	For	For	
Dexcom Inc	United States	Annual	5/18/2023	1.7	Elect Eric Topol	For	For	
Dexcom Inc	United States	Annual	5/18/2023	2.	Ratification of Auditor	For	For	
Dexcom Inc	United States	Annual	5/18/2023	3.	Advisory Vote on Executive Compensation	For	For	
Dexcom Inc	United States	Annual	5/18/2023	4.	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
Dexcom Inc	United States	Annual	5/18/2023	5.	Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report	Against	For	
Dialight Plc	United Kingdom	Annual	5/16/2023	1	Accounts and Reports	For	For	
Dialight Plc	United Kingdom	Special	10/27/2023	1	Related Party Transactions	For	For	
Dialight Plc	United Kingdom	Annual	5/16/2023	10	Elect Fariyal Khanbabi	For	For	
Dialight Plc	United Kingdom	Annual	5/16/2023	11	Elect Clive Jennings	For	For	
Dialight Plc	United Kingdom	Annual	5/16/2023	12	Authorisation of Political Donations	For	For	
Dialight Plc	United Kingdom	Annual	5/16/2023	13	Authority to Issue Shares w/ Preemptive Rights	For	For	
Dialight Plc	United Kingdom	Annual	5/16/2023	14	Authority to Issue Shares w/o Preemptive Rights	For	For	
Dialight Plc	United Kingdom	Annual	5/16/2023	15	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For	
Dialight Plc	United Kingdom	Annual	5/16/2023	16	Authority to Repurchase Shares	For	For	
Dialight Plc	United Kingdom	Annual	5/16/2023	2	Remuneration Report	For	For	
Dialight Plc	United Kingdom	Annual	5/16/2023	3	Adoption of Restricted Stock Plan	For	For	
Dialight Plc	United Kingdom	Annual	5/16/2023	4	Appointment of Auditor	For	For	
Dialight Plc	United Kingdom	Annual	5/16/2023	5	Authority to Set Auditor's Fees	For	For	
Dialight Plc	United Kingdom	Annual	5/16/2023	6	Elect Neil A. Johnson	For	For	Not a vote against policy. The Nom/Gov committee chair is independent.

Dialight Plc	United Kingdom	Annual	5/16/2023	7	Elect Nigel P. Lingwood	For	For	
Dialight Plc	United Kingdom	Annual	5/16/2023	8	Elect Gotthard Haug	For	For	
Dialight Plc	United Kingdom	Annual	5/16/2023	9	Elect Gaelle Hotellier	For	For	
Diasorin S.p.A.	Italy	Annual	4/28/2023	0010	Accounts and Reports	For	For	
Diasorin S.p.A.	Italy	Annual	4/28/2023	0020	Allocation of Profits/Dividends	For	For	
Diasorin S.p.A.	Italy	Annual	4/28/2023	0030	Remuneration Policy	For	Against	Poor overall design; structure and disclosure of the remuneration plan are lacking.
Diasorin S.p.A.	Italy	Annual	4/28/2023	0040	Remuneration Report	For	Against	Insufficient response or improvements following significant shareholder dissent last year. Lack of performance metrics implemented under the SOP and narrow performance conditions used under the short- and long-term incentives.
Diasorin S.p.A.	Italy	Annual	4/28/2023	0050	2023 Stock Option Plan	For	Against	LTI not based on any performance conditions.
Diasorin S.p.A.	Italy	Annual	4/28/2023	0060	Authority to Repurchase and Reissue Shares to Service 2023 Stock Option Plan	For	Against	Linked to above - not supportive of the 2023 Stock Option Plan
DiscoverIE Group Plc	United Kingdom	Annual	7/24/2023	1	Accounts and Reports	For	For	
DiscoverIE Group Plc	United Kingdom	Annual	7/24/2023	10	Elect Celia Baxter	For	For	
DiscoverIE Group Plc	United Kingdom	Annual	7/24/2023	11	Appointment of Auditor	For	For	
DiscoverIE Group Plc	United Kingdom	Annual	7/24/2023	12	Authority to Set Auditor's Fees	For	For	
DiscoverIE Group Plc	United Kingdom	Annual	7/24/2023	13	Authority to Issue Shares w/ Preemptive Rights	For	For	
DiscoverIE Group Plc	United Kingdom	Annual	7/24/2023	14	Authority to Issue Shares w/ Preemptive Rights (Rights Issue)	For	For	
DiscoverIE Group Plc	United Kingdom	Annual	7/24/2023	15	Authority to Issue Shares w/o Preemptive Rights	For	For	
DiscoverIE Group Plc	United Kingdom	Annual	7/24/2023	16	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For	
DiscoverIE Group Plc	United Kingdom	Annual	7/24/2023	17	Authority to Issue Shares w/o Preemptive Rights (Rights Issue)	For	For	

DiscoverIE Group Plc	United Kingdom	Annual	7/24/2023	18	Authority to Repurchase Shares	For	For	
DiscoverIE Group Plc	United Kingdom	Annual	7/24/2023	19	Authority to Set General Meeting Notice Period at 14 Days	For	For	
DiscoverIE Group Plc	United Kingdom	Annual	7/24/2023	2	Final Dividend	For	For	
DiscoverIE Group Plc	United Kingdom	Annual	7/24/2023	20	Authorisation of Political Donations	For	For	
DiscoverIE Group Plc	United Kingdom	Annual	7/24/2023	3	Remuneration Report	For	For	
DiscoverIE Group Plc	United Kingdom	Annual	7/24/2023	4	Elect Bruce M. Thompson	For	For	
DiscoverIE Group Plc	United Kingdom	Annual	7/24/2023	5	Elect Nick Jefferies	For	For	
DiscoverIE Group Plc	United Kingdom	Annual	7/24/2023	6	Elect Simon Gibbins	For	For	
DiscoverIE Group Plc	United Kingdom	Annual	7/24/2023	7	Elect Tracey Graham	For	For	
DiscoverIE Group Plc	United Kingdom	Annual	7/24/2023	8	Elect Clive Watson	For	For	
DiscoverIE Group Plc	United Kingdom	Annual	7/24/2023	9	Elect Rosalind Kainyah	For	For	
Dole plc	Ireland	Annual	6/26/2023	1.1	Elect Jacinta Devine	For	Against	Not a vote against policy. CFO on board.
Dole plc	Ireland	Annual	6/26/2023	1.1	Elect Jacinta Devine	For	Against	Not a vote against policy. CFO on board.
Dole plc	Ireland	Annual	6/26/2023	1.2	Elect Johan Lindén	For	For	
Dole plc	Ireland	Annual	6/26/2023	1.2	Elect Johan Lindén	For	For	
Dole plc	Ireland	Annual	6/26/2023	1.3	Elect Jimmy P. Tolan	For	For	
Dole plc	Ireland	Annual	6/26/2023	1.3	Elect Jimmy P. Tolan	For	For	
Dole plc	Ireland	Annual	6/26/2023	1.4	Elect Kevin Toland	For	For	
Dole plc	Ireland	Annual	6/26/2023	1.4	Elect Kevin Toland	For	For	
Dole plc	Ireland	Annual	6/26/2023	2	Appointment of Auditor and Authority to Set Fees	For	For	
Dole plc	Ireland	Annual	6/26/2023	2.	Appointment of Auditor and Authority to Set Fees	For	For	
Donaldson Co. Inc.	United States	Annual	11/17/2023	2.	Advisory Vote on Executive Compensation	For	For	
Donaldson Co. Inc.	United States	Annual	11/17/2023	3.	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
Donaldson Co. Inc.	United States	Annual	11/17/2023	4.	Amendment to the 2019 Master Stock Incentive Plan	For	For	

Donaldson Co. Inc.	United States	Annual	11/17/2023	5.	Ratification of Auditor	For	For	
Donaldson Co. Inc.	United States	Annual	11/17/2023		Elect Tod E. Carpenter	For	For	
Donaldson Co. Inc.	United States	Annual	11/17/2023		Elect Pilar Cruz	For	For	
Donaldson Co. Inc.	United States	Annual	11/17/2023		Elect Ajita G. Rajendra	For	For	
DSM-Firmenich AG	Switzerland	Special	6/29/2023	1.	Accounts and Reports	For	For	
DSM-Firmenich AG	Switzerland	Special	6/29/2023	2.	Dividends from Reserves	For	For	
DSM-Firmenich AG	Switzerland	Special	6/29/2023	3.1.	Board Compensation	For	For	
DSM-Firmenich AG	Switzerland	Special	6/29/2023	3.2.	Executive Compensation	For	For	
DSM-Firmenich AG	Switzerland	Special	6/29/2023	4.1.	Amendments to Articles (Resolutions)	For	For	
DSM-Firmenich AG	Switzerland	Special	6/29/2023	4.2.	Amendments to Articles (Share Register)	For	For	
EDP Renovaveis S.A.	Spain	Annual	4/4/2023	1	Accounts and Reports	For	For	
EDP Renovaveis S.A.	Spain	Annual	4/4/2023	10.a	Amendments to Articles (Environmental, Social and Corporate Governance Committee)	For	For	
EDP Renovaveis S.A.	Spain	Annual	4/4/2023	10.b	Amendments to Articles (Updated References)	For	For	
EDP Renovaveis S.A.	Spain	Annual	4/4/2023	2	Allocation of Profits/Dividends	For	For	
EDP Renovaveis S.A.	Spain	Annual	4/4/2023	3	Capitalisation of Reserves for Scrip Dividend	For	For	
EDP Renovaveis S.A.	Spain	Annual	4/4/2023	4	Management Report; Corporate Governance Report; Remuneration Report	For	For	
EDP Renovaveis S.A.	Spain	Annual	4/4/2023	5	Report on Non-Financial Information	For	For	
EDP Renovaveis S.A.	Spain	Annual	4/4/2023	6	Ratification of Board Acts	For	For	
EDP Renovaveis S.A.	Spain	Annual	4/4/2023	7	Ratify Co-Option of Cynthia Kay McCall	For	For	
EDP Renovaveis S.A.	Spain	Annual	4/4/2023	8.a	Related Party Transactions (EDP Renováveis SA and EDP Energias de Portugal, SA)	For	For	
EDP Renovaveis S.A.	Spain	Annual	4/4/2023	9	Amendment to Remuneration Policy	For	For	

Emerson Electric Co.	United States	Annual	2/7/2023	1a.	Elect Martin S. Craighead	For	For	
Emerson Electric Co.	United States	Annual	2/7/2023	1b.	Elect Gloria A. Flach	For	For	
Emerson Electric Co.	United States	Annual	2/7/2023	1c.	Elect Mathew S. Levatich	For	For	
Emerson Electric Co.	United States	Annual	2/7/2023	2.	Ratification of Auditor	For	For	
Emerson Electric Co.	United States	Annual	2/7/2023	3.	Advisory Vote on Executive Compensation	For	Abstain	Disconnect between pay and performance, short-term incentives mainly discretionary, LTI vesting below median, lacking disclosures on targets.
Emerson Electric Co.	United States	Annual	2/7/2023	4.	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
Equinix, Inc.	United States	Annual	5/25/2023	1a.	Elect Nanci E. Caldwell	For	For	
Equinix, Inc.	United States	Annual	5/25/2023	1b.	Elect Adaire Fox-Martin	For	For	
Equinix, Inc.	United States	Annual	5/25/2023	1c.	Elect Ron Guerrier	For	For	
Equinix, Inc.	United States	Annual	5/25/2023	1d.	Elect Gary F. Hromadko	For	For	
Equinix, Inc.	United States	Annual	5/25/2023	1e.	Elect Charles Meyers	For	For	
Equinix, Inc.	United States	Annual	5/25/2023	1f.	Elect Thomas S. Olinger	For	For	
Equinix, Inc.	United States	Annual	5/25/2023	1g.	Elect Christopher B. Paisley	For	For	
Equinix, Inc.	United States	Annual	5/25/2023	1h.	Elect Jeetendra I. Patel	For	Against	Nominee has served on the board for at least one year and has attended less than 75% of the meetings.
Equinix, Inc.	United States	Annual	5/25/2023	1i.	Elect Sandra Rivera	For	For	
Equinix, Inc.	United States	Annual	5/25/2023	1j.	Elect Fidelma Russo	For	Against	Nominee has served on the board for at least one year and has attended less than 75% of the meetings.
Equinix, Inc.	United States	Annual	5/25/2023	1k.	Elect Peter F. Van Camp	For	For	
Equinix, Inc.	United States	Annual	5/25/2023	2.	Advisory Vote on Executive Compensation	For	Against	-Ongoing pay for performance disconnect -Structure not sufficiently orientated to the long-term.
Equinix, Inc.	United States	Annual	5/25/2023	3.	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
Equinix, Inc.	United States	Annual	5/25/2023	4.	Ratification of Auditor	For	For	

Equinix, Inc.	United States	Annual	5/25/2023	5.	Shareholder Proposal Regarding Severance Approval Policy	Against	Against	The Company has adopted a policy, under which it states that it will not enter into any new employment agreement, severance agreement, or similar arrangement (or any related amendment or renewal) with any of its executive officers or establish any new severance plan or policy covering any of its executive officers, that, in each case, provides for cash severance benefits exceeding 2.99 times the sum of the executive officer's base salary plus target bonus, without seeking shareholder approval of such agreement, plan, policy, or arrangement.
Essential Utilities Inc	United States	Annual	5/3/2023	2.	Advisory Vote on Executive Compensation	For	For	
Essential Utilities Inc	United States	Annual	5/3/2023	3.	Ratification of Auditor	For	For	
Essential Utilities Inc	United States	Annual	5/3/2023	4.	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
Essential Utilities Inc	United States	Annual	5/3/2023		Elect Elizabeth B. Amato	For	For	
Essential Utilities Inc	United States	Annual	5/3/2023		Elect David A. Ciesinski	For	For	
Essential Utilities Inc	United States	Annual	5/3/2023		Elect Christopher H. Franklin	For	For	
Essential Utilities Inc	United States	Annual	5/3/2023		Elect Daniel J. Hilferty	For	For	
Essential Utilities Inc	United States	Annual	5/3/2023		Elect Edwina Kelly	For	For	
Essential Utilities Inc	United States	Annual	5/3/2023		Elect W. Bryan Lewis	For	For	
Essential Utilities Inc	United States	Annual	5/3/2023		Elect Ellen T. Ruff	For	For	
Essential Utilities Inc	United States	Annual	5/3/2023		Elect Lee C. Stewart	For	For	
Eurofins Scientific S.E.	Luxembourg	Annual	4/27/2023	1	Board Report	For	For	
Eurofins Scientific S.E.	Luxembourg	Annual	4/27/2023	10	Remuneration Report	For	For	
Eurofins Scientific S.E.	Luxembourg	Annual	4/27/2023	11	Elect Ivo Rauh to the Board of Directors	For	For	
Eurofins Scientific S.E.	Luxembourg	Annual	4/27/2023	12	Elect Fereshteh Pouchantchi to the Board of Directors	For	For	
Eurofins Scientific S.E.	Luxembourg	Annual	4/27/2023	13	Appointment of Auditor	For	For	



Eurofins Scientific S.E.	Luxembourg	Annual	4/27/2023	14	Directors' Fees	For	For	
Eurofins Scientific S.E.	Luxembourg	Annual	4/27/2023	2	Special Board Report on Authorised Share Capital	For	For	
Eurofins Scientific S.E.	Luxembourg	Annual	4/27/2023	3	Auditor Report	For	For	
Eurofins Scientific S.E.	Luxembourg	Annual	4/27/2023	4	Consolidated Accounts and Reports	For	For	
Eurofins Scientific S.E.	Luxembourg	Annual	4/27/2023	5	Accounts and Reports	For	For	
Eurofins Scientific S.E.	Luxembourg	Annual	4/27/2023	6	Allocation of Dividends	For	For	
Eurofins Scientific S.E.	Luxembourg	Annual	4/27/2023	7	Ratification of Board Acts	For	For	
Eurofins Scientific S.E.	Luxembourg	Annual	4/27/2023	8	Ratification of Auditor's Acts	For	For	
Eurofins Scientific S.E.	Luxembourg	Annual	4/27/2023	9	Remuneration Policy	For	For	
Ferguson Plc.	Jersey	Annual	11/28/2023	10.	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For	
Ferguson Plc.	Jersey	Annual	11/28/2023	11.	Authority to Repurchase Shares	For	For	
Ferguson Plc.	Jersey	Annual	11/28/2023	12.	Adoption of New Articles	For	For	
Ferguson Plc.	Jersey	Annual	11/28/2023	1a.	Elect Kelly Baker	For	For	
Ferguson Plc.	Jersey	Annual	11/28/2023	1b.	Elect Bill Brundage	For	Against	Not a vote against policy. CFO on board.
Ferguson Plc.	Jersey	Annual	11/28/2023	1c.	Elect Geoff Drabble	For	For	
Ferguson Plc.	Jersey	Annual	11/28/2023	1d.	Elect Catherine Halligan	For	For	
Ferguson Plc.	Jersey	Annual	11/28/2023	1e.	Elect Brian May	For	For	
Ferguson Plc.	Jersey	Annual	11/28/2023	1f.	Elect James S. Metcalf	For	For	
Ferguson Plc.	Jersey	Annual	11/28/2023	1g.	Elect Kevin Murphy	For	For	
Ferguson Plc.	Jersey	Annual	11/28/2023	1h.	Elect Alan J. Murray	For	For	
Ferguson Plc.	Jersey	Annual	11/28/2023	1i.	Elect Thomas Schmitt	For	Against	Significant related party transaction, \$27m, between Ferguson and Director Schmitt's company, Forward Air, where he is Chair/CEO. Director's role can't be seen as independent and possibly conflicted, while he is a member of the Nom and Rem committees.
Ferguson Plc.	Jersey	Annual	11/28/2023	1j.	Elect Nadia Shouraboura	For	For	

Ferguson Plc.	Jersey	Annual	11/28/2023	1k.	Elect Suzanne Wood	For	For	
Ferguson Plc.	Jersey	Annual	11/28/2023	2.	Ratification of Auditor	For	For	
Ferguson Plc.	Jersey	Annual	11/28/2023	3.	Authority to Set Auditor's Fees	For	For	
Ferguson Plc.	Jersey	Annual	11/28/2023	4.	Accounts and Reports	For	For	
Ferguson Plc.	Jersey	Annual	11/28/2023	5.	Advisory Vote on Executive Compensation	For	For	
Ferguson Plc.	Jersey	Annual	11/28/2023	6.	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
Ferguson Plc.	Jersey	Annual	11/28/2023	7.	Approval of the 2023 Omnibus Equity Incentive Plan	For	For	
Ferguson Plc.	Jersey	Annual	11/28/2023	8.	Authority to Issue Shares w/ Preemptive Rights	For	For	
Ferguson Plc.	Jersey	Annual	11/28/2023	9.	Authority to Issue Shares w/o Preemptive Rights	For	For	
Fiserv, Inc.	United States	Annual	5/17/2023	2.	Advisory Vote on Executive Compensation	For	For	Overall, the compensation plan appears reasonable. We note continued improvement to the compensation program and the alignment of pay with performance in FY2022.
Fiserv, Inc.	United States	Annual	5/17/2023	3.	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
Fiserv, Inc.	United States	Annual	5/17/2023	4.	Ratification of Auditor	For	For	
Fiserv, Inc.	United States	Annual	5/17/2023	5.	Shareholder Proposal Regarding Independent Chair	Against	For	
Fiserv, Inc.	United States	Annual	5/17/2023		Elect Frank J. Bisignano	For	For	
Fiserv, Inc.	United States	Annual	5/17/2023		Elect Henrique de Castro	For	For	
Fiserv, Inc.	United States	Annual	5/17/2023		Elect Harry F. DiSimone	For	For	
Fiserv, Inc.	United States	Annual	5/17/2023		Elect Dylan G. Haggart	For	Withhold	Vote against nominating or governance committee members when there are less than three women on the board of directors, unless more than 30% of the directors are women.
Fiserv, Inc.	United States	Annual	5/17/2023		Elect Wafaa Mamilli	For	Withhold	Vote against nominating or governance committee members when there are less than three women on the board of directors, unless more than 30% of the directors are women.

Fiserv, Inc.	United States	Annual	5/17/2023		Elect Heidi G. Miller	For	Withhold	Vote against nominating or governance committee members when there are less than three women on the board of directors, unless more than 30% of the directors are women.
Fiserv, Inc.	United States	Annual	5/17/2023		Elect Doyle R. Simons	For	For	
Fiserv, Inc.	United States	Annual	5/17/2023		Elect Kevin M. Warren	For	Withhold	Vote against nominating or governance committee members when there are less than three women on the board of directors, unless more than 30% of the directors are women.
Foshan Haitian Flavouring & Food Company Ltd	China	Annual	5/16/2023	1	2022 WORK REPORT OF THE BOARD OF DIRECTORS	For	For	
Foshan Haitian Flavouring & Food Company Ltd	China	Annual	5/16/2023	10	2023 CONTINUING CONNECTED TRANSACTIONS PLAN	For	For	
Foshan Haitian Flavouring & Food Company Ltd	China	Annual	5/16/2023	11	CONNECTED TRANSACTIONS WITH A COMPANY	For	For	
Foshan Haitian Flavouring & Food Company Ltd	China	Annual	5/16/2023	12	AMENDMENTS TO THE ARTICLES OF ASSOCIATIONS OF THE COMPANY	For	For	
Foshan Haitian Flavouring & Food Company Ltd	China	Annual	5/16/2023	2	2022 WORK REPORT OF THE SUPERVISORY COMMITTEE	For	For	
Foshan Haitian Flavouring & Food Company Ltd	China	Annual	5/16/2023	3	2022 ANNUAL REPORT AND ITS SUMMARY	For	For	
Foshan Haitian Flavouring & Food Company Ltd	China	Annual	5/16/2023	4	2022 ANNUAL ACCOUNTS	For	For	
Foshan Haitian Flavouring & Food Company Ltd	China	Annual	5/16/2023	5	2023 FINANCIAL BUDGET REPORT	For	For	
Foshan Haitian Flavouring & Food Company Ltd	China	Annual	5/16/2023	6	2022 Profit Distribution Plan	For	For	

Foshan Haitian Flavouring & Food Company Ltd	China	Annual	5/16/2023	7	2023 REMUNERATION FOR DIRECTORS AND SUPERVISORS	For	For	
Foshan Haitian Flavouring & Food Company Ltd	China	Annual	5/16/2023	8	2023 REAPPOINTMENT OF AUDIT FIRM	For	For	
Foshan Haitian Flavouring & Food Company Ltd	China	Annual	5/16/2023	9	2023 ENTRUSTED WEALTH MANAGEMENT WITH IDLE PROPRIETARY FUNDS	For	For	
Franklin Electric Co., Inc.	United States	Annual	5/5/2023	1a.	Elect Victor D. Grizzle	For	Against	Vote against nominating or governance committee members when there are less than three women on the board of directors, unless more than 30% of the directors are women.
Franklin Electric Co., Inc.	United States	Annual	5/5/2023	1b.	Elect Alok Maskara	For	For	
Franklin Electric Co., Inc.	United States	Annual	5/5/2023	1c.	Elect Thomas R. VerHage	For	Against	Vote against nominating or governance committee members when there are less than three women on the board of directors, unless more than 30% of the directors are women.
Franklin Electric Co., Inc.	United States	Annual	5/5/2023	2.	Ratification of Auditor	For	For	
Franklin Electric Co., Inc.	United States	Annual	5/5/2023	3.	Advisory Vote on Executive Compensation	For	For	
Franklin Electric Co., Inc.	United States	Annual	5/5/2023	4.	Amendment to the 2017 Stock Plan	For	For	
Franklin Electric Co., Inc.	United States	Annual	5/5/2023	5.	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
GEA Group AG	Germany	Annual	4/27/2023	10.1	Amendments to Articles (Virtual Meeting)	For	For	
GEA Group AG	Germany	Annual	4/27/2023	10.2	Amendments to Articles (Virtual Supervisory Board Attendance at General Meetings)	For	For	
GEA Group AG	Germany	Annual	4/27/2023	10.3	Amendments to Articles (Questions at General Meetings)	For	For	
GEA Group AG	Germany	Annual	4/27/2023	11	Authority to Repurchase and Reissue Shares	For	For	

GEA Group AG	Germany	Annual	4/27/2023	2	Allocation of Dividends	For	For	
GEA Group AG	Germany	Annual	4/27/2023	3	Remuneration Report	For	For	
GEA Group AG	Germany	Annual	4/27/2023	4	Ratification of Management Board Acts	For	For	
GEA Group AG	Germany	Annual	4/27/2023	5	Ratification of Supervisory Board Acts	For	For	
GEA Group AG	Germany	Annual	4/27/2023	6	Appointment of Auditor	For	For	
GEA Group AG	Germany	Annual	4/27/2023	7	Elect Dieter Kempf as Supervisory Board Member	For	For	
GEA Group AG	Germany	Annual	4/27/2023	8.1	Amendments to Articles (Supervisory Board Terms)	For	For	
GEA Group AG	Germany	Annual	4/27/2023	8.2	Amendments to Articles (Supervisory Board Terms By-Election)	For	For	
GEA Group AG	Germany	Annual	4/27/2023	9	Supervisory Board Remuneration Policy	For	For	
Geberit AG	Switzerland	Annual	4/19/2023	1	Accounts and Reports	For	For	
Geberit AG	Switzerland	Annual	4/19/2023	10	Approval of Capital Band	For	For	
Geberit AG	Switzerland	Annual	4/19/2023	2	Allocation of Dividends	For	For	
Geberit AG	Switzerland	Annual	4/19/2023	3	Ratification of Board Acts	For	For	
Geberit AG	Switzerland	Annual	4/19/2023	4.1	Amendments to Articles (Mandatory Amendments)	For	For	
Geberit AG	Switzerland	Annual	4/19/2023	4.2	Amendments to Articles (Editorial Amendments)	For	For	
Geberit AG	Switzerland	Annual	4/19/2023	4.3	Amendments to Articles (Company's Purpose)	For	For	
Geberit AG	Switzerland	Annual	4/19/2023	4.4	Amendments to Articles (Share Register and Nominees)	For	For	
Geberit AG	Switzerland	Annual	4/19/2023	4.5	Amendments to Articles (Electronic Means)	For	For	
Geberit AG	Switzerland	Annual	4/19/2023	4.6	Amendments to Articles (Age Limit)	For	For	

Geberit AG	Switzerland	Annual	4/19/2023	4.7	Amendments to Articles (Board Resolutions)	For	For	
Geberit AG	Switzerland	Annual	4/19/2023	5.1.1	Elect Albert M. Baehny as Board Chair	For	For	
Geberit AG	Switzerland	Annual	4/19/2023	5.1.2	Elect Thomas Bachmann	For	For	
Geberit AG	Switzerland	Annual	4/19/2023	5.1.3	Elect Felix R. Ehrat	For	For	
Geberit AG	Switzerland	Annual	4/19/2023	5.1.4	Elect Werner Karlen	For	For	
Geberit AG	Switzerland	Annual	4/19/2023	5.1.5	Elect Bernadette Koch	For	For	
Geberit AG	Switzerland	Annual	4/19/2023	5.1.6	Elect Eunice Zehnder-Lai	For	For	
Geberit AG	Switzerland	Annual	4/19/2023	5.2.1	Elect Eunice Zehnder-Lai as Compensation Committee Member	For	For	
Geberit AG	Switzerland	Annual	4/19/2023	5.2.2	Elect Thomas Bachmann as Compensation Committee Member	For	For	
Geberit AG	Switzerland	Annual	4/19/2023	5.2.3	Elect Werner Karlen as Compensation Committee Member	For	For	
Geberit AG	Switzerland	Annual	4/19/2023	7	Appointment of Auditor	For	For	
Geberit AG	Switzerland	Annual	4/19/2023	8.1	Compensation Report	For	Abstain	STIP performance metrics not fully disclosed; STIP, MTIP and LTIP performance targets not disclosed; MTIP and LTIP based on the same absolute metric and no disclosure on vesting level of awards. Given lack of disclosure in several areas - abstaining.
Geberit AG	Switzerland	Annual	4/19/2023	8.2	Board Compensation	For	For	
Geberit AG	Switzerland	Annual	4/19/2023	8.3	Executive Compensation	For	For	
Geberit AG	Switzerland	Annual	4/19/2023	9	Cancellation of Shares and Reduction in Share Capital	For	For	
Generac Holdings Inc	United States	Annual	6/15/2023	1.1	Elect Marcia J. Avedon	For	For	
Generac Holdings Inc	United States	Annual	6/15/2023	1.2	Elect Bennett J. Morgan	For	For	
Generac Holdings Inc	United States	Annual	6/15/2023	1.3	Elect Dominick P. Zarcone	For	For	
Generac Holdings Inc	United States	Annual	6/15/2023	2.	Ratification of Auditor	For	For	
Generac Holdings Inc	United States	Annual	6/15/2023	3.	Advisory Vote on Executive Compensation	For	For	

Generac Holdings Inc	United States	Annual	6/15/2023	4.	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
Genuit Group Plc	United Kingdom	Annual	5/18/2023	1	Accounts and Reports	For	For	
Genuit Group Plc	United Kingdom	Annual	5/18/2023	10	Elect Lisa Scenna	For	For	Board gender diversity is just under 30%, due to a recent resignation of a director. Company has strong and clear diversity targets in place and company is in the process of hiring female board director in the short term. We will hence not vote against the NomCom members, but vote "abstain" on the chair of the board and chair of the NomCom, to reflect that gender diversity representation is temporarily not met.
Genuit Group Plc	United Kingdom	Annual	5/18/2023	11	Appointment of Auditor	For	For	
Genuit Group Plc	United Kingdom	Annual	5/18/2023	12	Authority to Set Auditor's Fees	For	For	
Genuit Group Plc	United Kingdom	Annual	5/18/2023	13	Authority to Issue Shares w/ Preemptive Rights	For	For	
Genuit Group Plc	United Kingdom	Annual	5/18/2023	14	Authority to Issue Shares w/o Preemptive Rights	For	For	
Genuit Group Plc	United Kingdom	Annual	5/18/2023	15	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For	
Genuit Group Plc	United Kingdom	Annual	5/18/2023	16	Authority to Repurchase Shares	For	For	
Genuit Group Plc	United Kingdom	Annual	5/18/2023	17	Authority to Set General Meeting Notice Period at 14 Days	For	For	
Genuit Group Plc	United Kingdom	Annual	5/18/2023	2	Remuneration Report	For	For	
Genuit Group Plc	United Kingdom	Annual	5/18/2023	3	Final Dividend	For	For	

Genuit Group Plc	United Kingdom	Annual	5/18/2023	4	Elect Shatish Dasani	For	For	Board gender diversity is just under 30%, due to a recent resignation of a director. Company has strong and clear diversity targets in place and company is in the process of hiring female board director in the short term. We will hence not vote against the NomCom members, but vote "abstain" on the chair of the board and chair of the NomCom, to reflect that gender diversity representation is temporarily not met.
Genuit Group Plc	United Kingdom	Annual	5/18/2023	5	Elect Joe Vorih	For	For	
Genuit Group Plc	United Kingdom	Annual	5/18/2023	6	Elect Paul James	For	For	
Genuit Group Plc	United Kingdom	Annual	5/18/2023	7	Elect Kevin J. Boyd	For	Abstain	Board gender diversity is just under 30%, due to a recent resignation of a director. Company has strong and clear diversity targets in place and company is in the process of hiring female board director in the short term. We will hence not vote against the NomCom members, but vote "abstain" on the chair of the board and chair of the NomCom, Kevin Boyd, to reflect that gender diversity representation is temporarily not met.



Genuit Group Plc	United Kingdom	Annual	5/18/2023	8	Elect Mark Hammond	For	For	Board gender diversity is just under 30%, due to a recent resignation of a director. Company has strong and clear diversity targets in place and company is in the process of hiring female board director in the short term. We will hence not vote against the NomCom members, but vote "abstain" on the chair of the board and chair of the NomCom, to reflect that gender diversity representation is temporarily not met.
Genuit Group Plc	United Kingdom	Annual	5/18/2023	9	Elect Louise Brooke-Smith	For	For	Board gender diversity is just under 30%, due to a recent resignation of a director. Company has strong and clear diversity targets in place and company is in the process of hiring female board director in the short term. We will hence not vote against the NomCom members, but vote "abstain" on the chair of the board and chair of the NomCom, to reflect that gender diversity representation is temporarily not met.
Georg Fischer AG	Switzerland	Annual	4/19/2023	1.1	Accounts and Reports	For	For	
Georg Fischer AG	Switzerland	Annual	4/19/2023	1.2	Compensation Report	For	For	
Georg Fischer AG	Switzerland	Annual	4/19/2023	2	Allocation of Dividends	For	For	
Georg Fischer AG	Switzerland	Annual	4/19/2023	3	Ratification of Board and Management Acts	For	For	
Georg Fischer AG	Switzerland	Annual	4/19/2023	4.1	Amendments to Articles (Alignment with Revised Law)	For	For	
Georg Fischer AG	Switzerland	Annual	4/19/2023	4.2	Approval of Capital Band	For	For	
Georg Fischer AG	Switzerland	Annual	4/19/2023	4.3	Amendments to Articles (General Meeting)	For	For	
Georg Fischer AG	Switzerland	Annual	4/19/2023	5.1	Elect Hubert Achermann	For	For	

Georg Fischer AG	Switzerland	Annual	4/19/2023	5.2	Elect Peter Hackel	For	For	
Georg Fischer AG	Switzerland	Annual	4/19/2023	5.3	Elect Roger Michaelis	For	For	
Georg Fischer AG	Switzerland	Annual	4/19/2023	5.4	Elect Eveline Saupper	For	For	
Georg Fischer AG	Switzerland	Annual	4/19/2023	5.5	Elect Ayano Senaha	For	For	
Georg Fischer AG	Switzerland	Annual	4/19/2023	5.6	Elect Yves Serra	For	Against	Director is not independent and is Chair of the Nominations Committee, does not hit independence standards.
Georg Fischer AG	Switzerland	Annual	4/19/2023	5.7	Elect Monica de Virgiliis	For	For	
Georg Fischer AG	Switzerland	Annual	4/19/2023	5.8	Elect Michelle Wen	For	For	
Georg Fischer AG	Switzerland	Annual	4/19/2023	6.1	Appoint Yves Serra as Board Chair	For	For	
Georg Fischer AG	Switzerland	Annual	4/19/2023	6.2.1	Elect Roger Michaelis as Compensation Committee Member	For	For	
Georg Fischer AG	Switzerland	Annual	4/19/2023	6.2.2	Elect Eveline Saupper as Compensation Committee Member	For	For	
Georg Fischer AG	Switzerland	Annual	4/19/2023	6.2.3	Elect Michelle Wen as Compensation Committee Member	For	For	
Georg Fischer AG	Switzerland	Annual	4/19/2023	7	Board Compensation	For	For	
Georg Fischer AG	Switzerland	Annual	4/19/2023	8	Executive Compensation	For	For	
Georg Fischer AG	Switzerland	Annual	4/19/2023	9	Appointment of Auditor	For	For	
Giant Mfg.	Taiwan	Annual	6/21/2023	1	2022 FINANCIAL STATEMENTS	For	For	
Giant Mfg.	Taiwan	Annual	6/21/2023	2	Distribution of 2022 Earnings.	For	For	
Glanbia Plc	Ireland	Annual	5/4/2023	1	Accounts and Reports	For	For	
Glanbia Plc	Ireland	Annual	5/4/2023	10	Authority to Repurchase Shares	For	For	
Glanbia Plc	Ireland	Annual	5/4/2023	11	Authority to Set Price Range for Reissuance of Treasury Shares	For	For	
Glanbia Plc	Ireland	Annual	5/4/2023	2	Final Dividend	For	For	
Glanbia Plc	Ireland	Annual	5/4/2023	3.A	Elect Donard Gaynor	For	For	Not a vote against policy. The nom/gov committee chair is independent.
Glanbia Plc	Ireland	Annual	5/4/2023	3.B	Elect Siobhán Talbot	For	For	

Glanbia Plc	Ireland	Annual	5/4/2023	3.C	Elect Mark Garvey	For	For	
Glanbia Plc	Ireland	Annual	5/4/2023	3.D	Elect Roisin Brennan	For	For	
Glanbia Plc	Ireland	Annual	5/4/2023	3.E	Elect Paul Duffy	For	For	
Glanbia Plc	Ireland	Annual	5/4/2023	3.F	Elect Ilona Haaïjer	For	For	
Glanbia Plc	Ireland	Annual	5/4/2023	3.G	Elect Brendan Hayes	For	For	
Glanbia Plc	Ireland	Annual	5/4/2023	3.H	Elect Jane Lodge	For	For	
Glanbia Plc	Ireland	Annual	5/4/2023	3.I	Elect John G. Murphy	For	For	
Glanbia Plc	Ireland	Annual	5/4/2023	3.J	Elect Patrick Murphy	For	For	
Glanbia Plc	Ireland	Annual	5/4/2023	3.K	Elect Dan O'Connor	For	For	
Glanbia Plc	Ireland	Annual	5/4/2023	3.L	Elect Kimberly Underhill	For	For	
Glanbia Plc	Ireland	Annual	5/4/2023	4	Authority to Set Auditor's Fees	For	For	
Glanbia Plc	Ireland	Annual	5/4/2023	5	Remuneration Report	For	For	
Glanbia Plc	Ireland	Annual	5/4/2023	6	Authority to Set General Meeting Notice Period at 14 Days	For	For	
Glanbia Plc	Ireland	Annual	5/4/2023	7	Authority to Issue Shares w/ Preemptive Rights	For	For	
Glanbia Plc	Ireland	Annual	5/4/2023	8	Authority to Issue Shares w/o Preemptive Rights	For	For	
Glanbia Plc	Ireland	Annual	5/4/2023	9	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For	
Globe Life Inc	United States	Annual	4/27/2023	1a.	Elect Linda L. Addison	For	For	
Globe Life Inc	United States	Annual	4/27/2023	1b.	Elect Marilyn A. Alexander	For	For	
Globe Life Inc	United States	Annual	4/27/2023	1c.	Elect Cheryl D. Alston	For	For	
Globe Life Inc	United States	Annual	4/27/2023	1d.	Elect Mark A. Blinn	For	For	
Globe Life Inc	United States	Annual	4/27/2023	1e.	Elect James P. Brannen	For	For	
Globe Life Inc	United States	Annual	4/27/2023	1f.	Elect Jane Buchan	For	For	
Globe Life Inc	United States	Annual	4/27/2023	1g.	Elect Alice S. Cho	For	For	
Globe Life Inc	United States	Annual	4/27/2023	1h.	Elect J. Matthew Darden	For	For	
Globe Life Inc	United States	Annual	4/27/2023	1i.	Elect Steven P. Johnson	For	For	
Globe Life Inc	United States	Annual	4/27/2023	1j.	Elect David A. Rodriguez	For	For	
Globe Life Inc	United States	Annual	4/27/2023	1k.	Elect Frank M. Svoboda	For	For	
Globe Life Inc	United States	Annual	4/27/2023	1l.	Elect Mary E. Thigpen	For	For	
Globe Life Inc	United States	Annual	4/27/2023	2.	Ratification of Auditor	For	For	

Globe Life Inc	United States	Annual	4/27/2023	3.	Advisory Vote on Executive Compensation	For	Against	Significant disconnect between pay and performance.
Globe Life Inc	United States	Annual	4/27/2023	4.	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
Globe Life Inc	United States	Annual	4/27/2023	5.	Amendment to the 2018 Incentive Plan	For	Against	Inverse Full-Value Award Multiplier - the Company has not designed an incentive plan that adequately protects shareholder interests going forward.
Globe Life Inc	United States	Annual	4/27/2023	6.	Amendment to Allow Exculpation of Officers	For	Against	Amendment is not in best interests of shareholders
Glodon Company Limited	China	Annual	4/25/2023	1	2022 Directors' Report	For	For	
Glodon Company Limited	China	Special	12/13/2023	1	Termination of the 2020 Stock Option and Restricted Stock Incentive Plan and Repurchase and Cancellation of Some Restricted Stocks	For	For	
Glodon Company Limited	China	Special	10/12/2023	1	2023 EMPLOYEE STOCK OWNERSHIP PLAN (DRAFT) AND ITS SUMMARY	For	Against	Proposed discount rate is excessive. Company has not disclosed specific processes to establish quantum of award. Administrative committee is not independent, potential for conflicts of interest.
Glodon Company Limited	China	Annual	4/25/2023	10	Repurchase and Cancellation of Partial Restricted Stocks in the 2022 Restricted Stock Incentive Plan	For	For	
Glodon Company Limited	China	Annual	4/25/2023	11	ADJUSTMENT OF ALLOWANCE FOR DIRECTORS	For	For	
Glodon Company Limited	China	Annual	4/25/2023	12	Adjustment of Allowance for Supervisory Board	For	For	
Glodon Company Limited	China	Annual	4/25/2023	13.1	Elect YUAN Zhenggang	For	Against	An executive sits on the compensation and audit committees. The audit and compensation committees do not hit independence standards.
Glodon Company Limited	China	Annual	4/25/2023	13.2	Elect LIU Qian	For	For	
Glodon Company Limited	China	Annual	4/25/2023	13.3	Elect YUN Langsheng	For	For	

Glodon Company Limited	China	Annual	4/25/2023	13.4	Elect WANG Aihua	For	Against	The comp committee does not hit independence standards.
Glodon Company Limited	China	Annual	4/25/2023	13.5	Elect WU Zuomin	For	For	
Glodon Company Limited	China	Annual	4/25/2023	13.6	Elect LI Wei	For	For	
Glodon Company Limited	China	Annual	4/25/2023	14.1	Elect MA Yongyi	For	For	
Glodon Company Limited	China	Annual	4/25/2023	14.2	Elect CHAI Mingang	For	Against	Vote against members of the nominating committee when there are no women on the board (EM).
Glodon Company Limited	China	Annual	4/25/2023	14.3	Elect CHENG Lin	For	For	
Glodon Company Limited	China	Annual	4/25/2023	15.1	Elect WANG Jinhong	For	Against	Insider/CFO on board of supervisors.
Glodon Company Limited	China	Annual	4/25/2023	15.2	Elect HE Ping	For	For	
Glodon Company Limited	China	Annual	4/25/2023	2	2022 Supervisors' Report	For	For	
Glodon Company Limited	China	Annual	4/25/2023	3	2022 ANNUAL REPORT AND ITS SUMMARY	For	For	
Glodon Company Limited	China	Annual	4/25/2023	4	2022 Accounts and Reports	For	For	
Glodon Company Limited	China	Annual	4/25/2023	5	2022 Allocation of Profits/Dividends	For	For	
Glodon Company Limited	China	Annual	4/25/2023	6	Amendments to Articles [Bundled]	For	For	
Glodon Company Limited	China	Annual	4/25/2023	7	Appointment of Auditor	For	For	
Glodon Company Limited	China	Annual	4/25/2023	8	Repurchase and Cancellation of Partial Restricted Stocks in the 2020 Restricted Stock and Stock Option Incentive Plan	For	For	
Glodon Company Limited	China	Annual	4/25/2023	9	Repurchase and Cancellation of Partial Restricted Stocks in the 2021 Restricted Stock Incentive Plan	For	For	
Graphic Packaging Holding Co	United States	Annual	5/24/2023	2.	Ratification of Auditor	For	For	
Graphic Packaging Holding Co	United States	Annual	5/24/2023	3.	Advisory Vote on Executive Compensation	For	For	
Graphic Packaging Holding Co	United States	Annual	5/24/2023	4.	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	

Graphic Packaging Holding Co	United States	Annual	5/24/2023		Elect Michael P. Doss	For	For	
Graphic Packaging Holding Co	United States	Annual	5/24/2023		Elect Dean A. Scarborough	For	For	
Graphic Packaging Holding Co	United States	Annual	5/24/2023		Elect Larry M. Venturelli	For	For	
Guangdong Investment Ltd.	Hong Kong	Annual	6/16/2023	1	Accounts and Reports	For	For	
Guangdong Investment Ltd.	Hong Kong	Annual	6/16/2023	2	Allocation of Profits/Dividends	For	For	
Guangdong Investment Ltd.	Hong Kong	Annual	6/16/2023	3.1	Elect HOU Wailin	For	Against	Non-independent executive chair and chair of the nominating or governance committee. Voting against members when there are less than three women on the board of directors, unless more than 30% of the directors are women. The nom/gov committee does not hit independence standards. The nom/gov committee chair is not independent. An executive sits on the nominating committee.
Guangdong Investment Ltd.	Hong Kong	Annual	6/16/2023	3.2	Elect LIANG Yuanjuan	For	For	
Guangdong Investment Ltd.	Hong Kong	Annual	6/16/2023	3.3	Elect Daniel Richard FUNG	For	Against	Member of the Nominating , Remuneration, and Audit committees. Voting against nominating or governance committee members when there are less than three women on the board of directors, unless more than 30% of the directors are women. The nom/gov committee does not hit independence standards. The audit committee does not hit independence standards. The comp committee does not hit independence standards.

Guangdong Investment Ltd.	Hong Kong	Annual	6/16/2023	3.4	Elect Moses CHENG Mo Chi	For	Against	Member of the Nominating , Remuneration, and Audit committees. Voting against nominating or governance committee members when there are less than three women on the board of directors, unless more than 30% of the directors are women. The nom/gov committee does not hit independence standards. The audit committee does not hit independence standards. Withhold votes from a nominee who serves on a total of 6 public company boards. The comp committee does not hit independence standards.
Guangdong Investment Ltd.	Hong Kong	Annual	6/16/2023	3.5	Directors' Fees	For	For	
Guangdong Investment Ltd.	Hong Kong	Annual	6/16/2023	4	Appointment of Auditor and Authority to Set Fees	For	For	
Guangdong Investment Ltd.	Hong Kong	Annual	6/16/2023	5	Authority to Issue Shares w/o Preemptive Rights	For	Against	Issue price discount not disclosed
Guangdong Investment Ltd.	Hong Kong	Annual	6/16/2023	6	Authority to Repurchase Shares	For	For	
Halma plc	United Kingdom	Annual	7/20/2023	1	Accounts and Reports	For	For	
Halma plc	United Kingdom	Annual	7/20/2023	10	Elect Dharmash Mistry	For	For	
Halma plc	United Kingdom	Annual	7/20/2023	11	Elect Sharmila Nebhrajani	For	For	
Halma plc	United Kingdom	Annual	7/20/2023	12	Elect Tony Rice	For	For	
Halma plc	United Kingdom	Annual	7/20/2023	13	Elect Roy M. Twite	For	For	
Halma plc	United Kingdom	Annual	7/20/2023	14	Appointment of Auditor	For	For	
Halma plc	United Kingdom	Annual	7/20/2023	15	Authority to Set Auditor's Fees	For	For	
Halma plc	United Kingdom	Annual	7/20/2023	16	Authority to Issue Shares w/ Preemptive Rights	For	For	
Halma plc	United Kingdom	Annual	7/20/2023	17	Authorisation of Political Donations	For	For	

Halma plc	United Kingdom	Annual	7/20/2023	18	Authority to Issue Shares w/o Preemptive Rights	For	For	
Halma plc	United Kingdom	Annual	7/20/2023	19	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For	
Halma plc	United Kingdom	Annual	7/20/2023	2	Final Dividend	For	For	
Halma plc	United Kingdom	Annual	7/20/2023	20	Authority to Repurchase Shares	For	For	
Halma plc	United Kingdom	Annual	7/20/2023	21	Authority to Set General Meeting Notice Period at 14 Days	For	For	
Halma plc	United Kingdom	Annual	7/20/2023	3	Remuneration Report	For	For	Sufficient response to shareholder dissent.
Halma plc	United Kingdom	Annual	7/20/2023	4	Elect Stephen Gunning	For	For	
Halma plc	United Kingdom	Annual	7/20/2023	5	Elect Dame Louise Makin	For	For	
Halma plc	United Kingdom	Annual	7/20/2023	6	Elect Marc Ronchetti	For	For	
Halma plc	United Kingdom	Annual	7/20/2023	7	Elect Jennifer Ward	For	For	
Halma plc	United Kingdom	Annual	7/20/2023	8	Elect Carole Cran	For	For	
Halma plc	United Kingdom	Annual	7/20/2023	9	Elect Jo Harlow	For	For	
Hannover Ruck SE	Germany	Annual	5/3/2023	2	Allocation of Dividends	For	For	
Hannover Ruck SE	Germany	Annual	5/3/2023	3	Ratification of Management Board Acts	For	For	
Hannover Ruck SE	Germany	Annual	5/3/2023	4	Ratification of Supervisory Board Acts	For	For	
Hannover Ruck SE	Germany	Annual	5/3/2023	5	Appointment of Auditor	For	For	
Hannover Ruck SE	Germany	Annual	5/3/2023	6	Remuneration Report	For	For	
Hannover Ruck SE	Germany	Annual	5/3/2023	7	Amendments to Articles (Virtual Shareholder Meetings)	For	For	
Hannover Ruck SE	Germany	Annual	5/3/2023	8	Amendments to Articles (Virtual Participation of Supervisory Board Members)	For	For	
Hannover Ruck SE	Germany	Annual	5/3/2023	9	Amendments to Articles (Time Limits of Questions at Shareholder Meetings)	For	For	



HDFC Bank Ltd.	India	Annual	8/11/2023	1	Accounts and Reports (Standalone)	For	For	
HDFC Bank Ltd.	India	Other	3/25/2023	1	Related Party Transactions with Housing Development Finance Corporation Limited	For	For	
HDFC Bank Ltd.	India	Other	6/11/2023	1	Election and Appointment of Kaizad Bharucha (Deputy Managing Director)	For	For	
HDFC Bank Ltd.	India	Annual	8/11/2023	10	Related Party Transactions (HCL Technologies Limited)	For	For	
HDFC Bank Ltd.	India	Annual	8/11/2023	2	Accounts and Reports (Consolidated)	For	For	
HDFC Bank Ltd.	India	Other	3/25/2023	2	Related Party Transactions with HDB Financial Services Limited	For	For	
HDFC Bank Ltd.	India	Other	6/11/2023	2	Election and Appointment of Bhavesh Zaveri (Executive Director)	For	For	
HDFC Bank Ltd.	India	Annual	8/11/2023	3	Allocation of Profits/Dividends	For	For	
HDFC Bank Ltd.	India	Other	3/25/2023	3	Related Party Transactions with HDFC Securities Limited	For	For	
HDFC Bank Ltd.	India	Annual	8/11/2023	4	Elect Kaizad Bharucha	For	For	
HDFC Bank Ltd.	India	Other	3/25/2023	4	Related Party Transactions with HDFC Life Insurance Company Limited	For	For	
HDFC Bank Ltd.	India	Annual	8/11/2023	5	Ratification of Fees of Statutory Auditor	For	For	
HDFC Bank Ltd.	India	Other	3/25/2023	5	Related Party Transactions with HDFC ERGO General Insurance Company Limited	For	For	
HDFC Bank Ltd.	India	Annual	8/11/2023	6	Elect Renu Sud Karnad	For	For	
HDFC Bank Ltd.	India	Other	3/25/2023	6	Related Party Transactions with HDFC Credila Financial Services Limited	For	For	
HDFC Bank Ltd.	India	Annual	8/11/2023	7	Elect Keki M. Mistry	For	For	
HDFC Bank Ltd.	India	Annual	8/11/2023	8	Authority to Issue Debt Instruments	For	For	
HDFC Bank Ltd.	India	Annual	8/11/2023	9	Related Party Transactions (HDFC Credila Financial Services Limited)	For	For	
Healthcare Realty Trust, Inc.	United States	Annual	6/5/2023	1a.	Elect Todd J. Meredith	For	For	

Healthcare Realty Trust, Inc.	United States	Annual	6/5/2023	1b.	Elect John V. Abbott	For	For	
Healthcare Realty Trust, Inc.	United States	Annual	6/5/2023	1c.	Elect Nancy H. Agee	For	For	
Healthcare Realty Trust, Inc.	United States	Annual	6/5/2023	1d.	Elect W. Bradley Blair, II	For	For	
Healthcare Realty Trust, Inc.	United States	Annual	6/5/2023	1e.	Elect Vicki U. Booth	For	For	
Healthcare Realty Trust, Inc.	United States	Annual	6/5/2023	1f.	Elect Edward H. Braman	For	For	
Healthcare Realty Trust, Inc.	United States	Annual	6/5/2023	1g.	Elect Ajay Gupta	For	For	
Healthcare Realty Trust, Inc.	United States	Annual	6/5/2023	1h.	Elect James J. Kilroy	For	For	
Healthcare Realty Trust, Inc.	United States	Annual	6/5/2023	1i.	Elect Jay P. Leupp	For	For	
Healthcare Realty Trust, Inc.	United States	Annual	6/5/2023	1j.	Elect Peter F. Lyle, Sr.	For	For	
Healthcare Realty Trust, Inc.	United States	Annual	6/5/2023	1k.	Elect Constance B. Moore	For	For	
Healthcare Realty Trust, Inc.	United States	Annual	6/5/2023	1l.	Elect John Knox Singleton	For	For	
Healthcare Realty Trust, Inc.	United States	Annual	6/5/2023	1m.	Elect Christann M. Vasquez	For	For	
Healthcare Realty Trust, Inc.	United States	Annual	6/5/2023	2.	Ratification of Auditor	For	For	
Healthcare Realty Trust, Inc.	United States	Annual	6/5/2023	3.	Advisory Vote on Executive Compensation	For	For	
Healthcare Realty Trust, Inc.	United States	Annual	6/5/2023	4.	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
Hefei Meyer Optoelectronic Technology Inc.	China	Annual	4/21/2023	1	2022 Work Report of the Board of Directors	For	For	
Hefei Meyer Optoelectronic Technology Inc.	China	Special	9/12/2023	1	Repurchase and Cancellation of Some Restricted Stocks Under the 2021 Restricted Stock Incentive Plan	For	For	
Hefei Meyer Optoelectronic Technology Inc.	China	Annual	4/21/2023	10	Reappointment of Audit Firm	For	For	

Hefei Meyer Optoelectronic Technology Inc.	China	Annual	4/21/2023	11	AMENDMENTS TO THE ARTICLES OF ASSOCIATIONS OF THE COMPANY	For	For	
Hefei Meyer Optoelectronic Technology Inc.	China	Annual	4/21/2023	12	Repurchase and Cancellation of Some Restricted Stocks Under 2021 Restricted Stock Incentive Plan	For	For	
Hefei Meyer Optoelectronic Technology Inc.	China	Annual	4/21/2023	13	Application for Bank Credit Line	For	For	
Hefei Meyer Optoelectronic Technology Inc.	China	Annual	4/21/2023	14.1	Elect TIAN Ming	For	Against	An insider sits on the nominating committee.
Hefei Meyer Optoelectronic Technology Inc.	China	Annual	4/21/2023	14.2	Elect SHEN Haibin	For	Against	An executive sits on the compensation committee.
Hefei Meyer Optoelectronic Technology Inc.	China	Annual	4/21/2023	14.3	Elect HAO Xianjing	For	Against	The audit committee does not hit independence standards. Vote against non-independent director on audit committee.
Hefei Meyer Optoelectronic Technology Inc.	China	Annual	4/21/2023	15.1	Elect YANG Hui	For	For	
Hefei Meyer Optoelectronic Technology Inc.	China	Annual	4/21/2023	15.2	Elect PAN Lisheng	For	For	
Hefei Meyer Optoelectronic Technology Inc.	China	Annual	4/21/2023	16.1	Elect HAN Liming	For	Against	Insufficient supervisory board independence (0%). vote against inside director, also Chair of the board.
Hefei Meyer Optoelectronic Technology Inc.	China	Annual	4/21/2023	16.2	Elect NI Yingjiu	For	Against	Insufficient supervisory board independence (0%). Vote against affiliated director.
Hefei Meyer Optoelectronic Technology Inc.	China	Annual	4/21/2023	2	2022 Work Report of the Supervisory Committee	For	For	
Hefei Meyer Optoelectronic Technology Inc.	China	Special	9/12/2023	2	PERMANENTLY SUPPLEMENTING THE WORKING CAPITAL WITH SOME SURPLUS RAISED FUNDS	For	For	

Hefei Meyer Optoelectronic Technology Inc.	China	Annual	4/21/2023	3	2022 ANNUAL REPORT AND ITS SUMMARY	For	For	
Hefei Meyer Optoelectronic Technology Inc.	China	Special	9/12/2023	3	Amendments to the Company's Articles of Association	For	For	
Hefei Meyer Optoelectronic Technology Inc.	China	Annual	4/21/2023	4	2022 Annual Accounts	For	For	
Hefei Meyer Optoelectronic Technology Inc.	China	Annual	4/21/2023	5	2023 Financial Budget Report	For	For	
Hefei Meyer Optoelectronic Technology Inc.	China	Annual	4/21/2023	6	2022 Profit Distribution Plan: the Detailed Profit Distribution Plan Are as Follows: 1) Cash Dividend/10 Shares (Tax Included):cny7.00000000 2) Bonus Issue From Profit (Share/10 Shares):none 3) Bonus Issue From Capital Reserve (Share/10 Shares):none	For	For	
Hefei Meyer Optoelectronic Technology Inc.	China	Annual	4/21/2023	7	2022 Remuneration for Directors, Supervisors and Senior Management	For	For	
Hefei Meyer Optoelectronic Technology Inc.	China	Annual	4/21/2023	8	2022 Special Report on the Deposit and Use of Raised Funds	For	For	
Hefei Meyer Optoelectronic Technology Inc.	China	Annual	4/21/2023	9	ENTRUSTED WEALTH MANAGEMENT	For	For	
HelloFresh SE	Germany	Annual	5/12/2023	10	Amendments to Articles (Virtual AGM Participation of Supervisory Board Members)	For	For	
HelloFresh SE	Germany	Annual	5/12/2023	2	Allocation of Profits	For	For	
HelloFresh SE	Germany	Annual	5/12/2023	3	Ratification of Management Board Acts	For	For	
HelloFresh SE	Germany	Annual	5/12/2023	4	Ratification of Supervisory Board Acts	For	For	
HelloFresh SE	Germany	Annual	5/12/2023	5	Appointment of Auditor	For	For	
HelloFresh SE	Germany	Annual	5/12/2023	6.1	Elect John H. Rittenhouse	For	For	
HelloFresh SE	Germany	Annual	5/12/2023	6.2	Elect Ursula Radeke-Pietsch	For	For	

HelloFresh SE	Germany	Annual	5/12/2023	6.3	Elect Susanne Schröter-Crossan	For	For	
HelloFresh SE	Germany	Annual	5/12/2023	6.4	Elect Stefan Smalla	For	For	
HelloFresh SE	Germany	Annual	5/12/2023	6.5	Elect Derek Zissman	For	For	
HelloFresh SE	Germany	Annual	5/12/2023	7	Remuneration Report	For	Against	Annual bonus is scheme is not performance-based. The Company fails to provide clear disclosure on several elements of the incentive system. Insufficient response to shareholder dissent.
HelloFresh SE	Germany	Annual	5/12/2023	8	Amendments to Articles (Supervisory Board Appointment Terms)	For	Against	Amendment is not in best interests of shareholders: May reduce accountability to shareholders; may facilitate introduction of staggered election cycles.
HelloFresh SE	Germany	Annual	5/12/2023	9	Amendments to Articles (Virtual General Meeting)	For	For	
Hong Kong Exchanges and Clearing Ltd.	Hong Kong	Annual	4/26/2023	1	Accounts and Reports	For	For	
Hong Kong Exchanges and Clearing Ltd.	Hong Kong	Annual	4/26/2023	2A	Elect CHEAH Cheng Hye	For	For	
Hong Kong Exchanges and Clearing Ltd.	Hong Kong	Annual	4/26/2023	2B	Elect Hugo LEUNG Pak Hon	For	For	
Hong Kong Exchanges and Clearing Ltd.	Hong Kong	Annual	4/26/2023	3	Appointment of Auditor and Authority to Set Fees	For	For	
Hong Kong Exchanges and Clearing Ltd.	Hong Kong	Annual	4/26/2023	4	Authority to Repurchase Shares	For	For	
Hong Kong Exchanges and Clearing Ltd.	Hong Kong	Annual	4/26/2023	5	Authority to Issue Shares w/o Preemptive Rights	For	For	
Hoya Corporation	Japan	Annual	6/23/2023	1.1	Elect Hiroaki Yoshihara	For	For	2 women on the board.
Hoya Corporation	Japan	Annual	6/23/2023	1.2	Elect Yasuyuki Abe	For	For	2 women on the board.
Hoya Corporation	Japan	Annual	6/23/2023	1.3	Elect Takayo Hasegawa	For	For	2 women on the board.
Hoya Corporation	Japan	Annual	6/23/2023	1.4	Elect Mika Nishimura	For	For	2 women on the board.
Hoya Corporation	Japan	Annual	6/23/2023	1.5	Elect Mototsugu Sato	For	For	
Hoya Corporation	Japan	Annual	6/23/2023	1.6	Elect Eiichiro Ikeda	For	Against	We vote against the Chairman when CEO and Chair are held by the same person and a lead independent director has not been appointed.

Hoya Corporation	Japan	Annual	6/23/2023	1.7	Elect Ryo Hirooka	For	Against	CFO on Board
Hubbell Inc.	United States	Annual	5/2/2023	2.	Advisory Vote on Executive Compensation	For	For	
Hubbell Inc.	United States	Annual	5/2/2023	3.	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
Hubbell Inc.	United States	Annual	5/2/2023	4.	Ratification of Auditor	For	For	
Hubbell Inc.	United States	Annual	5/2/2023		Elect Gerben W. Bakker	For	For	
Hubbell Inc.	United States	Annual	5/2/2023		Elect Carlos M. Cardoso	For	Withhold	Vote against nominating or governance committee members when there are less than three women on the board of directors, unless more than 30% of the directors are women.
Hubbell Inc.	United States	Annual	5/2/2023		Elect Anthony J. Guzzi	For	Withhold	Vote against nominating or governance committee members when there are less than three women on the board of directors, unless more than 30% of the directors are women.
Hubbell Inc.	United States	Annual	5/2/2023		Elect Rhett A. Hernandez	For	For	
Hubbell Inc.	United States	Annual	5/2/2023		Elect Neal J. Keating	For	Withhold	Vote against nominating or governance committee members when there are less than three women on the board of directors, unless more than 30% of the directors are women.
Hubbell Inc.	United States	Annual	5/2/2023		Elect Bonnie C. Lind	For	Withhold	Vote against nominating or governance committee members when there are less than three women on the board of directors, unless more than 30% of the directors are women.
Hubbell Inc.	United States	Annual	5/2/2023		Elect John F. Malloy	For	For	
Hubbell Inc.	United States	Annual	5/2/2023		Elect Jennifer M. Pollino	For	For	
Hubbell Inc.	United States	Annual	5/2/2023		Elect John G. Russell	For	Withhold	Vote against nominating or governance committee members when there are less than three women on the board of directors, unless more than 30% of the directors are women.

Hundsun Technologies Inc	China	Annual	4/24/2023	1	2022 Annual Report and Its Summary	For	For	
Hundsun Technologies Inc	China	Special	9/12/2023	1	2023 EMPLOYEE STOCK OWNERSHIP PLAN (DRAFT) AND ITS SUMMARY	For	Against	Discount rate is excessive. Administrative committee consists of insiders or interested parties, potential conflict of interest.
Hundsun Technologies Inc	China	Special	10/9/2023	1.1	Objective and Purpose of the Share Repurchase	For	For	
Hundsun Technologies Inc	China	Special	10/9/2023	1.2	Type of Shares to Be Repurchased	For	For	
Hundsun Technologies Inc	China	Special	10/9/2023	1.3	Method of the Share Repurchase	For	For	
Hundsun Technologies Inc	China	Special	10/9/2023	1.4	Time Limit of the Share Repurchase	For	For	
Hundsun Technologies Inc	China	Special	10/9/2023	1.5	Price Range of Shares to Be Repurchased	For	For	
Hundsun Technologies Inc	China	Special	10/9/2023	1.6	Total Amount and Source of the Funds to Be Used for the Repurchase	For	For	
Hundsun Technologies Inc	China	Special	10/9/2023	1.7	Number and Percentage to the Total Capital of Shares to Be Repurchased	For	For	
Hundsun Technologies Inc	China	Special	10/9/2023	1.8	Arrangement for Share Cancellation or Transfer in Accordance with Laws After Share Repurchase and Arrangement for Prevention of Infringement upon the Legitimate Rights and Interest of Creditors	For	For	
Hundsun Technologies Inc	China	Special	10/9/2023	1.9	Specific Authorization to Handle the Share Repurchase	For	For	
Hundsun Technologies Inc	China	Annual	4/24/2023	2	2022 Work Report of the Board of Directors	For	For	
Hundsun Technologies Inc	China	Annual	4/24/2023	3	2022 Work Report of the Supervisory Committee	For	For	
Hundsun Technologies Inc	China	Annual	4/24/2023	4	2022 Annual Accounts	For	For	

Hundsun Technologies Inc	China	Special	9/12/2023	4	2023 STOCK OPTION INCENTIVE PLAN (DRAFT) AND ITS SUMMARY	For	For	
Hundsun Technologies Inc	China	Annual	4/24/2023	5	2022 Internal Control Self-Evaluation Report	For	For	
Hundsun Technologies Inc	China	Annual	4/24/2023	6	2022 Profit Distribution Plan	For	For	
Hundsun Technologies Inc	China	Annual	4/24/2023	7	Reappointment of Audit Firm and the Audit Fees	For	For	
Hundsun Technologies Inc	China	Special	9/12/2023	7	Amendments to Articles	For	For	
Hundsun Technologies Inc	China	Annual	4/24/2023	8	Overall Plan of Securities Investment and Entrusted Assets Management of the Company	For	For	
Iberdrola S.A.	Spain	Ordinary	4/28/2023	1	Accounts	For	For	
Iberdrola S.A.	Spain	Ordinary	4/28/2023	10	First Scrip Dividend	For	For	
Iberdrola S.A.	Spain	Ordinary	4/28/2023	11	Second Scrip Dividend	For	For	
Iberdrola S.A.	Spain	Ordinary	4/28/2023	12	Authority to Cancel Treasury Shares and Reduce Capital	For	For	
Iberdrola S.A.	Spain	Ordinary	4/28/2023	13	Remuneration Report	For	Abstain	Executive pay levels remain high. STIP: targets not fully disclosed. LTIP: vesting below index performance; targets not disclosed. Abstain given some improvements to shareholder dissent last year.
Iberdrola S.A.	Spain	Ordinary	4/28/2023	14	Long-Term Incentive Plan (2023-2025 Strategic Bonus)	For	For	
Iberdrola S.A.	Spain	Ordinary	4/28/2023	15	Elect María Helena Antolín Raybaud	For	For	
Iberdrola S.A.	Spain	Ordinary	4/28/2023	16	Ratify Co-Option of Armando Martínez Martínez	For	For	
Iberdrola S.A.	Spain	Ordinary	4/28/2023	17	Elect Manuel Moreu Munaiz	For	For	
Iberdrola S.A.	Spain	Ordinary	4/28/2023	18	Elect Sara de la Rica Goiricelaya	For	For	
Iberdrola S.A.	Spain	Ordinary	4/28/2023	19	Elect Xabier Sagredo Ormaza	For	For	



Iberdrola S.A.	Spain	Ordinary	4/28/2023	2	Management Reports	For	For	
Iberdrola S.A.	Spain	Ordinary	4/28/2023	20	Elect José Ignacio Sánchez Galán	For	For	
Iberdrola S.A.	Spain	Ordinary	4/28/2023	21	Board Size	For	For	
Iberdrola S.A.	Spain	Ordinary	4/28/2023	3	Report on Non-Financial Information	For	For	
Iberdrola S.A.	Spain	Ordinary	4/28/2023	4	Ratification of Board Acts	For	For	
Iberdrola S.A.	Spain	Ordinary	4/28/2023	5	Amendments to Articles (Preamble; Preliminary Title)	For	For	
Iberdrola S.A.	Spain	Ordinary	4/28/2023	6	Amendments to Articles (Corporate Levels)	For	For	
Iberdrola S.A.	Spain	Ordinary	4/28/2023	7	Amendments to Articles (Legal Provisions, Governance and Sustainability and Compliance System)	For	For	
Iberdrola S.A.	Spain	Ordinary	4/28/2023	8	Special Dividend (Engagement Dividend)	For	For	
Iberdrola S.A.	Spain	Ordinary	4/28/2023	9	Allocation of Profits/Dividends	For	For	
Irex Corporation	United States	Annual	5/25/2023	1a.	Elect Katrina L. Helmkamp	For	For	
Irex Corporation	United States	Annual	5/25/2023	1b.	Elect Mark A. Beck	For	For	
Irex Corporation	United States	Annual	5/25/2023	1c.	Elect Carl R. Christenson	For	For	
Irex Corporation	United States	Annual	5/25/2023	1d.	Elect Alejandro Quiroz Centeno	For	For	
Irex Corporation	United States	Annual	5/25/2023	2.	Advisory Vote on Executive Compensation	For	For	
Irex Corporation	United States	Annual	5/25/2023	3.	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
Irex Corporation	United States	Annual	5/25/2023	4.	Ratification of Auditor	For	For	
Irex Corporation	United States	Annual	5/25/2023	5.	Shareholder Proposal Regarding Report on Hiring Practices for People With Arrest Records	Against	For	
Indraprastha Gas	India	Annual	9/27/2023	1	Accounts and Reports	For	For	

Indraprastha Gas	India	Other	1/11/2023	1	Elect Sukhmal Kumar Jain	For	Against	There is an affiliate director present on the audit committee and no replacement for the chair of the risk committee has yet been appointed, following the resignation of the previous chair. Company also does not have climate risk management or transition processes in place, while climate is a material risk for the company.
Indraprastha Gas	India	Other	6/20/2023	1	Elect Ramakrishnan Narayanswamy	For	Against	The audit committee does not hit independence standards. The comp committee does not hit independence standards. Company is also identified as a high GHG emitter, with weak climate transition risk management, leading to a vote against member of Audit committee.
Indraprastha Gas	India	Annual	9/27/2023	2	Elect Ashish Kundra	For	Against	Nominee has served on the board for at least one year and has attended less than 75% of the meetings.
Indraprastha Gas	India	Other	1/11/2023	2	Elect Shyam Agrawal	For	For	
Indraprastha Gas	India	Other	6/20/2023	2	Related Party Transactions with GAIL (India) Limited	For	For	
Indraprastha Gas	India	Annual	9/27/2023	3	Authority to Set Auditor's Fees	For	For	
Indraprastha Gas	India	Other	6/20/2023	3	Related Party Transactions with Bharat Petroleum Corporation Limited	For	For	
Indraprastha Gas	India	Annual	9/27/2023	4	Approve Payment of Fees to Cost Auditors	For	For	

Indraprastha Gas	India	Annual	9/27/2023	5	Elect Kamal Kishore Chatiwal	For	Against	Company has been identified as a high GHG emitter with weak climate transition risk management. Climate risk oversight resides primarily with the board committees and directors responsible for risk and audit, director is member of the risk committee. Not a vote against policy.
Indraprastha Gas	India	Annual	9/27/2023	6	Appointment of Kamal Kishore Chatiwal (Managing Director); Approval of Remuneration	For	For	
Infineon Technologies AG	Germany	Annual	2/16/2023	10	Remuneration Policy	For	For	
Infineon Technologies AG	Germany	Annual	2/16/2023	11	Remuneration Report	For	For	
Infineon Technologies AG	Germany	Annual	2/16/2023	2	Allocation of Profits/ Dividends	For	For	
Infineon Technologies AG	Germany	Annual	2/16/2023	3.1	Ratify Jochen Hanebeck	For	For	
Infineon Technologies AG	Germany	Annual	2/16/2023	3.2	Ratify Constanze Hufenbecher	For	For	
Infineon Technologies AG	Germany	Annual	2/16/2023	3.3	Ratify Sven Schneider	For	For	
Infineon Technologies AG	Germany	Annual	2/16/2023	3.4	Ratify Andreas Urschitz	For	For	
Infineon Technologies AG	Germany	Annual	2/16/2023	3.5	Ratify Rutger Wijburg	For	For	
Infineon Technologies AG	Germany	Annual	2/16/2023	3.6	Ratify Reinhard Ploss	For	For	
Infineon Technologies AG	Germany	Annual	2/16/2023	3.7	Ratify Helmut Gassel	For	For	
Infineon Technologies AG	Germany	Annual	2/16/2023	4.1	Ratify Wolfgang Eder	For	For	
Infineon Technologies AG	Germany	Annual	2/16/2023	4.10	Ratify Manfred Puffer	For	For	
Infineon Technologies AG	Germany	Annual	2/16/2023	4.11	Ratify Melanie Riedl	For	For	
Infineon Technologies AG	Germany	Annual	2/16/2023	4.12	Ratify Jürgen Scholz	For	For	
Infineon Technologies AG	Germany	Annual	2/16/2023	4.13	Ratify Ulrich Spiesshofer	For	For	
Infineon Technologies AG	Germany	Annual	2/16/2023	4.14	Ratify Margret Suckale .	For	For	
Infineon Technologies AG	Germany	Annual	2/16/2023	4.15	Ratify Mirco Synde	For	For	

Infineon Technologies AG	Germany	Annual	2/16/2023	4.16	Ratify Diana Vitale .	For	For	
Infineon Technologies AG	Germany	Annual	2/16/2023	4.17	Ratify Kerstin Schulzendorf	For	For	
Infineon Technologies AG	Germany	Annual	2/16/2023	4.2	Ratify Xiaoqun Clever	For	For	
Infineon Technologies AG	Germany	Annual	2/16/2023	4.3	Ratify Johann Dechant	For	For	
Infineon Technologies AG	Germany	Annual	2/16/2023	4.4	Ratify Friedrich Eichiner	For	For	
Infineon Technologies AG	Germany	Annual	2/16/2023	4.5	Ratify Annette Engelfried	For	For	
Infineon Technologies AG	Germany	Annual	2/16/2023	4.6	Ratify Peter Gruber	For	For	
Infineon Technologies AG	Germany	Annual	2/16/2023	4.7	Ratify Hans-Ulrich Holdenried	For	For	
Infineon Technologies AG	Germany	Annual	2/16/2023	4.8	Ratify Susanne Lachenmann	For	For	
Infineon Technologies AG	Germany	Annual	2/16/2023	4.9	Ratify Géraldine Picaud	For	For	
Infineon Technologies AG	Germany	Annual	2/16/2023	5	Appointment of Auditor	For	For	
Infineon Technologies AG	Germany	Annual	2/16/2023	6.1	Elect Herbert Diess	For	For	
Infineon Technologies AG	Germany	Annual	2/16/2023	6.2	Elect Klaus Helmrich	For	For	
Infineon Technologies AG	Germany	Annual	2/16/2023	7	Authority to Repurchase and Reissue Shares	For	For	
Infineon Technologies AG	Germany	Annual	2/16/2023	8	Authority to Repurchase Shares Using Equity Derivatives	For	For	
Infineon Technologies AG	Germany	Annual	2/16/2023	9.1	Amendments to Articles (Place and Convocation)	For	For	
Infineon Technologies AG	Germany	Annual	2/16/2023	9.2	Amendments to Articles (Virtual General Meetings)	For	For	
Infineon Technologies AG	Germany	Annual	2/16/2023	9.3	Amendments to Articles (Virtual Participation of Supervisory Board Members)	For	For	The possibility of attending AGMs virtually in exceptional circumstances, provides more flexibility and ensures attendance by especially directors who may reside in other countries, possibly enabling better diversity of the board as well.
IQVIA Holdings Inc	United States	Annual	4/18/2023	1a.	Elect Carol J. Burt	For	For	

IQVIA Holdings Inc	United States	Annual	4/18/2023	1b.	Elect Colleen A. Goggins	For	For	
IQVIA Holdings Inc	United States	Annual	4/18/2023	1c.	Elect Sheila A. Stamps	For	For	
IQVIA Holdings Inc	United States	Annual	4/18/2023	2.	Advisory Vote on Executive Compensation	For	Against	Misalignment of pay to performance.
IQVIA Holdings Inc	United States	Annual	4/18/2023	3.	Permit Shareholders to Call Special Meetings	For	Abstain	This is not a vote against policy. Given vote FOR item 4 below (SHP to call special meetings with 10% threshold), abstaining on this item to send a clearer signal to management.
IQVIA Holdings Inc	United States	Annual	4/18/2023	4.	Shareholder Proposal Regarding Right to Call Special Meetings	Against	For	10% threshold for calling a special meeting is appropriate given the Company's size and shareholder base. Vote For.
IQVIA Holdings Inc	United States	Annual	4/18/2023	5.	Shareholder Proposal Regarding Independent Chair	Against	For	An independent chair is better able to oversee the executives of a company and set a pro-shareholder agenda. Vote For.
IQVIA Holdings Inc	United States	Annual	4/18/2023	6.	Ratification of Auditor	For	For	
Jeronimo Martins - S.G.P.S., S.A.	Portugal	Annual	4/20/2023	1	Accounts and Reports; Remuneration Report	For	Against	Unexplained significant increase in fixed/base pay (27.5%), company has failed to disclose key details of its executive remuneration structure (no STIP performance metrics, relative weights or targets disclosed) to assess alignment with company performance.
Jeronimo Martins - S.G.P.S., S.A.	Portugal	Annual	4/20/2023	2	Allocation of Profits/Dividends	For	For	
Jeronimo Martins - S.G.P.S., S.A.	Portugal	Annual	4/20/2023	3	Ratification of Board and Supervisory Council Acts	For	For	
Jeronimo Martins - S.G.P.S., S.A.	Portugal	Annual	4/20/2023	4	Remuneration Policy	For	For	As above, no LTIP however sufficient alignment as CEO is a major shareholder. Potential for excessive severance given no caps. We will engage on this but do not warrant a vote against.
Jeronimo Martins - S.G.P.S., S.A.	Portugal	Annual	4/20/2023	5	Appointment of Alternate Auditor	For	For	
Joyoung Co. Ltd.	China	Annual	5/12/2023	1	2022 Directors' Report	For	For	

Joyoung Co. Ltd.	China	Special	9/15/2023	1	ADJUSTMENT OF 2023 ESTIMATED CONTINUING CONNECTED TRANSACTIONS	For	For	
Joyoung Co. Ltd.	China	Special	11/20/2023	1	CONNECTED TRANSACTION REGARDING TRANSFER OF EQUITIES IN A COMPANY	For	For	
Joyoung Co. Ltd.	China	Annual	5/12/2023	10	2022 Directors' Fees	For	For	
Joyoung Co. Ltd.	China	Annual	5/12/2023	11	2022 Supervisors' Fees	For	For	
Joyoung Co. Ltd.	China	Annual	5/12/2023	12	Allowance for the Company's Independent Directors	For	For	
Joyoung Co. Ltd.	China	Annual	5/12/2023	13	Amendments to Articles	For	For	
Joyoung Co. Ltd.	China	Annual	5/12/2023	2	2022 Supervisors' Report	For	For	
Joyoung Co. Ltd.	China	Special	11/20/2023	2	Connected Transaction Regarding Transfer of Patent and Licensing of Trademarks	For	For	
Joyoung Co. Ltd.	China	Annual	5/12/2023	3	2022 Accounts and Reports	For	For	
Joyoung Co. Ltd.	China	Special	11/20/2023	3	Amendments to the Company's Articles of Association	For	For	
Joyoung Co. Ltd.	China	Annual	5/12/2023	4	2022 ANNUAL REPORT AND ITS SUMMARY	For	For	
Joyoung Co. Ltd.	China	Annual	5/12/2023	5	2022 Allocation of Profits/Dividends	For	For	
Joyoung Co. Ltd.	China	Annual	5/12/2023	6	Estimation of 2023 Related Party Transactions	For	For	
Joyoung Co. Ltd.	China	Annual	5/12/2023	7	Investment in Wealth Management Products by the Company's Idle Funds	For	For	
Joyoung Co. Ltd.	China	Annual	5/12/2023	8	Authority to Give Guarantees to Dealers	For	Abstain	Insufficient information provided with respect to names of subsidiaries which may receive the proposed guarantees by the Company.
Joyoung Co. Ltd.	China	Annual	5/12/2023	9	Appointment of Auditor	For	Against	Not a vote against policy. Insufficient disclosure of type of fees paid to auditor, to determine the level independence of the audit function.

JS Global Lifestyle Company Limited	Cayman Islands	Annual	5/22/2023	1	Accounts and Reports	For	For	
JS Global Lifestyle Company Limited	Cayman Islands	Special	6/26/2023	1	Spin-off and Listing of SharkNinja, Inc.	For	For	
JS Global Lifestyle Company Limited	Cayman Islands	Annual	5/22/2023	2.A	Elect Stassi Anastas Anastassov	For	For	
JS Global Lifestyle Company Limited	Cayman Islands	Annual	5/22/2023	2.B	Elect Yuan DING	For	For	Not a vote against policy. This is a HK-company although registered in Cayman (does adhere to the EM diversity policy).
JS Global Lifestyle Company Limited	Cayman Islands	Annual	5/22/2023	2.C	Elect Timothy Roberts Warner	For	For	
JS Global Lifestyle Company Limited	Cayman Islands	Annual	5/22/2023	2.D	Elect YANG Xianxiang	For	Against	Director is a public company executive and serves on more than 2 public boards.
JS Global Lifestyle Company Limited	Cayman Islands	Annual	5/22/2023	3	Directors' Fees	For	For	
JS Global Lifestyle Company Limited	Cayman Islands	Annual	5/22/2023	4	Appointment of Auditor and Authority to Set Fees	For	For	
JS Global Lifestyle Company Limited	Cayman Islands	Annual	5/22/2023	5	Authority to Repurchase Shares	For	For	
JS Global Lifestyle Company Limited	Cayman Islands	Annual	5/22/2023	6	Authority to Issue Shares w/o Preemptive Rights	For	Against	Proposed 20.0% limit is excessive and the Company has not disclosed the issue price discount rate. Not in shareholders best interests.
JS Global Lifestyle Company Limited	Cayman Islands	Annual	5/22/2023	7	Authority to Issue Repurchased Shares	For	Against	The discount rate is not disclosed.
JS Global Lifestyle Company Limited	Cayman Islands	Annual	5/22/2023	8	Amendments to Articles	For	For	
KDDI Corp.	Japan	Annual	6/21/2023	1	Allocation of Profits/Dividends	For	For	
KDDI Corp.	Japan	Annual	6/21/2023	2	Amendments to Articles	For	For	
KDDI Corp.	Japan	Annual	6/21/2023	3.1	Elect Takashi Tanaka	For	For	Not a vote against policy. Nomination and Remuneration committees have been established by the company.
KDDI Corp.	Japan	Annual	6/21/2023	3.10	Elect Tsutomu Tannowa	For	For	
KDDI Corp.	Japan	Annual	6/21/2023	3.11	Elect Junko Okawa	For	For	

KDDI Corp.	Japan	Annual	6/21/2023	3.12	Elect Kyoko Okumiya	For	For	
KDDI Corp.	Japan	Annual	6/21/2023	3.2	Elect Makoto Takahashi	For	For	
KDDI Corp.	Japan	Annual	6/21/2023	3.3	Elect Toshitake Amamiya	For	For	
KDDI Corp.	Japan	Annual	6/21/2023	3.4	Elect Kazuyuki Yoshimura	For	For	
KDDI Corp.	Japan	Annual	6/21/2023	3.5	Elect Yasuaki Kuwahara	For	For	
KDDI Corp.	Japan	Annual	6/21/2023	3.6	Elect Hiromichi Matsuda	For	For	
KDDI Corp.	Japan	Annual	6/21/2023	3.7	Elect Goro Yamaguchi	For	For	
KDDI Corp.	Japan	Annual	6/21/2023	3.8	Elect Keiji Yamamoto	For	For	
KDDI Corp.	Japan	Annual	6/21/2023	3.9	Elect Shigeki Goto	For	For	
Kemira Oyj	Finland	Annual	3/22/2023	10	Remuneration Report	For	For	
Kemira Oyj	Finland	Annual	3/22/2023	11	Directors' Fees	For	For	
Kemira Oyj	Finland	Annual	3/22/2023	12	Election of Directors; Board Size	For	For	
Kemira Oyj	Finland	Annual	3/22/2023	13	Authority to Set Auditor's Fees	For	For	
Kemira Oyj	Finland	Annual	3/22/2023	14	Appointment of Auditor	For	For	
Kemira Oyj	Finland	Annual	3/22/2023	15	Amendments to Articles	For	For	
Kemira Oyj	Finland	Annual	3/22/2023	16	Authority to Repurchase Shares	For	For	
Kemira Oyj	Finland	Annual	3/22/2023	17	Authority to Issue Shares w/ or w/o Preemptive Rights	For	For	
Kemira Oyj	Finland	Annual	3/22/2023	18	Amendments to the Nomination Board Charter	For	For	
Kemira Oyj	Finland	Annual	3/22/2023	7	Accounts and Reports	For	For	
Kemira Oyj	Finland	Annual	3/22/2023	8	Allocation of Profits/Dividends	For	For	
Kemira Oyj	Finland	Annual	3/22/2023	9	Ratification of Board and Management Acts	For	For	
Kerry Group Plc	Ireland	Annual	4/27/2023	1	Accounts and Reports	For	For	
Kerry Group Plc	Ireland	Annual	4/27/2023	10	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For	
Kerry Group Plc	Ireland	Annual	4/27/2023	11	Authority to Repurchase Shares	For	For	
Kerry Group Plc	Ireland	Annual	4/27/2023	12	Employee Share Plan	For	For	
Kerry Group Plc	Ireland	Annual	4/27/2023	2	Final Dividend	For	For	
Kerry Group Plc	Ireland	Annual	4/27/2023	3.A	Elect Patrick Rohan	For	For	



Kerry Group Plc	Ireland	Annual	4/27/2023	4.A	Elect Gerry Behan	For	For	
Kerry Group Plc	Ireland	Annual	4/27/2023	4.B	Elect Hugh Brady	For	For	
Kerry Group Plc	Ireland	Annual	4/27/2023	4.C	Elect Fiona Dawson	For	For	
Kerry Group Plc	Ireland	Annual	4/27/2023	4.D	Elect Karin L. Dorrepaal	For	For	
Kerry Group Plc	Ireland	Annual	4/27/2023	4.E	Elect Emer Gilvarry	For	For	
Kerry Group Plc	Ireland	Annual	4/27/2023	4.F	Elect Michael T. Kerr	For	For	
Kerry Group Plc	Ireland	Annual	4/27/2023	4.G	Elect Marguerite Larkin	For	For	
Kerry Group Plc	Ireland	Annual	4/27/2023	4.H	Elect Tom Moran	For	For	This is not a vote against policy. NomCom Chair is independent.
Kerry Group Plc	Ireland	Annual	4/27/2023	4.I	Elect Christopher Rogers	For	For	
Kerry Group Plc	Ireland	Annual	4/27/2023	4.J	Elect Edmond Scanlan	For	For	
Kerry Group Plc	Ireland	Annual	4/27/2023	4.K	Elect Jinlong Wang	For	For	
Kerry Group Plc	Ireland	Annual	4/27/2023	5	Authority to Set Auditor's Fees	For	For	
Kerry Group Plc	Ireland	Annual	4/27/2023	6	Authority to Set General Meeting Notice Period at 14 Days	For	For	
Kerry Group Plc	Ireland	Annual	4/27/2023	7	Remuneration Report	For	For	
Kerry Group Plc	Ireland	Annual	4/27/2023	8	Authority to Issue Shares w/ Preemptive Rights	For	For	
Kerry Group Plc	Ireland	Annual	4/27/2023	9	Authority to Issue Shares w/o Preemptive Rights	For	For	
Keyence Corporation	Japan	Annual	6/14/2023	1	Allocation of Profits/Dividends	For	For	
Keyence Corporation	Japan	Annual	6/14/2023	2.1	Elect Takemitsu Takizaki	For	For	
Keyence Corporation	Japan	Annual	6/14/2023	2.2	Elect Yu Nakata	For	Against	Lack of key board committees.
Keyence Corporation	Japan	Annual	6/14/2023	2.3	Elect Akiji Yamaguchi	For	For	
Keyence Corporation	Japan	Annual	6/14/2023	2.4	Elect Hiroaki Yamamoto	For	For	
Keyence Corporation	Japan	Annual	6/14/2023	2.5	Elect Tetsuya Nakano	For	For	
Keyence Corporation	Japan	Annual	6/14/2023	2.6	Elect Akinori Yamamoto	For	For	
Keyence Corporation	Japan	Annual	6/14/2023	2.7	Elect Seiichi Taniguchi	For	For	
Keyence Corporation	Japan	Annual	6/14/2023	2.8	Elect Kumiko Suenaga @ Kumiko Ukagami	For	For	
Keyence Corporation	Japan	Annual	6/14/2023	2.9	Elect Michifumi Yoshioka	For	For	
Keyence Corporation	Japan	Annual	6/14/2023	3	Elect Koichiro Komura as Statutory Auditor	For	For	
Keyence Corporation	Japan	Annual	6/14/2023	4	Elect Masaharu Yamamoto as Alternate Statutory Auditor	For	For	

Kingdee Intl Software Group	Cayman Islands	Annual	5/18/2023	1	Accounts and Reports	For	For	
Kingdee Intl Software Group	Cayman Islands	Special	7/25/2023	1	Amendments to Articles	For	For	
Kingdee Intl Software Group	Cayman Islands	Annual	5/18/2023	2A	Elect XU Shao Chun	For	Against	We vote against the Chairman when CEO and Chair are held by the same person and a lead independent director has not been appointed. CEO sitting on the compensation committee. Non-independent Chair of the Nom/Gov committee.
Kingdee Intl Software Group	Cayman Islands	Annual	5/18/2023	2B	Elect DONG Ming Zhu	For	For	Not a vote against policy - Asian company, 30% rule does not apply.
Kingdee Intl Software Group	Cayman Islands	Annual	5/18/2023	2C	Elect ZHOU Junxiang	For	Against	Chair of the Audit Committee, which is <100% independent.
Kingdee Intl Software Group	Cayman Islands	Annual	5/18/2023	2D	Elect BO Lian Ming	For	For	Not a vote against policy - Asian company, 30% rule does not apply.
Kingdee Intl Software Group	Cayman Islands	Annual	5/18/2023	3	Directors' Fees	For	For	
Kingdee Intl Software Group	Cayman Islands	Annual	5/18/2023	4	Appointment of Auditor and Authority to Set Fees	For	For	
Kingdee Intl Software Group	Cayman Islands	Annual	5/18/2023	5A	Authority to Issue Shares w/o Preemptive Rights	For	For	
Kingdee Intl Software Group	Cayman Islands	Annual	5/18/2023	5B	Authority to Repurchase Shares	For	For	
Kingdee Intl Software Group	Cayman Islands	Annual	5/18/2023	6	Increase in Authorized Capital	For	For	
Kingdee Intl Software Group	Cayman Islands	Annual	5/18/2023	7	Amendments to Memorandum and Articles	For	Against	Amendment is not in best interests of shareholders.
Kingspan Group Plc	Ireland	Annual	4/28/2023	1	Accounts and Reports	For	For	
Kingspan Group Plc	Ireland	Special	7/20/2023	1	Cancellation of London Stock Exchange Listing	For	For	
Kingspan Group Plc	Ireland	Annual	4/28/2023	10	Authority to Repurchase Shares	For	For	
Kingspan Group Plc	Ireland	Annual	4/28/2023	11	Authority to Set Price Range for Reissuance of Treasury Shares	For	For	

Kingspan Group Plc	Ireland	Annual	4/28/2023	12	Authority to Set General Meeting Notice Period at 14 Days	For	For	
Kingspan Group Plc	Ireland	Annual	4/28/2023	2	Final Dividend	For	For	
Kingspan Group Plc	Ireland	Annual	4/28/2023	3.A	Elect Jost Massenberg	For	Against	Company has an excessive number of executives on the board and some long tenures, leading to relatively low levels of independence of the board. But most importantly the board should oversee the senior executives, this is not possible if the senior executives are themselves on the board. It is the role of the Chair to solve these oversight issues.
Kingspan Group Plc	Ireland	Annual	4/28/2023	3.B	Elect Gene M. Murtagh	For	For	
Kingspan Group Plc	Ireland	Annual	4/28/2023	3.C	Elect Geoff P. Doherty	For	For	
Kingspan Group Plc	Ireland	Annual	4/28/2023	3.D	Elect Russell Shiels	For	For	
Kingspan Group Plc	Ireland	Annual	4/28/2023	3.E	Elect Gilbert McCarthy	For	For	
Kingspan Group Plc	Ireland	Annual	4/28/2023	3.F	Elect Linda Hickey	For	For	
Kingspan Group Plc	Ireland	Annual	4/28/2023	3.G	Elect Anne Heraty	For	For	
Kingspan Group Plc	Ireland	Annual	4/28/2023	3.H	Elect Éimear Moloney	For	For	
Kingspan Group Plc	Ireland	Annual	4/28/2023	3.I	Elect Paul Murtagh	For	For	
Kingspan Group Plc	Ireland	Annual	4/28/2023	3.J	Elect Senan Murphy	For	For	
Kingspan Group Plc	Ireland	Annual	4/28/2023	4	Authority to Set Auditor's Fees	For	For	
Kingspan Group Plc	Ireland	Annual	4/28/2023	5	Remuneration Report	For	Abstain	Excessive pension contributions for some execs misaligned with wider workforce; lacking disclosure under STIP targets ("net promoter score"); LTIP - lowering of LTI performance conditions.
Kingspan Group Plc	Ireland	Annual	4/28/2023	6	Increase in NED Fee Cap	For	For	
Kingspan Group Plc	Ireland	Annual	4/28/2023	7	Authority to Issue Shares w/ Preemptive Rights	For	For	
Kingspan Group Plc	Ireland	Annual	4/28/2023	8	Authority to Issue Shares w/o Preemptive Rights	For	For	

Kingspan Group Plc	Ireland	Annual	4/28/2023	9	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For	
Kobe Bussan Co., Ltd.	Japan	Annual	1/27/2023	2.1	Elect Hirokazu Numata	For	Against	We vote against the Chairman when CEO and Chair are held by the same person and a lead independent director has not been appointed. Audit Committee chaired by an inside director, undermining independence, director in question is not up for election so vote against next best director (CoB). Also, board has not established a Nomination or Compensation Committee. Company is also lagging in climate risk management and is not aligned to Net Zero.
Kobe Bussan Co., Ltd.	Japan	Annual	1/27/2023	2.2	Elect Yasuhiro Tanaka	For	For	
Kobe Bussan Co., Ltd.	Japan	Annual	1/27/2023	2.3	Elect Yasuharu Kido	For	For	
Kobe Bussan Co., Ltd.	Japan	Annual	1/27/2023	2.4	Elect Kazuo Asami	For	For	
Kobe Bussan Co., Ltd.	Japan	Annual	1/27/2023	2.5	Elect Satoshi Nishida	For	For	
Kobe Bussan Co., Ltd.	Japan	Annual	1/27/2023	2.6	Elect Akihito Watanabe	For	For	
Kobe Bussan Co., Ltd.	Japan	Annual	1/27/2023	3	Equity Compensation Plan	For	For	
Koninklijke Ahold Delhaize N.V.	Netherlands	Annual	4/12/2023	10.	Elect Bill McEwan to the Supervisory Board	For	For	
Koninklijke Ahold Delhaize N.V.	Netherlands	Annual	4/12/2023	11.	Elect Katherine C. Doyle to the Supervisory Board	For	For	
Koninklijke Ahold Delhaize N.V.	Netherlands	Annual	4/12/2023	12.	Elect Julia Vander Ploeg to the Supervisory Board	For	For	
Koninklijke Ahold Delhaize N.V.	Netherlands	Annual	4/12/2023	13.	Elect Frans Muller to the Management Board	For	For	
Koninklijke Ahold Delhaize N.V.	Netherlands	Annual	4/12/2023	14.	Elect JJ Fleeman to the Management Board	For	For	
Koninklijke Ahold Delhaize N.V.	Netherlands	Annual	4/12/2023	15.	Appointment of Auditor	For	For	
Koninklijke Ahold Delhaize N.V.	Netherlands	Annual	4/12/2023	16.	Authority to Issue Shares w/ Preemptive Rights	For	For	
Koninklijke Ahold Delhaize N.V.	Netherlands	Annual	4/12/2023	17.	Authority to Suppress Preemptive Rights	For	For	

Koninklijke Ahold Delhaize N.V.	Netherlands	Annual	4/12/2023	18.	Authority to Repurchase Shares	For	For	
Koninklijke Ahold Delhaize N.V.	Netherlands	Annual	4/12/2023	19.	CANCELLATION OF SHARES	For	For	
Koninklijke Ahold Delhaize N.V.	Netherlands	Special	7/5/2023	2.	Elect Jolanda Poots-Bijl to the Management Board	For	For	
Koninklijke Ahold Delhaize N.V.	Netherlands	Annual	4/12/2023	4.	Accounts and Reports	For	For	
Koninklijke Ahold Delhaize N.V.	Netherlands	Annual	4/12/2023	5.	Allocation of Dividends	For	For	
Koninklijke Ahold Delhaize N.V.	Netherlands	Annual	4/12/2023	6.	REMUNERATION REPORT	For	For	
Koninklijke Ahold Delhaize N.V.	Netherlands	Annual	4/12/2023	7.	Ratification of Management Board Acts	For	For	
Koninklijke Ahold Delhaize N.V.	Netherlands	Annual	4/12/2023	8.	Ratification of Supervisory Board Acts	For	For	
Koninklijke Ahold Delhaize N.V.	Netherlands	Annual	4/12/2023	9.	Elect Peter Agnefjäll to the Supervisory Board	For	For	
Koninklijke DSM N.V.	Netherlands	Special	1/23/2023	3.	Merger of Equals with Firmenich International SA	For	For	
Koninklijke DSM N.V.	Netherlands	Special	1/23/2023	4.	Ratification of Management Board Acts	For	For	
Koninklijke DSM N.V.	Netherlands	Special	1/23/2023	5.	Ratification of Supervisory Board Acts	For	For	
KPIT Technologies Ltd.	India	Annual	8/29/2023	1	Accounts and Reports (Standalone)	For	For	
KPIT Technologies Ltd.	India	Annual	8/29/2023	10	Appointment of Kishor Patil (CEO and Managing Director); Approval of Remuneration	For	Abstain	Undisclosed metrics and targets determining performance-linked compensation (up to 60% of remuneration).
KPIT Technologies Ltd.	India	Annual	8/29/2023	11	Appointment of Sachin Tikekar (Joint Managing Director); Approval of Remuneration	For	Abstain	Undisclosed metrics and targets determining performance-linked compensation (up to 60% of remuneration).
KPIT Technologies Ltd.	India	Annual	8/29/2023	12	Holding Office or Place of Profit by Jayada Pandit (Senior Manager - Marketing)	For	For	
KPIT Technologies Ltd.	India	Annual	8/29/2023	2	Accounts and Reports (Consolidated)	For	For	
KPIT Technologies Ltd.	India	Annual	8/29/2023	3	Allocation of Profits/Dividends	For	For	

KPIT Technologies Ltd.	India	Annual	8/29/2023	4	Elect Kishor Patil	For	For	
KPIT Technologies Ltd.	India	Annual	8/29/2023	5	Appointment of Auditor and Authority to Set Fees	For	For	
KPIT Technologies Ltd.	India	Annual	8/29/2023	6	Elect Anant Jaivant Talaulicar	For	For	
KPIT Technologies Ltd.	India	Annual	8/29/2023	7	Elect Alberto Sangiovanni Vincentelli	For	For	
KPIT Technologies Ltd.	India	Annual	8/29/2023	8	Elect Behara Venkata Rama Subbu	For	For	
KPIT Technologies Ltd.	India	Annual	8/29/2023	9	Elect Srinath Batni	For	For	
Kubota Corporation	Japan	Annual	3/24/2023	1.1	Elect Yuichi Kitao	For	For	
Kubota Corporation	Japan	Annual	3/24/2023	1.10	Elect Kumi Arakane @ Kumi Kameyama	For	For	
Kubota Corporation	Japan	Annual	3/24/2023	1.11	Elect Koichi Kawana	For	For	
Kubota Corporation	Japan	Annual	3/24/2023	1.2	Elect Masato Yoshikawa	For	For	
Kubota Corporation	Japan	Annual	3/24/2023	1.3	Elect Dai Watanabe	For	For	
Kubota Corporation	Japan	Annual	3/24/2023	1.4	Elect Hiroto Kimura	For	For	
Kubota Corporation	Japan	Annual	3/24/2023	1.5	Elect Eiji Yoshioka	For	For	
Kubota Corporation	Japan	Annual	3/24/2023	1.6	Elect Shingo Hanada	For	For	
Kubota Corporation	Japan	Annual	3/24/2023	1.7	Elect Yuzuru Matsuda	For	For	
Kubota Corporation	Japan	Annual	3/24/2023	1.8	Elect Koichi Ina	For	For	
Kubota Corporation	Japan	Annual	3/24/2023	1.9	Elect Yutaro Shintaku	For	For	
Kubota Corporation	Japan	Annual	3/24/2023	2	Elect Hogara Iwamoto as Alternate Statutory Auditor	For	For	
L G Chemical	Korea, Republic of	Annual	3/28/2023	1	Financial Statements and Allocation of Profits/Dividends	For	Against	Unaudited financial statements.
L G Chemical	Korea, Republic of	Annual	3/28/2023	2	Elect CHUN Kyung Hoon	For	For	
L G Chemical	Korea, Republic of	Annual	3/28/2023	3	Election of Audit Committee Member: CHUN Kyung Hoon	For	For	
L G Chemical	Korea, Republic of	Annual	3/28/2023	4	Directors' Fees	For	For	
Lancashire Holdings Limited	Bermuda	Annual	4/26/2023	1	Accounts and Reports	For	For	
Lancashire Holdings Limited	Bermuda	Annual	4/26/2023	10	Elect Alex Maloney	For	For	
Lancashire Holdings Limited	Bermuda	Annual	4/26/2023	11	Elect Irene McDermott Brown	For	For	

Lancashire Holdings Limited	Bermuda	Annual	4/26/2023	12	Elect Sally Williams	For	For	
Lancashire Holdings Limited	Bermuda	Annual	4/26/2023	13	Appointment of Auditor	For	For	
Lancashire Holdings Limited	Bermuda	Annual	4/26/2023	14	Authority to Set Auditor's Fees	For	For	
Lancashire Holdings Limited	Bermuda	Annual	4/26/2023	15	Amendments to Bye-Laws	For	For	
Lancashire Holdings Limited	Bermuda	Annual	4/26/2023	16	Authority to Issue Shares w/ Preemptive Rights	For	For	
Lancashire Holdings Limited	Bermuda	Annual	4/26/2023	17	Authority to Issue Shares w/o Preemptive Rights	For	For	
Lancashire Holdings Limited	Bermuda	Annual	4/26/2023	18	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For	
Lancashire Holdings Limited	Bermuda	Annual	4/26/2023	19	Authority to Repurchase Shares	For	For	
Lancashire Holdings Limited	Bermuda	Annual	4/26/2023	2	Remuneration Policy	For	For	
Lancashire Holdings Limited	Bermuda	Annual	4/26/2023	3	Remuneration Report	For	For	
Lancashire Holdings Limited	Bermuda	Annual	4/26/2023	4	Final Dividend	For	For	
Lancashire Holdings Limited	Bermuda	Annual	4/26/2023	5	Elect Peter Clarke	For	Against	Vote against NomCom Chair where no ethnic/racial representation on the board (UK small companies).
Lancashire Holdings Limited	Bermuda	Annual	4/26/2023	6	Elect Michael Dawson	For	For	
Lancashire Holdings Limited	Bermuda	Annual	4/26/2023	7	Elect Jack Gressier	For	For	
Lancashire Holdings Limited	Bermuda	Annual	4/26/2023	8	Elect Natalie Kershaw	For	For	
Lancashire Holdings Limited	Bermuda	Annual	4/26/2023	9	Elect Robert Lusardi	For	For	
Legrand SA	France	Mix	5/31/2023	1	Accounts and Reports; Non Tax-Deductible Expenses	For	For	
Legrand SA	France	Mix	5/31/2023	10	2023 Remuneration Policy (Board of Directors)	For	For	
Legrand SA	France	Mix	5/31/2023	11	Elect Isabelle Boccon-Gibod	For	For	
Legrand SA	France	Mix	5/31/2023	12	Elect Benoît Coquart	For	For	

Legrand SA	France	Mix	5/31/2023	13	Elect Angeles Garcia-Poveda	For	For	
Legrand SA	France	Mix	5/31/2023	14	Elect Michel Landel	For	For	
Legrand SA	France	Mix	5/31/2023	15	Elect Valérie Chort	For	For	
Legrand SA	France	Mix	5/31/2023	16	Elect Clare Scherrer	For	For	
Legrand SA	France	Mix	5/31/2023	17	Authority to Repurchase and Reissue Shares	For	For	
Legrand SA	France	Mix	5/31/2023	18	Authority to Cancel Shares and Reduce Capital	For	For	
Legrand SA	France	Mix	5/31/2023	2	Consolidated Accounts and Reports	For	For	
Legrand SA	France	Mix	5/31/2023	3	Allocation of Profits/Dividends	For	For	
Legrand SA	France	Mix	5/31/2023	4	Appointment of Auditor (Mazars)	For	For	
Legrand SA	France	Mix	5/31/2023	5	2022 Remuneration Report	For	For	
Legrand SA	France	Mix	5/31/2023	6	2022 Remuneration of Angeles Garcia-Poveda, Chair	For	For	
Legrand SA	France	Mix	5/31/2023	7	2022 Remuneration of Benoît Coquart, CEO	For	For	
Legrand SA	France	Mix	5/31/2023	8	2023 Remuneration Policy (Chair)	For	For	
Legrand SA	France	Mix	5/31/2023	9	2023 Remuneration Policy (CEO)	For	For	
LEM Holding S.A.	Switzerland	Annual	6/29/2023	1.1	Accounts and Reports	For	For	
LEM Holding S.A.	Switzerland	Annual	6/29/2023	1.2	Compensation Report	For	Against	Insufficient response to shareholder dissent. Multiple issues with compensation disclosure: - Poor disclosure of STI metrics - STI targets not disclosed - LTI targets partially disclosed - Individual remuneration only disclosed for CEO - No recovery provisions for STI and LTI plans - No deferral provisions
LEM Holding S.A.	Switzerland	Annual	6/29/2023	10.1	Amendments to Articles (General Meeting)	For	For	
LEM Holding S.A.	Switzerland	Annual	6/29/2023	10.2	Amendments to Articles (Board of Directors; Compensation)	For	For	



LEM Holding S.A.	Switzerland	Annual	6/29/2023	10.3	Amendments to Articles (Miscellaneous)	For	Against	Amendment is not in best interests of shareholders
LEM Holding S.A.	Switzerland	Annual	6/29/2023	2	Allocation of Dividends	For	For	
LEM Holding S.A.	Switzerland	Annual	6/29/2023	3	Ratification of Board and Management Acts	For	For	
LEM Holding S.A.	Switzerland	Annual	6/29/2023	4	Board Compensation	For	For	
LEM Holding S.A.	Switzerland	Annual	6/29/2023	5.1	Executive Compensation (Short-Term)	For	For	
LEM Holding S.A.	Switzerland	Annual	6/29/2023	5.2	Executive Compensation (Long-Term)	For	For	
LEM Holding S.A.	Switzerland	Annual	6/29/2023	5.3	Executive Compensation (Fixed)	For	For	
LEM Holding S.A.	Switzerland	Annual	6/29/2023	6.1	Elect Ilan Cohen	For	For	
LEM Holding S.A.	Switzerland	Annual	6/29/2023	6.2	Elect François Gabella	For	For	
LEM Holding S.A.	Switzerland	Annual	6/29/2023	6.3	Elect Andreas Hürlimann	For	Against	Vote against nominating or governance committee members when there are less than three women on the board of directors, unless more than 30% of the directors are women.
LEM Holding S.A.	Switzerland	Annual	6/29/2023	6.4	Elect Ulrich Looser	For	Against	Vote against nominating or governance committee members when there are less than three women on the board of directors, unless more than 30% of the directors are women.
LEM Holding S.A.	Switzerland	Annual	6/29/2023	6.5	Elect Ueli Wampfler	For	Against	The audit committee chair is not independent. The audit committee does not hit independence standards.
LEM Holding S.A.	Switzerland	Annual	6/29/2023	6.6	Elect Werner C. Weber	For	Against	Vote against nominating or governance committee members when there are less than three women on the board of directors, unless more than 30% of the directors are women. The comp committee does not hit independence standards.

LEM Holding S.A.	Switzerland	Annual	6/29/2023	7.1	Elect Andreas Hürlimann as Nominating and Compensation Committee Member	For	Against	Vote against nominating or governance committee members when there are less than three women on the board of directors, unless more than 30% of the directors are women.
LEM Holding S.A.	Switzerland	Annual	6/29/2023	7.2	Elect Ulrich Looser as Nominating and Compensation Committee Member	For	Against	Vote against nominating or governance committee members when there are less than three women on the board of directors, unless more than 30% of the directors are women.
LEM Holding S.A.	Switzerland	Annual	6/29/2023	7.3	Elect Werner C. Weber as Nominating and Compensation Committee Member	For	Against	Vote against nominating or governance committee members when there are less than three women on the board of directors, unless more than 30% of the directors are women.
LEM Holding S.A.	Switzerland	Annual	6/29/2023	9	Appointment of Auditor	For	For	
Lennox International Inc	United States	Annual	5/18/2023	1.1	Elect Janet K. Cooper	For	For	
Lennox International Inc	United States	Annual	5/18/2023	1.2	Elect John W. Norris, III	For	For	
Lennox International Inc	United States	Annual	5/18/2023	1.3	Elect Karen H. Quintos	For	For	
Lennox International Inc	United States	Annual	5/18/2023	1.4	Elect Shane D. Wall	For	For	
Lennox International Inc	United States	Annual	5/18/2023	2.	Advisory Vote on Executive Compensation	For	For	
Lennox International Inc	United States	Annual	5/18/2023	3.	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
Lennox International Inc	United States	Annual	5/18/2023	4.	Ratification of Auditor	For	For	
Lenzing AG	Austria	Ordinary	4/19/2023	2	Ratification of Management Board Acts	For	For	
Lenzing AG	Austria	Ordinary	4/19/2023	3	Ratification of Supervisory Board Acts	For	For	
Lenzing AG	Austria	Ordinary	4/19/2023	4	Supervisory Board Member's Fees	For	For	
Lenzing AG	Austria	Ordinary	4/19/2023	5.1	Supervisory Board Size	For	For	
Lenzing AG	Austria	Ordinary	4/19/2023	5.2	Elect Gerhard Schwartz	For	For	
Lenzing AG	Austria	Ordinary	4/19/2023	5.3	Elect Nicole van der Elst Desai	For	For	

Lenzing AG	Austria	Ordinary	4/19/2023	5.4	Elect Helmut Bernkopf	For	For	
Lenzing AG	Austria	Ordinary	4/19/2023	5.5	Elect Christian Bruch	For	For	
Lenzing AG	Austria	Ordinary	4/19/2023	5.6	Elect Franz Gasselsberger	For	Against	Director is a public company executive and serves on more than 2 public boards.
Lenzing AG	Austria	Ordinary	4/19/2023	6	Remuneration Report	For	Against	Discretionary bonuses awarded outside the STIP, granted 176k to resigning exec. Thomas Obendrauf in 2022 (this was also the case in 2021). STIP and LTIP are based on similar metrics, there are no executive share ownership guidelines, with all incentives paid out in cash with no equity payouts or deferral requirements.
Lenzing AG	Austria	Ordinary	4/19/2023	7	Appointment of Auditor	For	For	
Lenzing AG	Austria	Ordinary	4/19/2023	8	Increase in Authorised Capital	For	Against	Management would be authorised to issue shares representing up to 100% of the Company's current share capital without pre-emptive rights. Proposal doesn't specify the size of the increase and high level of potential dilution. Vote against.
Lenzing AG	Austria	Ordinary	4/19/2023	9.1	Authority to Issue Convertible Debt Instruments	For	Against	Authority to issue convertible debt instruments and conditionally increase share capital with and/or without preemptive rights. As above, management will be authorised to issue shares representing up to 100% of the Company's current share capital without preemptive rights. Vote against.

Lenzing AG	Austria	Ordinary	4/19/2023	9.2	Increase in Conditional Capital	For	Against	Authority to issue convertible debt instruments and conditionally increase share capital with and/or without preemptive rights. As above, management will be authorised to issue shares representing up to 100% of the Company's current share capital without preemptive rights. Vote against.
Leroy Seafood Group	Norway	Annual	5/23/2023	10	Authority to Issue Shares w/ or w/o Preemptive Rights	For	For	
Leroy Seafood Group	Norway	Annual	5/23/2023	4	Accounts and Reports; Allocation of Profits and Dividends; Report of the Board of Directors	For	For	
Leroy Seafood Group	Norway	Annual	5/23/2023	5.A	Board Fees	For	For	
Leroy Seafood Group	Norway	Annual	5/23/2023	5.B	Nomination Committee Fees	For	For	
Leroy Seafood Group	Norway	Annual	5/23/2023	5.C	Audit Committee Fees	For	For	
Leroy Seafood Group	Norway	Annual	5/23/2023	5.D	Authority to Set Auditor's Fees	For	For	
Leroy Seafood Group	Norway	Annual	5/23/2023	6	Remuneration Report	For	Against	The remuneration structure lacks an LTIP and equity components and has discretionary STI performance criteria. There is no evidence of the company having interacted with shareholder post the 2022 AGM and the relatively low level of support of the Remuneration package.
Leroy Seafood Group	Norway	Annual	5/23/2023	8.A	Elect Britt Katrine Drivenes	For	Against	The audit committee does not hit independence standards.
Leroy Seafood Group	Norway	Annual	5/23/2023	8.B	Elect Didrik Munch	For	For	
Leroy Seafood Group	Norway	Annual	5/23/2023	8.C	Elect Karoline Møgster	For	For	
Leroy Seafood Group	Norway	Annual	5/23/2023	8.D	Elect Are Dragesund	For	For	
Leroy Seafood Group	Norway	Annual	5/23/2023	9	Authority to Repurchase Shares	For	For	
Linde Plc	Ireland	Special	1/18/2023	1.	Approval of Scheme of Arrangement	For	For	
Linde Plc	Ireland	Annual	7/24/2023	1a.	Elect Stephen F. Angel	For	For	

Linde Plc	Ireland	Annual	7/24/2023	1b.	Elect Sanjiv Lamba	For	For	
Linde Plc	Ireland	Annual	7/24/2023	1c.	Elect Ann-Kristin Achleitner	For	For	
Linde Plc	Ireland	Annual	7/24/2023	1d.	Elect Thomas Enders	For	For	
Linde Plc	Ireland	Annual	7/24/2023	1e.	Elect Hugh Grant	For	Against	Vote against nominating or governance committee members when there are less than three women on the board of directors, unless more than 30% of the directors are women. Company has also failed to provide sufficient disclosure of racial/ethnic minority demographic information at an overall board aggregate or individual director level in its proxy statement.
Linde Plc	Ireland	Annual	7/24/2023	1f.	Elect Joe Kaeser	For	Against	Vote against nominating or governance committee members when there are less than three women on the board of directors, unless more than 30% of the directors are women. Company has also failed to provide sufficient disclosure of racial/ethnic minority demographic information at an overall board aggregate or individual director level in its proxy statement.
Linde Plc	Ireland	Annual	7/24/2023	1g.	Elect Victoria E. Ossadnik	For	Against	Vote against nominating or governance committee members when there are less than three women on the board of directors, unless more than 30% of the directors are women. Company has also failed to provide sufficient disclosure of racial/ethnic minority demographic information at an overall board aggregate or individual director level in its proxy statement.

Linde Plc	Ireland	Annual	7/24/2023	1h.	Elect Martin H. Richenhagen	For	For	
Linde Plc	Ireland	Annual	7/24/2023	1i.	Elect Alberto Weisser	For	For	
Linde Plc	Ireland	Annual	7/24/2023	1j.	Elect Robert L. Wood	For	For	
Linde Plc	Ireland	Special	1/18/2023	2.	Amendments to Articles	For	For	
Linde Plc	Ireland	Annual	7/24/2023	2a.	Ratification of Auditor	For	For	
Linde Plc	Ireland	Annual	7/24/2023	2b.	Authority to Set Auditor's Fees	For	For	
Linde Plc	Ireland	Annual	7/24/2023	3.	Advisory Vote on Executive Compensation	For	For	
Linde Plc	Ireland	Special	1/18/2023	3.	Dissolution Merger	For	For	
Linde Plc	Ireland	Annual	7/24/2023	4.	Amendment to Supermajority Requirements	For	For	
Littelfuse, Inc.	United States	Annual	4/27/2023	1a.	Elect Kristina A. Cerniglia	For	For	
Littelfuse, Inc.	United States	Annual	4/27/2023	1b.	Elect Tzau-Jin Chung	For	Against	Vote against nominating or governance committee members when there are less than three women on the board of directors, unless more than 30% of the directors are women.
Littelfuse, Inc.	United States	Annual	4/27/2023	1c.	Elect Cary T. Fu	For	For	
Littelfuse, Inc.	United States	Annual	4/27/2023	1d.	Elect Maria C. Green	For	Against	Vote against nominating or governance committee members when there are less than three women on the board of directors, unless more than 30% of the directors are women.
Littelfuse, Inc.	United States	Annual	4/27/2023	1e.	Elect Anthony Grillo	For	Against	Vote against nominating or governance committee members when there are less than three women on the board of directors, unless more than 30% of the directors are women.
Littelfuse, Inc.	United States	Annual	4/27/2023	1f.	Elect David W. Heinzmann	For	For	
Littelfuse, Inc.	United States	Annual	4/27/2023	1g.	Elect Gordon Hunter	For	For	
Littelfuse, Inc.	United States	Annual	4/27/2023	1h.	Elect William P. Noglows	For	For	
Littelfuse, Inc.	United States	Annual	4/27/2023	2.	Advisory Vote on Executive Compensation	For	For	

Littelfuse, Inc.	United States	Annual	4/27/2023	3.	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
Littelfuse, Inc.	United States	Annual	4/27/2023	4.	Amendment to the Long-Term Incentive Plan	For	For	
Littelfuse, Inc.	United States	Annual	4/27/2023	5.	Ratification of Auditor	For	For	
Lonza Group AG	Switzerland	Annual	5/5/2023	1	Accounts and Reports	For	For	
Lonza Group AG	Switzerland	Annual	5/5/2023	10	Board Compensation	For	For	
Lonza Group AG	Switzerland	Annual	5/5/2023	11.1	Executive Compensation (Short-Term)	For	For	
Lonza Group AG	Switzerland	Annual	5/5/2023	11.2	Executive Compensation (Long-Term)	For	For	
Lonza Group AG	Switzerland	Annual	5/5/2023	11.3	Executive Compensation (Fixed)	For	For	
Lonza Group AG	Switzerland	Annual	5/5/2023	11.4	Executive Compensation (Fixed and Long-Term)	For	For	
Lonza Group AG	Switzerland	Annual	5/5/2023	12	Additional or Amended Shareholder Proposals	Undetermined	Abstain	Abstaining on independent representative to support or vote in accordance with the board of directors on amended or additional shareholder proposals that did not appear in the notice of meeting.
Lonza Group AG	Switzerland	Annual	5/5/2023	2	Compensation Report	For	For	
Lonza Group AG	Switzerland	Annual	5/5/2023	3	Ratification of Board and Management Acts	For	For	
Lonza Group AG	Switzerland	Annual	5/5/2023	4	Allocation of Dividends	For	For	
Lonza Group AG	Switzerland	Annual	5/5/2023	5.1.1	Elect Albert M. Baehny	For	For	
Lonza Group AG	Switzerland	Annual	5/5/2023	5.1.2	Elect Marion Helmes	For	For	
Lonza Group AG	Switzerland	Annual	5/5/2023	5.1.3	Elect Angelica Kohlmann	For	For	
Lonza Group AG	Switzerland	Annual	5/5/2023	5.1.4	Elect Christoph Mäder	For	For	
Lonza Group AG	Switzerland	Annual	5/5/2023	5.1.5	Elect Roger Nitsch	For	For	
Lonza Group AG	Switzerland	Annual	5/5/2023	5.1.6	Elect Barbara M. Richmond	For	For	
Lonza Group AG	Switzerland	Annual	5/5/2023	5.1.7	Elect Jürgen B. Steinemann	For	For	
Lonza Group AG	Switzerland	Annual	5/5/2023	5.1.8	Elect Olivier Verscheure	For	For	
Lonza Group AG	Switzerland	Annual	5/5/2023	5.2	Appoint Albert M. Baehny as Board Chair	For	For	

Lonza Group AG	Switzerland	Annual	5/5/2023	5.3.1	Elect Angelica Kohlmann as Nominating and Compensation Committee Member	For	For	
Lonza Group AG	Switzerland	Annual	5/5/2023	5.3.2	Elect Christoph Mäder as Nominating and Compensation Committee Member	For	For	
Lonza Group AG	Switzerland	Annual	5/5/2023	5.3.3	Elect Jürgen B. Steinemann as Nominating and Compensation Committee Member	For	For	
Lonza Group AG	Switzerland	Annual	5/5/2023	6	Appointment of Auditor	For	For	
Lonza Group AG	Switzerland	Annual	5/5/2023	7	Appointment of Auditor (FY 2024)	For	For	
Lonza Group AG	Switzerland	Annual	5/5/2023	9.1	Amendments to Articles (Corporate Purpose)	For	For	
Lonza Group AG	Switzerland	Annual	5/5/2023	9.2	Introduction of a Capital Band	For	For	
Lonza Group AG	Switzerland	Annual	5/5/2023	9.3	Amendments to Articles (Executive Compensation)	For	Against	Reduces shareholders' ability to express a meaningful vote on executive compensation.
Lonza Group AG	Switzerland	Annual	5/5/2023	9.4	Amendments to Articles (Other Changes)	For	Against	Amendment is not in best interests of shareholders
Mastercard Incorporated	United States	Annual	6/27/2023	10.	Shareholder Proposal Regarding Cost Benefit Analysis of Global Diversity and Inclusion Efforts	Against	Against	The shareholder proposal is considered to be Anti-Social. The proponent is Ridgeline Research, on behalf of the American Conservative Values ETF (ACVF)- the ACVF's strategy is to "challenge woke companies and ESG mandates."
Mastercard Incorporated	United States	Annual	6/27/2023	1a.	Elect Merit E. Janow	For	For	
Mastercard Incorporated	United States	Annual	6/27/2023	1b.	Elect Candido Botelho Bracher	For	For	
Mastercard Incorporated	United States	Annual	6/27/2023	1c.	Elect Richard K. Davis	For	For	
Mastercard Incorporated	United States	Annual	6/27/2023	1d.	Elect Julius Genachowski	For	For	
Mastercard Incorporated	United States	Annual	6/27/2023	1e.	Elect Choon Phong Goh	For	For	
Mastercard Incorporated	United States	Annual	6/27/2023	1f.	Elect Oki Matsumoto	For	For	



Mastercard Incorporated	United States	Annual	6/27/2023	1g.	Elect Michael Miebach	For	For	
Mastercard Incorporated	United States	Annual	6/27/2023	1h.	Elect Youngme E. Moon	For	For	
Mastercard Incorporated	United States	Annual	6/27/2023	1i.	Elect Rima Qureshi	For	For	
Mastercard Incorporated	United States	Annual	6/27/2023	1j.	Elect Gabrielle Sulzberger	For	For	
Mastercard Incorporated	United States	Annual	6/27/2023	1k.	Elect Harit Talwar	For	For	
Mastercard Incorporated	United States	Annual	6/27/2023	1l.	Elect Lance Uggla	For	For	
Mastercard Incorporated	United States	Annual	6/27/2023	2.	Advisory Vote on Executive Compensation	For	For	
Mastercard Incorporated	United States	Annual	6/27/2023	3.	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
Mastercard Incorporated	United States	Annual	6/27/2023	4.	Approval of the Employee Stock Purchase Plan	For	For	
Mastercard Incorporated	United States	Annual	6/27/2023	5.	Ratification of Auditor	For	For	
Mastercard Incorporated	United States	Annual	6/27/2023	6.	Shareholder Proposal Regarding Report on Board Oversight of Discrimination	Against	Against	The shareholder proposal is considered to be Anti-Social. The proponent is the National Center for Public Policy Research who routinely seeks to discredit companies' ESG efforts.
Mastercard Incorporated	United States	Annual	6/27/2023	7.	Shareholder Proposal Regarding Report on Oversight of Merchant Category Codes	Against	For	Company has an important role to play on this and it is possible that further regulatory scrutiny will follow, hence company attention and reporting on this is appropriate.
Mastercard Incorporated	United States	Annual	6/27/2023	8.	Shareholder Proposal Regarding Lobbying Report	Against	For	Supportive of company providing an annually updated report on its lobbying expenditures and activities.
Mastercard Incorporated	United States	Annual	6/27/2023	9.	Shareholder Proposal Regarding Shareholder Approval of Advance Notice Provisions	Against	For	Supportive of requiring shareholder approval for provisions that could potentially limit shareholder rights.
Media Tek Inc	Taiwan	Annual	5/31/2023	1	2022 Business Report and Financial Statements	For	For	

Media Tek Inc	Taiwan	Annual	5/31/2023	2	Proposal of Distribution of 2022 Profits	For	For	
Media Tek Inc	Taiwan	Annual	5/31/2023	3	Amendment to the Company's Articles of Incorporation	For	For	
Media Tek Inc	Taiwan	Annual	5/31/2023	4.1	Elect LIN Syaru Shirley	For	For	
Media Tek Inc	Taiwan	Annual	5/31/2023	5	Release of the Non-compete Restriction on the Company S Directors of the 9th Board of Directors	For	For	
Mettler-Toledo International, Inc.	United States	Annual	5/4/2023	1.1	Elect Robert F. Spoerry	For	For	
Mettler-Toledo International, Inc.	United States	Annual	5/4/2023	1.2	Elect Roland Diggelmann	For	For	
Mettler-Toledo International, Inc.	United States	Annual	5/4/2023	1.3	Elect Domitille Doat-Le Bigot	For	For	
Mettler-Toledo International, Inc.	United States	Annual	5/4/2023	1.4	Elect Elisha W. Finney	For	For	
Mettler-Toledo International, Inc.	United States	Annual	5/4/2023	1.5	Elect Richard Francis	For	For	
Mettler-Toledo International, Inc.	United States	Annual	5/4/2023	1.6	Elect Michael A. Kelly	For	For	
Mettler-Toledo International, Inc.	United States	Annual	5/4/2023	1.7	Elect Thomas P. Salice	For	For	
Mettler-Toledo International, Inc.	United States	Annual	5/4/2023	1.8	Elect Ingrid Zhang	For	For	
Mettler-Toledo International, Inc.	United States	Annual	5/4/2023	2.	Ratification of Auditor	For	For	
Mettler-Toledo International, Inc.	United States	Annual	5/4/2023	3.	Advisory Vote on Executive Compensation	For	For	
Mettler-Toledo International, Inc.	United States	Annual	5/4/2023	4	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
Microsoft Corporation	United States	Annual	12/7/2023	10.	Shareholder Proposal Regarding Report on Tax Transparency	Against	For	Tax transparency is important for reduced reputational and regulatory risks.
Microsoft Corporation	United States	Annual	12/7/2023	11.	Shareholder Proposal Regarding Report on Siting in Countries of Significant Human Rights Concern	Against	For	Supportive of additional disclosure concerning the company's human rights due diligence and risk management.

Microsoft Corporation	United States	Annual	12/7/2023	12.	Shareholder Proposal Regarding Third-Party Political Expenditures Reporting	Against	Abstain	While we agree that the company should be aware of how the priorities of third-parties align with its own in the context of political contributions, we are concerned that this proposal is overly prescriptive. We have abstained on this proposal at other companies this year.
Microsoft Corporation	United States	Annual	12/7/2023	13.	Shareholder Proposal Regarding Report on AI Misinformation and Disinformation	Against	For	Important and very relevant issue, supportive of additional disclosure regarding company's management of misinformation and disinformation disseminated or generated via AI.
Microsoft Corporation	United States	Annual	12/7/2023	1a.	Elect Reid G. Hoffman	For	For	
Microsoft Corporation	United States	Annual	12/7/2023	1b.	Elect Hugh F. Johnston	For	For	
Microsoft Corporation	United States	Annual	12/7/2023	1c.	Elect Teri L. List	For	For	
Microsoft Corporation	United States	Annual	12/7/2023	1d.	Elect Catherine MacGregor	For	For	
Microsoft Corporation	United States	Annual	12/7/2023	1e.	Elect Mark Mason	For	For	
Microsoft Corporation	United States	Annual	12/7/2023	1f.	Elect Satya Nadella	For	For	
Microsoft Corporation	United States	Annual	12/7/2023	1g.	Elect Sandra E. Peterson	For	For	
Microsoft Corporation	United States	Annual	12/7/2023	1h.	Elect Penny S. Pritzker	For	For	
Microsoft Corporation	United States	Annual	12/7/2023	1i.	Elect Carlos A. Rodriguez	For	For	
Microsoft Corporation	United States	Annual	12/7/2023	1j.	Elect Charles W. Scharf	For	For	
Microsoft Corporation	United States	Annual	12/7/2023	1k.	Elect John W. Stanton	For	For	
Microsoft Corporation	United States	Annual	12/7/2023	1l.	Elect Emma N. Walmsley	For	For	
Microsoft Corporation	United States	Annual	12/7/2023	2.	Advisory Vote on Executive Compensation	For	For	
Microsoft Corporation	United States	Annual	12/7/2023	3.	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
Microsoft Corporation	United States	Annual	12/7/2023	4.	Ratification of Auditor	For	For	
Microsoft Corporation	United States	Annual	12/7/2023	5.	Shareholder Proposal Regarding Report on Median Compensation and Benefits Related to Reproductive and Gender Dysphoria Care	Against	Against	The shareholder proposal is seeking to undermine, rather than strengthen the company's ESG efforts. The proponent is the National Legal and Policy Center.

Microsoft Corporation	United States	Annual	12/7/2023	6.	Shareholder Proposal Regarding EEO Policy Risk Report	Against	Against	The shareholder proposal is seeking to undermine, rather than strengthen the company's ESG efforts. The proponent is the National Legal and Policy Center.
Microsoft Corporation	United States	Annual	12/7/2023	7.	Shareholder Proposal Regarding Report on Government Takedown Requests	Against	Against	The shareholder proposal is seeking to undermine, rather than strengthen the company's ESG efforts. The proponent is the National Legal and Policy Center.
Microsoft Corporation	United States	Annual	12/7/2023	8.	Shareholder Proposal Regarding Risks of Developing Military Weapons	Against	Abstain	As last year, the issue is relevant, however the resolution itself could be better addressed.
Microsoft Corporation	United States	Annual	12/7/2023	9.	Shareholder Proposal Regarding Report on Climate Risk In Employee Retirement Options	Against	For	As last year, an important question and issue that companies can and should be more focused on and can lead to more resilient and better returning employee retirement savings.
Middleby Corp.	United States	Annual	5/16/2023	1a.	Elect Sarah Palisi Chapin	For	Against	Average board tenure > 10 years and no new directors in the last 3 years. Vote against chair of the NomCom. Vote against nominating or governance committee members when there are less than three women on the board of directors, unless more than 30% of the directors are women.
Middleby Corp.	United States	Annual	5/16/2023	1b.	Elect Timothy J. FitzGerald	For	For	
Middleby Corp.	United States	Annual	5/16/2023	1c.	Elect Cathy L. McCarthy	For	Against	Vote against nominating or governance committee members when there are less than three women on the board of directors, unless more than 30% of the directors are women.
Middleby Corp.	United States	Annual	5/16/2023	1d.	Elect John R. Miller III	For	Against	Vote against nominating or governance committee members when there are less than three women on the board of directors, unless more than 30% of the directors are women.

Middleby Corp.	United States	Annual	5/16/2023	1e.	Elect Robert A. Nerbonne	For	Against	Vote against nominating or governance committee members when there are less than three women on the board of directors, unless more than 30% of the directors are women.
Middleby Corp.	United States	Annual	5/16/2023	1f.	Elect Gordon O'Brien	For	Against	Average board tenure > 10 years and no new directors in the last 3 years.
Middleby Corp.	United States	Annual	5/16/2023	1g.	Elect Nasseem Ziyad	For	For	
Middleby Corp.	United States	Annual	5/16/2023	2.	Advisory Vote on Executive Compensation	For	For	
Middleby Corp.	United States	Annual	5/16/2023	3.	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
Middleby Corp.	United States	Annual	5/16/2023	4.	Ratification of Auditor	For	For	
Misumi Group Inc.	Japan	Annual	6/15/2023	1	Allocation of Profits/Dividends	For	For	
Misumi Group Inc.	Japan	Annual	6/15/2023	2.1	Elect Kosuke Nishimoto	For	For	Not a vote against policy. Company has all key board sub-committees in place.
Misumi Group Inc.	Japan	Annual	6/15/2023	2.2	Elect Ryusei Ono	For	For	
Misumi Group Inc.	Japan	Annual	6/15/2023	2.3	Elect Tomoki Kanatani	For	For	
Misumi Group Inc.	Japan	Annual	6/15/2023	2.4	Elect Shigetaka Shimizu	For	For	
Misumi Group Inc.	Japan	Annual	6/15/2023	2.5	Elect XU Shaochun	For	For	
Misumi Group Inc.	Japan	Annual	6/15/2023	2.6	Elect Yoichi Nakano	For	For	
Misumi Group Inc.	Japan	Annual	6/15/2023	2.7	Elect Arata Shimizu	For	For	
Misumi Group Inc.	Japan	Annual	6/15/2023	2.8	Elect Tomoharu Suseki	For	For	
Misumi Group Inc.	Japan	Annual	6/15/2023	3	Adoption of Restricted Stock Plan	For	For	
Monolithic Power System Inc	United States	Annual	6/15/2023	1.1	Elect Victor K. Lee	For	For	
Monolithic Power System Inc	United States	Annual	6/15/2023	1.2	Elect James C. Moyer	For	Withhold	Nominee has served on the board for at least one year and has attended less than 75% of the meetings.
Monolithic Power System Inc	United States	Annual	6/15/2023	2.	Ratification of Auditor	For	For	

Monolithic Power System Inc	United States	Annual	6/15/2023	3.	Advisory Vote on Executive Compensation	For	Against	Some disconnect between pay and performance - excessive maximum payout limits under the STIP despite negative one-year TSR performance; upward discretion exercised for LTIP awards; substantial focus on single metric under LTIP.
Monolithic Power System Inc	United States	Annual	6/15/2023	4.	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
Monolithic Power System Inc	United States	Annual	6/15/2023	5.	Amendment to the 2004 Employee Stock Purchase Plan	For	For	
MTR Corporation Ltd.	Hong Kong	Annual	5/24/2023	1	Accounts and Reports	For	For	
MTR Corporation Ltd.	Hong Kong	Annual	5/24/2023	2	Allocation of Profits/Dividends	For	For	
MTR Corporation Ltd.	Hong Kong	Annual	5/24/2023	3.A	Elect Andrew Clifford Winawer Brandler	For	For	
MTR Corporation Ltd.	Hong Kong	Annual	5/24/2023	3.B	Elect Bunny CHAN Chung Bun	For	For	
MTR Corporation Ltd.	Hong Kong	Annual	5/24/2023	3.C	Elect Dorothy CHAN Yuen Tak-fai	For	For	
MTR Corporation Ltd.	Hong Kong	Annual	5/24/2023	4	Elect Sandy WONG Hang-ye	For	For	
MTR Corporation Ltd.	Hong Kong	Annual	5/24/2023	5	Elect Anna WONG Wai-kwan	For	For	
MTR Corporation Ltd.	Hong Kong	Annual	5/24/2023	6	Appointment of Auditor and Authority to Set Fees	For	For	
MTR Corporation Ltd.	Hong Kong	Annual	5/24/2023	7	Authority to Issue Shares w/o Preemptive Rights	For	For	
MTR Corporation Ltd.	Hong Kong	Annual	5/24/2023	8	Authority to Repurchase Shares	For	For	
Mueller Water Products Inc	United States	Annual	2/7/2023	1a.	Elect Shirley C. Franklin	For	For	
Mueller Water Products Inc	United States	Annual	2/7/2023	1b.	Elect J. Scott Hall	For	For	
Mueller Water Products Inc	United States	Annual	2/7/2023	1c.	Elect Thomas J. Hansen	For	For	
Mueller Water Products Inc	United States	Annual	2/7/2023	1d.	Elect Mark J. O'Brien	For	For	
Mueller Water Products Inc	United States	Annual	2/7/2023	1e.	Elect Christine Ortiz	For	For	
Mueller Water Products Inc	United States	Annual	2/7/2023	1f.	Elect Jeffery S. Sharritts	For	For	
Mueller Water Products Inc	United States	Annual	2/7/2023	1g.	Elect Brian Slobodow	For	For	

Mueller Water Products Inc	United States	Annual	2/7/2023	1h.	Elect Lydia W. Thomas	For	For	
Mueller Water Products Inc	United States	Annual	2/7/2023	1i.	Elect Michael T. Tokarz	For	For	
Mueller Water Products Inc	United States	Annual	2/7/2023	1j.	Elect Stephen C. Van Arsdell	For	For	
Mueller Water Products Inc	United States	Annual	2/7/2023	2.	Advisory Vote on Executive Compensation	For	For	
Mueller Water Products Inc	United States	Annual	2/7/2023	3.	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
Mueller Water Products Inc	United States	Annual	2/7/2023	4.	Ratification of Auditor	For	For	
Murata Manufacturing Co. Ltd.	Japan	Annual	6/29/2023	1	Allocation of Profits/Dividends	For	For	
Murata Manufacturing Co. Ltd.	Japan	Annual	6/29/2023	2.1	Elect Tsuneo Murata	For	For	
Murata Manufacturing Co. Ltd.	Japan	Annual	6/29/2023	2.2	Elect Norio Nakajima	For	For	
Murata Manufacturing Co. Ltd.	Japan	Annual	6/29/2023	2.3	Elect Hiroshi Iwatsubo	For	For	
Murata Manufacturing Co. Ltd.	Japan	Annual	6/29/2023	2.4	Elect Masanori Minamide	For	For	
Murata Manufacturing Co. Ltd.	Japan	Annual	6/29/2023	2.5	Elect Yuko Yasuda	For	For	
Murata Manufacturing Co. Ltd.	Japan	Annual	6/29/2023	2.6	Elect Takashi Nishijima	For	For	
National Grid Plc	United Kingdom	Annual	7/10/2023	1	Accounts and Reports	For	For	
National Grid Plc	United Kingdom	Annual	7/10/2023	10	Elect Anne Robinson	For	For	
National Grid Plc	United Kingdom	Annual	7/10/2023	11	Elect Earl L. Shipp	For	For	
National Grid Plc	United Kingdom	Annual	7/10/2023	12	Elect Jonathan Silver	For	For	
National Grid Plc	United Kingdom	Annual	7/10/2023	13	Elect Antony Wood	For	For	
National Grid Plc	United Kingdom	Annual	7/10/2023	14	Elect Martha B. Wyrsh	For	For	
National Grid Plc	United Kingdom	Annual	7/10/2023	15	Appointment of Auditor	For	For	
National Grid Plc	United Kingdom	Annual	7/10/2023	16	Authority to Set Auditor's Fees	For	For	
National Grid Plc	United Kingdom	Annual	7/10/2023	17	Remuneration Report	For	For	

National Grid Plc	United Kingdom	Annual	7/10/2023	18	Authorisation of Political Donations	For	For	
National Grid Plc	United Kingdom	Annual	7/10/2023	19	Authority to Issue Shares w/ Preemptive Rights	For	For	
National Grid Plc	United Kingdom	Annual	7/10/2023	2	Final Dividend	For	For	
National Grid Plc	United Kingdom	Annual	7/10/2023	20	Authority to Issue Shares w/o Preemptive Rights	For	For	
National Grid Plc	United Kingdom	Annual	7/10/2023	21	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For	
National Grid Plc	United Kingdom	Annual	7/10/2023	22	Authority to Repurchase Shares	For	For	
National Grid Plc	United Kingdom	Annual	7/10/2023	23	Authority to Set General Meeting Notice Period at 14 Days	For	For	
National Grid Plc	United Kingdom	Annual	7/10/2023	3	Elect Paula Rosput Reynolds	For	For	
National Grid Plc	United Kingdom	Annual	7/10/2023	4	Elect John Pettigrew	For	For	
National Grid Plc	United Kingdom	Annual	7/10/2023	5	Elect Andy Agg	For	For	
National Grid Plc	United Kingdom	Annual	7/10/2023	6	Elect Thérèse Esperdy	For	For	
National Grid Plc	United Kingdom	Annual	7/10/2023	7	Elect Liz Hewitt	For	For	
National Grid Plc	United Kingdom	Annual	7/10/2023	8	Elect Ian P. Livingston	For	For	
National Grid Plc	United Kingdom	Annual	7/10/2023	9	Elect Iain J. Mackay	For	For	
Nemetschek SE	Germany	Annual	5/23/2023	2	Allocation of Dividends	For	For	
Nemetschek SE	Germany	Annual	5/23/2023	3	Ratification of Management Board Acts	For	For	
Nemetschek SE	Germany	Annual	5/23/2023	4.1	Ratify Kurt Dobitsch	For	For	
Nemetschek SE	Germany	Annual	5/23/2023	4.2	Ratify Bill Krouch	For	For	
Nemetschek SE	Germany	Annual	5/23/2023	4.3	Ratify Georg Nemetschek	For	For	
Nemetschek SE	Germany	Annual	5/23/2023	4.4	Ratify Rüdiger Herzog	For	For	
Nemetschek SE	Germany	Annual	5/23/2023	4.5	Ratify Patricia Geibel-Conrad	For	For	
Nemetschek SE	Germany	Annual	5/23/2023	4.6	Ratify Christine Schöneweis	For	For	
Nemetschek SE	Germany	Annual	5/23/2023	4.7	Ratify Andreas Söffing	For	For	
Nemetschek SE	Germany	Annual	5/23/2023	4.8	Ratify Gernot Strube	For	For	
Nemetschek SE	Germany	Annual	5/23/2023	5	Appointment of Auditor	For	For	



Nemetschek SE	Germany	Annual	5/23/2023	6	Amendments to Articles (Virtual Shareholder Meetings)	For	For	
Nemetschek SE	Germany	Annual	5/23/2023	7	Amendments to Articles (Virtual Participation of Supervisory Board Members)	For	For	
Nemetschek SE	Germany	Annual	5/23/2023	8	Remuneration Report	For	Against	Concerning pay practices; Insufficient response to shareholder dissent; Excessive Severance
Nestle SA	Switzerland	Annual	4/20/2023	1.1	Accounts and Reports	For	For	
Nestle SA	Switzerland	Annual	4/20/2023	1.2	Compensation Report	For	For	
Nestle SA	Switzerland	Annual	4/20/2023	2	Ratification of Board and Management Acts	For	For	
Nestle SA	Switzerland	Annual	4/20/2023	3	Allocation of Dividends	For	For	
Nestle SA	Switzerland	Annual	4/20/2023	4.1.1	Elect Paul Bulcke	For	Against	Insider sits on the Nominating Committee. Note - nominee is board chair and considered a "full-time chair", receiving fees that are in line with those of executives and thus considered the same as an executive in terms of our voting guidelines. This is NOT a vote against policy.
Nestle SA	Switzerland	Annual	4/20/2023	4.1.2	Elect Mark Schneider	For	Against	CEO/Executive sitting on Governance Committee. This is NOT a vote against policy.
Nestle SA	Switzerland	Annual	4/20/2023	4.1.3	Elect Henri de Castries	For	For	
Nestle SA	Switzerland	Annual	4/20/2023	4.1.4	Elect Renato Fassbind	For	For	
Nestle SA	Switzerland	Annual	4/20/2023	4.1.5	Elect Pablo Isla Álvarez de Tejera	For	For	
Nestle SA	Switzerland	Annual	4/20/2023	4.1.6	Elect Patrick Aebischer	For	For	
Nestle SA	Switzerland	Annual	4/20/2023	4.1.7	Elect Kimberly A. Ross	For	For	
Nestle SA	Switzerland	Annual	4/20/2023	4.1.8	Elect Dick Boer	For	For	
Nestle SA	Switzerland	Annual	4/20/2023	4.1.9	Elect Dinesh C. Paliwal	For	For	
Nestle SA	Switzerland	Annual	4/20/2023	4.110	Elect Hanne de Mora	For	For	
Nestle SA	Switzerland	Annual	4/20/2023	4.111	Elect Lindiwe Majele Sibanda	For	For	
Nestle SA	Switzerland	Annual	4/20/2023	4.112	Elect Chris Leong	For	For	

Nestle SA	Switzerland	Annual	4/20/2023	4.113	Elect Luca Maestri	For	For	
Nestle SA	Switzerland	Annual	4/20/2023	4.2.1	Elect Rainer M. Blair	For	For	
Nestle SA	Switzerland	Annual	4/20/2023	4.2.2	Elect Marie-Gabrielle Ineichen-Fleisch	For	For	
Nestle SA	Switzerland	Annual	4/20/2023	4.3.1	Elect Pablo Isla Álvarez de Tejera as Compensation Committee Member	For	For	
Nestle SA	Switzerland	Annual	4/20/2023	4.3.2	Elect Patrick Aebischer as Compensation Committee Member	For	For	
Nestle SA	Switzerland	Annual	4/20/2023	4.3.3	Elect Dick Boer as Compensation Committee Member	For	For	
Nestle SA	Switzerland	Annual	4/20/2023	4.3.4	Elect Dinesh C. Paliwal as Compensation Committee Member	For	For	
Nestle SA	Switzerland	Annual	4/20/2023	4.4	Appointment of Auditor	For	For	
Nestle SA	Switzerland	Annual	4/20/2023	5.1	Board Compensation	For	For	
Nestle SA	Switzerland	Annual	4/20/2023	5.2	Executive Compensation	For	For	
Nestle SA	Switzerland	Annual	4/20/2023	6	Cancellation of Shares and Reduction in Share Capital	For	For	
Nestle SA	Switzerland	Annual	4/20/2023	7.1	Amendments to Articles (General Meeting)	For	For	
Nestle SA	Switzerland	Annual	4/20/2023	7.2	Amendments to Articles	For	For	
Nestle SA	Switzerland	Annual	4/20/2023	8	Additional or Amended Shareholder Proposals	Undetermined	Abstain	Insufficient disclosure.
Nibe Industrier AB	Sweden	Annual	5/16/2023	10	Board Size	For	For	
Nibe Industrier AB	Sweden	Annual	5/16/2023	11	Number of Auditors	For	For	
Nibe Industrier AB	Sweden	Annual	5/16/2023	12	Directors and Auditors' Fees	For	For	

Nibe Industrier AB	Sweden	Annual	5/16/2023	13	Election of Directors	For	Against	Not a vote against policy. Board independence 43% (<50%). There is no audit, compensation or nominations committees on the board and hence executives are involved in these key committees. Director election is bundled, hence vote against full slate, not ideal.
Nibe Industrier AB	Sweden	Annual	5/16/2023	14	Appointment of Auditor	For	For	
Nibe Industrier AB	Sweden	Annual	5/16/2023	15	Remuneration Report	For	For	
Nibe Industrier AB	Sweden	Annual	5/16/2023	16	Authority to Issue Shares w/ or w/o Preemptive Rights	For	For	
Nibe Industrier AB	Sweden	Annual	5/16/2023	17	Remuneration Policy	For	For	
Nibe Industrier AB	Sweden	Annual	5/16/2023	9.A	Accounts and Reports	For	For	
Nibe Industrier AB	Sweden	Annual	5/16/2023	9.B	Allocation of Profits/Dividends	For	For	
Nibe Industrier AB	Sweden	Annual	5/16/2023	9.C	Ratification of Board and CEO Acts	For	For	
NORMA Group SE	Germany	Annual	5/11/2023	2	Allocation of Dividends	For	For	
NORMA Group SE	Germany	Annual	5/11/2023	3.1	Ratify Michael Schneider	For	For	
NORMA Group SE	Germany	Annual	5/11/2023	3.2	Ratify Friedrich Klein	For	For	
NORMA Group SE	Germany	Annual	5/11/2023	3.3	Ratify Annette Stieve	For	For	
NORMA Group SE	Germany	Annual	5/11/2023	4.1	Ratify Günter Hauptmann	For	For	
NORMA Group SE	Germany	Annual	5/11/2023	4.2	Ratify Erika Schulte	For	For	
NORMA Group SE	Germany	Annual	5/11/2023	4.3	Ratify Rita Forst	For	For	
NORMA Group SE	Germany	Annual	5/11/2023	4.4	Ratify Miguel Ángel López Borrego	For	For	
NORMA Group SE	Germany	Annual	5/11/2023	4.5	Ratify Knut J. Michelberger	For	For	
NORMA Group SE	Germany	Annual	5/11/2023	4.6	Ratify Mark Wilhelms	For	For	
NORMA Group SE	Germany	Annual	5/11/2023	5	Appointment of Auditor	For	For	
NORMA Group SE	Germany	Annual	5/11/2023	6.1	Elect Markus Distelhoff	For	For	
NORMA Group SE	Germany	Annual	5/11/2023	6.2	Elect Rita Forst	For	For	
NORMA Group SE	Germany	Annual	5/11/2023	6.3	Elect Denise Koopmans	For	For	
NORMA Group SE	Germany	Annual	5/11/2023	6.4	Elect Erika Schulte	For	For	
NORMA Group SE	Germany	Annual	5/11/2023	7	Remuneration Report	For	For	

NORMA Group SE	Germany	Annual	5/11/2023	8.1	Amendments to Articles (Virtual AGM)	For	For	
NORMA Group SE	Germany	Annual	5/11/2023	8.2	Amendments to Articles (Virtual Participation of Supervisory Board)	For	For	
Northland Power Inc.	Canada	Annual	5/18/2023	1	Elect John W. Brace	For	For	
Northland Power Inc.	Canada	Annual	5/18/2023	10	Appointment of Auditor and Authority to Set Fees	For	For	
Northland Power Inc.	Canada	Annual	5/18/2023	11	Advisory Vote on Executive Compensation	For	For	
Northland Power Inc.	Canada	Annual	5/18/2023	2	Elect Linda L. Bertoldi	For	For	
Northland Power Inc.	Canada	Annual	5/18/2023	3	Elect Lisa Colnett	For	For	
Northland Power Inc.	Canada	Annual	5/18/2023	4	Elect Kevin Glass	For	For	
Northland Power Inc.	Canada	Annual	5/18/2023	5	Elect Russell Goodman	For	For	
Northland Power Inc.	Canada	Annual	5/18/2023	6	Elect Keith R. Halbert	For	For	
Northland Power Inc.	Canada	Annual	5/18/2023	7	Elect Helen Mallovy Hicks	For	For	
Northland Power Inc.	Canada	Annual	5/18/2023	8	Elect Ian W. Pearce	For	For	
Northland Power Inc.	Canada	Annual	5/18/2023	9	Elect Eckhardt Ruemmler	For	For	
Novozymes AS	Denmark	Special	3/30/2023	1	Merger/Acquisition	For	For	
Novozymes AS	Denmark	Annual	3/2/2023	10.A	Authority to Issue Shares w/ or w/o Preemptive Rights	For	For	
Novozymes AS	Denmark	Annual	3/2/2023	10.B	Authority to Repurchase Shares	For	For	
Novozymes AS	Denmark	Annual	3/2/2023	10.C	Authority to distribute extraordinary dividend	For	For	
Novozymes AS	Denmark	Annual	3/2/2023	10.D	Indemnification of Directors/Officers	For	For	
Novozymes AS	Denmark	Annual	3/2/2023	10.E	Amendment to Remuneration Policy	For	For	
Novozymes AS	Denmark	Annual	3/2/2023	2	Accounts and Reports	For	For	
Novozymes AS	Denmark	Special	3/30/2023	2	Amendments to Articles (Board Size)	For	For	
Novozymes AS	Denmark	Annual	3/2/2023	3	Allocation of Profits/Dividends	For	For	
Novozymes AS	Denmark	Special	3/30/2023	3.A	Indemnification of Directors	For	For	

Novozymes AS	Denmark	Special	3/30/2023	3.B	Amendments to Articles (Indemnification)	For	For	
Novozymes AS	Denmark	Special	3/30/2023	3.C	Amendments to the Remuneration Policy	For	For	
Novozymes AS	Denmark	Annual	3/2/2023	4	Remuneration Report	For	For	
Novozymes AS	Denmark	Annual	3/2/2023	5	Directors' Fees	For	For	
Novozymes AS	Denmark	Annual	3/2/2023	6	Elect Cees de Jong as Chair	For	For	
Novozymes AS	Denmark	Annual	3/2/2023	7	Elect Kim Stratton as vice chair	For	For	
Novozymes AS	Denmark	Annual	3/2/2023	8.A	Elect Heine Dalsgaard	For	Against	The audit committee does not hit independence standards. Vote against non-independent director and chair of audit committee. Note - audit committee also only 2 members due to recent director resignation.
Novozymes AS	Denmark	Annual	3/2/2023	8.B	Elect Sharon James	For	For	
Novozymes AS	Denmark	Annual	3/2/2023	8.C	Elect Kasim Kutay	For	For	
Novozymes AS	Denmark	Annual	3/2/2023	8.D	Elect Morten Otto Alexander Sommer	For	For	
Novozymes AS	Denmark	Annual	3/2/2023	9	Appointment of Auditor	For	Against	Non-audit fees were greater than 50% this year or non-audit fees were greater than 30% for 3 consecutive years.
Ormat Technologies Inc	United States	Annual	5/9/2023	1A.	Elect Isaac Angel	For	For	
Ormat Technologies Inc	United States	Annual	5/9/2023	1B.	Elect Karin Corfee	For	For	
Ormat Technologies Inc	United States	Annual	5/9/2023	1C.	Elect David Granot	For	For	
Ormat Technologies Inc	United States	Annual	5/9/2023	1D.	Elect Michal Marom Brikman	For	For	
Ormat Technologies Inc	United States	Annual	5/9/2023	1E.	Elect Mike Nikkel	For	For	
Ormat Technologies Inc	United States	Annual	5/9/2023	1F.	Elect Dafna Sharir	For	For	
Ormat Technologies Inc	United States	Annual	5/9/2023	1G.	Elect Stanley B. Stern	For	For	
Ormat Technologies Inc	United States	Annual	5/9/2023	1H.	Elect Hidetake Takahashi	For	For	
Ormat Technologies Inc	United States	Annual	5/9/2023	1I.	Elect Byron G. Wong	For	For	

Ormat Technologies Inc	United States	Annual	5/9/2023	2.	Ratification of Auditor	For	For	
Ormat Technologies Inc	United States	Annual	5/9/2023	3.	Advisory Vote on Executive Compensation	For	For	
Ormat Technologies Inc	United States	Annual	5/9/2023	4.	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
Orsted A/S	Denmark	Annual	3/7/2023	2	Accounts and Reports	For	For	
Orsted A/S	Denmark	Annual	3/7/2023	3	Remuneration Report	For	For	
Orsted A/S	Denmark	Annual	3/7/2023	4	Ratification of Board and Management Acts	For	For	
Orsted A/S	Denmark	Annual	3/7/2023	5	Allocation of Profits/Dividends	For	For	
Orsted A/S	Denmark	Annual	3/7/2023	6.1	Board Size	For	For	
Orsted A/S	Denmark	Annual	3/7/2023	6.2.1	Elect Thomas Thune Andersen as Chair	For	For	
Orsted A/S	Denmark	Annual	3/7/2023	6.3.1	Elect Lene Skole-Sørensen as Vice Chair	For	For	
Orsted A/S	Denmark	Annual	3/7/2023	6.4.1	Elect Jørgen Kildahl	For	For	
Orsted A/S	Denmark	Annual	3/7/2023	6.4.2	Elect Peter Korsholm	For	For	
Orsted A/S	Denmark	Annual	3/7/2023	6.4.3	Elect Dieter Wemmer	For	For	
Orsted A/S	Denmark	Annual	3/7/2023	6.4.4	Elect Julia King	For	For	
Orsted A/S	Denmark	Annual	3/7/2023	6.4.5	Elect Annica Bresky	For	For	
Orsted A/S	Denmark	Annual	3/7/2023	6.4.6	Elect Andrew R.D. Brown	For	For	
Orsted A/S	Denmark	Annual	3/7/2023	7	Directors' Fees	For	For	
Orsted A/S	Denmark	Annual	3/7/2023	8	Appointment of Auditor	For	For	
P/f Bakkafrøst	Faroe Islands	Annual	4/28/2023	10	Appointment of Auditor	For	For	
P/f Bakkafrøst	Faroe Islands	Annual	4/28/2023	11	Remuneration Policy	For	Against	Lack of an LTI compensation component, STI metrics not disclosed, lack of recovery provisions. In line with last year's vote decision - no improvements.
P/f Bakkafrøst	Faroe Islands	Annual	4/28/2023	12.1	Amendments to Articles (Board of Directors)	For	For	
P/f Bakkafrøst	Faroe Islands	Annual	4/28/2023	12.2	Amendments to Articles (Repurchase of Shares)	For	For	
P/f Bakkafrøst	Faroe Islands	Annual	4/28/2023	3	Accounts and Reports	For	For	
P/f Bakkafrøst	Faroe Islands	Annual	4/28/2023	4	Allocation of Profits/Dividends	For	For	

P/f Bakkafrøst	Faroe Islands	Annual	4/28/2023	5.1	Elect Guðrið Højgaard	For	For	
P/f Bakkafrøst	Faroe Islands	Annual	4/28/2023	5.2	Elect Annika Frederiksberg	For	For	
P/f Bakkafrøst	Faroe Islands	Annual	4/28/2023	5.3	Elect Einar Wathne	For	For	
P/f Bakkafrøst	Faroe Islands	Annual	4/28/2023	5.4	Elect Øystein Sandvik	For	For	
P/f Bakkafrøst	Faroe Islands	Annual	4/28/2023	5.5	Elect Teitur Samuelsen	For	For	
P/f Bakkafrøst	Faroe Islands	Annual	4/28/2023	6	Elect Rúni M. Hansen as Chair	For	Against	The nominee is the chairman of the board and the board does not have an independent chairman nor an independent lead director.
P/f Bakkafrøst	Faroe Islands	Annual	4/28/2023	7	Directors' Fees	For	For	
P/f Bakkafrøst	Faroe Islands	Annual	4/28/2023	8.1	Elect Leif Eriksrød to the Nomination Committee	For	For	
P/f Bakkafrøst	Faroe Islands	Annual	4/28/2023	8.2	Elect Eyðun Rasmussen to the Nomination Committee	For	For	
P/f Bakkafrøst	Faroe Islands	Annual	4/28/2023	8.3	Elect Gunnar í Liða as Chair of the Nomination Committee	For	Against	Chair of the Nomination committee should be held accountable for the failure to sufficiently address shareholder dissent against Chair R. Hansen and Director T. Samuelsen at last year's AGM.
P/f Bakkafrøst	Faroe Islands	Annual	4/28/2023	9	Nomination Committee Fees	For	For	
Partners Group Holding	Switzerland	Annual	5/24/2023	1	Accounts and Reports	For	For	
Partners Group Holding	Switzerland	Annual	5/24/2023	2	Allocation of Dividends	For	For	
Partners Group Holding	Switzerland	Annual	5/24/2023	3	Ratification of Board and Management Acts	For	For	
Partners Group Holding	Switzerland	Annual	5/24/2023	4.1	Amendment to Company Purpose	For	For	
Partners Group Holding	Switzerland	Annual	5/24/2023	4.2	Amendments to Articles (Virtual Meetings)	For	For	
Partners Group Holding	Switzerland	Annual	5/24/2023	4.3	Amendments to Articles (Miscellaneous)	For	For	
Partners Group Holding	Switzerland	Annual	5/24/2023	4.4	Amendments to Articles (Share Register)	For	For	

Partners Group Holding	Switzerland	Annual	5/24/2023	5	Compensation Report	For	For	
Partners Group Holding	Switzerland	Annual	5/24/2023	6.1	Board Compensation (Fixed)	For	For	
Partners Group Holding	Switzerland	Annual	5/24/2023	6.2	Board Compensation (Long-Term)	For	For	
Partners Group Holding	Switzerland	Annual	5/24/2023	6.3	Board Compensation ("Technical Non-Financial")	For	For	
Partners Group Holding	Switzerland	Annual	5/24/2023	6.4	Executive Compensation (Fixed)	For	For	
Partners Group Holding	Switzerland	Annual	5/24/2023	6.5	Executive Compensation (Long-Term)	For	For	
Partners Group Holding	Switzerland	Annual	5/24/2023	6.6	Executive Compensation ("Technical Non-Financial")	For	For	
Partners Group Holding	Switzerland	Annual	5/24/2023	7.1.1	Elect Steffen Meister as Board Chair	For	For	Noting that the board is not disclosing the name(s) of directors who had <75% attendance.
Partners Group Holding	Switzerland	Annual	5/24/2023	7.1.2	Elect Marcel Erni	For	For	
Partners Group Holding	Switzerland	Annual	5/24/2023	7.1.3	Elect Alfred Gantner	For	For	
Partners Group Holding	Switzerland	Annual	5/24/2023	7.1.4	Elect Anne Lester	For	For	
Partners Group Holding	Switzerland	Annual	5/24/2023	7.1.5	Elect Gaëlle Olivier	For	For	
Partners Group Holding	Switzerland	Annual	5/24/2023	7.1.6	Elect Martin Strobel	For	For	
Partners Group Holding	Switzerland	Annual	5/24/2023	7.1.7	Elect Urs Wietlisbach	For	For	
Partners Group Holding	Switzerland	Annual	5/24/2023	7.1.8	Elect Flora Zhao	For	For	
Partners Group Holding	Switzerland	Annual	5/24/2023	7.2.1	Elect Flora Zhao as Compensation Committee Member	For	For	
Partners Group Holding	Switzerland	Annual	5/24/2023	7.2.2	Elect Anne Lester as Compensation Committee Member	For	For	
Partners Group Holding	Switzerland	Annual	5/24/2023	7.2.3	Elect Martin Strobel as Compensation Committee Member	For	For	
Partners Group Holding	Switzerland	Annual	5/24/2023	7.4	Appointment of Auditor	For	For	
Pentair plc	Ireland	Annual	5/9/2023	1.A	Elect Mona Abutaleb Stephenson	For	For	



Pentair plc	Ireland	Annual	5/9/2023	1.B	Elect Melissa Barra	For	For	
Pentair plc	Ireland	Annual	5/9/2023	1.C	Elect T. Michael Glenn	For	For	
Pentair plc	Ireland	Annual	5/9/2023	1.D	Elect Theodore L. Harris	For	For	
Pentair plc	Ireland	Annual	5/9/2023	1.E	Elect David A. Jones	For	For	
Pentair plc	Ireland	Annual	5/9/2023	1.F	Elect Gregory E. Knight	For	For	
Pentair plc	Ireland	Annual	5/9/2023	1.G	Elect Michael T. Speetzen	For	For	
Pentair plc	Ireland	Annual	5/9/2023	1.H	Elect John L. Stauch	For	For	
Pentair plc	Ireland	Annual	5/9/2023	1.I	Elect Billie I. Williamson	For	For	
Pentair plc	Ireland	Annual	5/9/2023	1a.	Elect Mona Abutaleb Stephenson	For	For	
Pentair plc	Ireland	Annual	5/9/2023	1b.	Elect Melissa Barra	For	For	
Pentair plc	Ireland	Annual	5/9/2023	1c.	Elect T. Michael Glenn	For	For	
Pentair plc	Ireland	Annual	5/9/2023	1d.	Elect Theodore L. Harris	For	For	
Pentair plc	Ireland	Annual	5/9/2023	1e.	Elect David A. Jones	For	For	
Pentair plc	Ireland	Annual	5/9/2023	1f.	Elect Gregory E. Knight	For	For	
Pentair plc	Ireland	Annual	5/9/2023	1g.	Elect Michael T. Speetzen	For	For	
Pentair plc	Ireland	Annual	5/9/2023	1h.	Elect John L. Stauch	For	For	
Pentair plc	Ireland	Annual	5/9/2023	1i.	Elect Billie I. Williamson	For	For	
Pentair plc	Ireland	Annual	5/9/2023	2	Advisory Vote on Executive Compensation	For	For	
Pentair plc	Ireland	Annual	5/9/2023	2.	Advisory Vote on Executive Compensation	For	For	
Pentair plc	Ireland	Annual	5/9/2023	3.	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
Pentair plc	Ireland	Annual	5/9/2023	3.1	Frequency of Advisory Vote on Executive Compensation: Please Vote on This Resolution to Approve 1 Year	For	For	
Pentair plc	Ireland	Annual	5/9/2023	4	Appointment of Auditor and Authority to Set Fees	For	For	
Pentair plc	Ireland	Annual	5/9/2023	4.	Appointment of Auditor and Authority to Set Fees	For	For	
Pentair plc	Ireland	Annual	5/9/2023	5	Authority to Issue Shares w/ Preemptive Rights	For	For	
Pentair plc	Ireland	Annual	5/9/2023	5.	Authority to Issue Shares w/ Preemptive Rights	For	For	

Pentair plc	Ireland	Annual	5/9/2023	6	Authority to Issue Shares w/o Preemptive Rights	For	Against	Vote against >10% issuance without preemptive rights to avoid the value of our shares being excessively diluted in the case of new share issuance by the company.
Pentair plc	Ireland	Annual	5/9/2023	6.	Authority to Issue Shares w/o Preemptive Rights	For	Against	Vote against >10% issuance without preemptive rights to avoid the value of our shares being excessively diluted in the case of new share issuance by the company.
Pentair plc	Ireland	Annual	5/9/2023	7	Authority to Set Price Range for Re-Issuance of Treasury Shares	For	For	
Pentair plc	Ireland	Annual	5/9/2023	7.	Authority to Set Price Range for Re-Issuance of Treasury Shares	For	For	
Petronet LNG Ltd.	India	Other	1/28/2023	1	Elect Vetsa Ramakrishna Gupta	For	Against	Company has been identified as lagging in its climate risk management, being a higher emitter, but with rudimentary disclosures and weak climate risk management systems. Voting against the chair of the Risk committee. CFO and CEO also sit on this committee, reducing overall independence.
Petronet LNG Ltd.	India	Other	1/28/2023	2	Elect Arun Kumar Singh	For	Against	Affiliated director, low overall board independence at 36%.
Petronet LNG Ltd.	India	Other	1/28/2023	3	Elect Muker Jeet Sharma	For	For	
Ping AN Insurance (Group) Co. of China, Ltd.	China	Annual	5/12/2023	1	Directors' Report	For	For	
Ping AN Insurance (Group) Co. of China, Ltd.	China	Annual	5/12/2023	2	Supervisors' Report	For	For	
Ping AN Insurance (Group) Co. of China, Ltd.	China	Annual	5/12/2023	4	Accounts and Reports	For	For	
Ping AN Insurance (Group) Co. of China, Ltd.	China	Annual	5/12/2023	5	Allocation of Profits/Dividends	For	For	

Ping AN Insurance (Group) Co. of China, Ltd.	China	Annual	5/12/2023	6	Appointment of Auditor and Authority to Set Fees	For	For	
Ping AN Insurance (Group) Co. of China, Ltd.	China	Annual	5/12/2023	7	Elect WANG Guangqian	For	For	
Ping AN Insurance (Group) Co. of China, Ltd.	China	Annual	5/12/2023	8	Authority to Issue Debt Financing Instruments	For	For	
Ping AN Insurance (Group) Co. of China, Ltd.	China	Annual	5/12/2023	9	Authority to Issue Shares w/o Preemptive Rights	For	For	
PNC Financial Services Group Inc	United States	Annual	4/26/2023	1a.	Elect Joseph Alvarado	For	For	
PNC Financial Services Group Inc	United States	Annual	4/26/2023	1b.	Elect Debra A. Cafaro	For	For	
PNC Financial Services Group Inc	United States	Annual	4/26/2023	1c.	Elect Marjorie Rodgers Cheshire	For	For	
PNC Financial Services Group Inc	United States	Annual	4/26/2023	1d.	Elect William S. Demchak	For	For	
PNC Financial Services Group Inc	United States	Annual	4/26/2023	1e.	Elect Andrew T. Feldstein	For	For	
PNC Financial Services Group Inc	United States	Annual	4/26/2023	1f.	Elect Richard J. Harshman	For	For	
PNC Financial Services Group Inc	United States	Annual	4/26/2023	1g.	Elect Daniel R. Hesse	For	Against	Director is a public company executive and serves on more than 2 public boards.
PNC Financial Services Group Inc	United States	Annual	4/26/2023	1h.	Elect Renu Khator	For	For	
PNC Financial Services Group Inc	United States	Annual	4/26/2023	1i.	Elect Linda R. Medler	For	For	
PNC Financial Services Group Inc	United States	Annual	4/26/2023	1j.	Elect Robert A. Niblock	For	For	
PNC Financial Services Group Inc	United States	Annual	4/26/2023	1k.	Elect Martin Pfinsgraff	For	For	
PNC Financial Services Group Inc	United States	Annual	4/26/2023	1l.	Elect Bryan S. Salesky	For	For	
PNC Financial Services Group Inc	United States	Annual	4/26/2023	1m.	Elect Toni Townes-Whitley	For	For	
PNC Financial Services Group Inc	United States	Annual	4/26/2023	2.	Ratification of Auditor	For	For	
PNC Financial Services Group Inc	United States	Annual	4/26/2023	3.	Advisory Vote on Executive Compensation	For	Against	One-off awards granted in last FY with unchallenging performance targets.

PNC Financial Services Group Inc	United States	Annual	4/26/2023	4.	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
Porvair plc	United Kingdom	Annual	4/18/2023	1	Accounts and Reports	For	For	
Porvair plc	United Kingdom	Annual	4/18/2023	10	Authority to Set Auditor's Fees	For	For	
Porvair plc	United Kingdom	Annual	4/18/2023	11	Authority to Issue Shares w/ Preemptive Rights	For	For	
Porvair plc	United Kingdom	Annual	4/18/2023	12	Authority to Issue Shares w/o Preemptive Rights	For	For	
Porvair plc	United Kingdom	Annual	4/18/2023	13	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For	
Porvair plc	United Kingdom	Annual	4/18/2023	14	Authority to Repurchase Shares	For	For	
Porvair plc	United Kingdom	Annual	4/18/2023	15	Authority to Set General Meeting Notice Period at 14 Days	For	For	
Porvair plc	United Kingdom	Annual	4/18/2023	2	Remuneration Report	For	For	
Porvair plc	United Kingdom	Annual	4/18/2023	3	Final Dividend	For	For	
Porvair plc	United Kingdom	Annual	4/18/2023	4	Elect Sally Martin	For	For	<30% women on board - as per our policy we would vote against all nominating committee members. However, due to small board size, we do not vote against all nominating committee members, hence this vote is not in line with our policy.
Porvair plc	United Kingdom	Annual	4/18/2023	5	Elect James Mills	For	For	

Porvair plc	United Kingdom	Annual	4/18/2023	6	Elect John E. Nicholas	For	Abstain	<p>Less than 30% of the directors are women and no disclosure of racial/ethnic diversity characteristics of directors. Upon engagement with the company to inform our vote, we have decided to ABSTAIN for the following reasons:</p> <ul style="list-style-type: none"> <li>- Resignation of female board director in Q4 last year, company initiated search process for replacement director and made offers to two diverse candidates; one accepted offer and is up for election.</li> <li>- Another offer made to a female candidate that was unable to accept ahead of the AGM due to other executive and non-exec roles, but company indicated she could be in place by autumn 2023 and are continuing their search in the meantime for other appropriate female candidates.</li> <li>- Ethnic/racial diversity disclosure of board directors/candidates is absent but the company has been responsive to our increased expectations and request for disclosure (UK company) and will take this for discussion by the board. Company is open to further engagement on this topic.</li> </ul>
Porvair plc	United Kingdom	Annual	4/18/2023	7	Elect Amitabh Sharma	For	For	<p>&lt;30% women on board - as per our policy we would vote against all nominating committee members. However, due to small board size, we do not vote against all nominating committee members, hence this vote is not in line with our policy.</p>
Porvair plc	United Kingdom	Annual	4/18/2023	8	Elect Ben Stocks	For	For	

Porvair plc	United Kingdom	Annual	4/18/2023	9	Appointment of Auditor	For	For	
PPG Industries, Inc.	United States	Annual	4/20/2023	1.1	Elect Stephen F. Angel	For	For	
PPG Industries, Inc.	United States	Annual	4/20/2023	1.2	Elect Hugh Grant	For	For	
PPG Industries, Inc.	United States	Annual	4/20/2023	1.3	Elect Melanie L. Healey	For	For	
PPG Industries, Inc.	United States	Annual	4/20/2023	1.4	Elect Timothy Knavish	For	For	
PPG Industries, Inc.	United States	Annual	4/20/2023	1.5	Elect Guillermo Novo	For	Against	The audit committee does not hit independence standards. Nominee has a business relationship, or has a family member who has a business relationship, with the Company.
PPG Industries, Inc.	United States	Annual	4/20/2023	2.	Advisory Vote on Executive Compensation	For	For	The overall compensation structure appears reasonable.
PPG Industries, Inc.	United States	Annual	4/20/2023	3.	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
PPG Industries, Inc.	United States	Annual	4/20/2023	4.	Ratification of Auditor	For	For	
PPG Industries, Inc.	United States	Annual	4/20/2023	5.	Shareholder Proposal Regarding Independent Chair	Against	For	
Prologis Inc	United States	Annual	5/4/2023	1a.	Elect Hamid R. Moghadam	For	For	
Prologis Inc	United States	Annual	5/4/2023	1b.	Elect Cristina G. Bitá	For	For	
Prologis Inc	United States	Annual	5/4/2023	1c.	Elect James B. Connor	For	For	
Prologis Inc	United States	Annual	5/4/2023	1d.	Elect George L. Fotiades	For	For	
Prologis Inc	United States	Annual	5/4/2023	1e.	Elect Lydia H. Kennard	For	For	
Prologis Inc	United States	Annual	5/4/2023	1f.	Elect Irving F. Lyons, III	For	For	
Prologis Inc	United States	Annual	5/4/2023	1g.	Elect Avid Modjtabai	For	For	
Prologis Inc	United States	Annual	5/4/2023	1h.	Elect David P. O'Connor	For	For	
Prologis Inc	United States	Annual	5/4/2023	1i.	Elect Olivier Piani	For	For	
Prologis Inc	United States	Annual	5/4/2023	1j.	Elect Jeffrey L. Skelton	For	For	
Prologis Inc	United States	Annual	5/4/2023	1k.	Elect Carl B. Webb	For	For	

Prologis Inc	United States	Annual	5/4/2023	2.	Advisory Vote on Executive Compensation	For	Against	Excessive executive pay is driver of significant pay-for-performance misalignment in 2022. Additionally, above target payout of short-term incentive opportunity for a year of negative shareholder returns support indications of a disconnect. Excessive LTIP opportunity.
Prologis Inc	United States	Annual	5/4/2023	3.	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
Prologis Inc	United States	Annual	5/4/2023	4.	Ratification of Auditor	For	For	
PTC Inc	United States	Annual	2/16/2023	2.	Amendment to the 2000 Equity Incentive Plan	For	For	
PTC Inc	United States	Annual	2/16/2023	3.	Amendment to the 2016 Employee Stock Purchase Plan	For	For	
PTC Inc	United States	Annual	2/16/2023	4.	Advisory Vote on Executive Compensation	For	For	
PTC Inc	United States	Annual	2/16/2023	5.	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
PTC Inc	United States	Annual	2/16/2023	6.	Ratification of Auditor	For	Against	Non-audit fees were greater than 50% this year or non-audit fees were greater than 30% for 3 consecutive years.
PTC Inc	United States	Annual	2/16/2023		Elect Mark D. Benjamin	For	For	
PTC Inc	United States	Annual	2/16/2023		Elect Janice D. Chaffin	For	For	
PTC Inc	United States	Annual	2/16/2023		Elect Amar Hanspal	For	For	
PTC Inc	United States	Annual	2/16/2023		Elect James E. Heppelmann	For	For	
PTC Inc	United States	Annual	2/16/2023		Elect Michal Katz	For	For	
PTC Inc	United States	Annual	2/16/2023		Elect Paul A. Lacy	For	For	
PTC Inc	United States	Annual	2/16/2023		Elect Corinna Lathan	For	For	
PTC Inc	United States	Annual	2/16/2023		Elect Blake D. Moret	For	For	
PTC Inc	United States	Annual	2/16/2023		Elect Robert P. Schechter	For	For	
Puregold Price Club Inc	Philippines	Annual	5/9/2023	10	Elect Jack Huang	For	Against	Non-independent director. Overboarded (2 additional public company directorships including role as executive).
Puregold Price Club Inc	Philippines	Annual	5/9/2023	11	Elect Jaime Dela Rosa	For	For	

Puregold Price Club Inc	Philippines	Annual	5/9/2023	12	Elect Gil B. Genio	For	For	
Puregold Price Club Inc	Philippines	Annual	5/9/2023	13	Elect Emmanuel G. Herbosa	For	For	
Puregold Price Club Inc	Philippines	Annual	5/9/2023	14	Appointment of Auditor and Authority to Set Fees	For	For	
Puregold Price Club Inc	Philippines	Annual	5/9/2023	4	Accounts and Reports	For	For	
Puregold Price Club Inc	Philippines	Annual	5/9/2023	5	Elect Lucio L. Co	For	Against	Non-independent Chair of BoD, overboarded (3 additional public company directorships including another Chair role at beneficial owner, Cosco). Sits on the gov committee (fulfils the duties and responsibilities of the nomination and remuneration committees) which does not hit independence standards. Average board tenure > 10 years and no new directors in the last 3 years.
Puregold Price Club Inc	Philippines	Annual	5/9/2023	6	Elect Susan P. Co	For	Against	Non-independent Vice Chair of BoD, overboarded (2 additional public company directorships including role as executive at beneficial owner, Cosco). Sits on the audit committee which does not hit independence standards.
Puregold Price Club Inc	Philippines	Annual	5/9/2023	7	Elect Ferdinand Vincent P. Co	For	For	
Puregold Price Club Inc	Philippines	Annual	5/9/2023	8	Elect Pamela Justine P. Co	For	For	
Puregold Price Club Inc	Philippines	Annual	5/9/2023	9	Elect Leonardo B. Dayao	For	Against	Non-independent director. Overboarded (2 additional public company directorships including role as executive at beneficial owner, Cosco). Sits on the audit and gov committees which both do not hit independence standards.
Rational AG	Germany	Annual	5/10/2023	10	Approval of Profit-and-Loss Transfer Agreements	For	For	
Rational AG	Germany	Annual	5/10/2023	2	Allocation of Dividends	For	For	



Rational AG	Germany	Annual	5/10/2023	3	Ratification of Management Board Acts	For	For	
Rational AG	Germany	Annual	5/10/2023	4	Ratification of Supervisory Board Acts	For	For	
Rational AG	Germany	Annual	5/10/2023	5	Remuneration Report	For	For	
Rational AG	Germany	Annual	5/10/2023	6	Appointment of Auditor	For	For	
Rational AG	Germany	Annual	5/10/2023	7	Amendments to Articles (Annual General Meeting Location)	For	For	
Rational AG	Germany	Annual	5/10/2023	8	Amendments to Articles (Virtual AGM)	For	For	
Rational AG	Germany	Annual	5/10/2023	9	Amendments to Articles (Virtual AGM Participation of Supervisory Board Members)	For	For	
Rayonier Inc.	United States	Annual	5/18/2023	1a.	Elect Dod Fraser	For	For	
Rayonier Inc.	United States	Annual	5/18/2023	1b.	Elect Keith E. Bass	For	For	
Rayonier Inc.	United States	Annual	5/18/2023	1c.	Elect Gregg A. Gonsalves	For	For	
Rayonier Inc.	United States	Annual	5/18/2023	1d.	Elect Scott R. Jones	For	For	
Rayonier Inc.	United States	Annual	5/18/2023	1e.	Elect V. Larkin Martin	For	For	
Rayonier Inc.	United States	Annual	5/18/2023	1f.	Elect Meridee A. Moore	For	For	
Rayonier Inc.	United States	Annual	5/18/2023	1g.	Elect Ann C. Nelson	For	For	
Rayonier Inc.	United States	Annual	5/18/2023	1h.	Elect David L. Nunes	For	For	
Rayonier Inc.	United States	Annual	5/18/2023	1i.	Elect Matthew J Rivers	For	For	
Rayonier Inc.	United States	Annual	5/18/2023	1j.	Elect Andrew G. Wiltshere	For	For	
Rayonier Inc.	United States	Annual	5/18/2023	2.	Advisory Vote on Executive Compensation	For	For	
Rayonier Inc.	United States	Annual	5/18/2023	3.	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
Rayonier Inc.	United States	Annual	5/18/2023	4.	Approval of the 2023 Stock Incentive Plan	For	For	
Rayonier Inc.	United States	Annual	5/18/2023	5.	Ratification of Auditor	For	For	
Repligen Corp.	United States	Annual	5/18/2023	1a.	Elect Tony J. Hunt	For	For	
Repligen Corp.	United States	Annual	5/18/2023	1b.	Elect Karen Dawes	For	Against	Vote against nominating or governance committee members when there are less than three women on the board of directors, unless more than 30% of the directors are women.

Repligen Corp.	United States	Annual	5/18/2023	1c.	Elect Nicolas M. Barthelemy	For	Against	Vote against nominating or governance committee members when there are less than three women on the board of directors, unless more than 30% of the directors are women.
Repligen Corp.	United States	Annual	5/18/2023	1d.	Elect Carrie Eglinton Manner	For	For	
Repligen Corp.	United States	Annual	5/18/2023	1e.	Elect Konstantin Konstantinov	For	Against	Vote against nominating or governance committee members when there are less than three women on the board of directors, unless more than 30% of the directors are women.
Repligen Corp.	United States	Annual	5/18/2023	1f.	Elect Martin D. Madaus	For	Against	Vote against nominating or governance committee members when there are less than three women on the board of directors, unless more than 30% of the directors are women.
Repligen Corp.	United States	Annual	5/18/2023	1g.	Elect Rohin Mhatre	For	For	
Repligen Corp.	United States	Annual	5/18/2023	1h.	Elect Glenn P. Muir	For	For	
Repligen Corp.	United States	Annual	5/18/2023	2.	Ratification of Auditor	For	For	
Repligen Corp.	United States	Annual	5/18/2023	3.	Advisory Vote on Executive Compensation	For	For	
Repligen Corp.	United States	Annual	5/18/2023	4.	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
Repligen Corp.	United States	Annual	5/18/2023	5.	Amendment to Permit the Board to Adopt, Amend or Repeal Bylaws	For	Abstain	Insufficient rationale provided by the board for the benefits of bypassing shareholder approval for certain amendments.
Repligen Corp.	United States	Annual	5/18/2023	6.	Bylaw Amendments - Ratification of Proxy Access	For	For	
Republic Services, Inc.	United States	Annual	5/12/2023	1a.	Elect Manuel Kadre	For	For	
Republic Services, Inc.	United States	Annual	5/12/2023	1b.	Elect Tomago Collins	For	For	
Republic Services, Inc.	United States	Annual	5/12/2023	1c.	Elect Michael A. Duffy	For	For	
Republic Services, Inc.	United States	Annual	5/12/2023	1d.	Elect Thomas W. Handley	For	Against	The comp committee does not hit independence standards (<67%). The compensation committee chair is not independent.

Republic Services, Inc.	United States	Annual	5/12/2023	1e.	Elect Jennifer M. Kirk	For	For	
Republic Services, Inc.	United States	Annual	5/12/2023	1f.	Elect Michael Larson	For	Against	The comp committee does not hit independence standards. Affiliated director chairing the NomCom.
Republic Services, Inc.	United States	Annual	5/12/2023	1g.	Elect James P. Snee	For	For	
Republic Services, Inc.	United States	Annual	5/12/2023	1h.	Elect Brian S. Tyler	For	For	
Republic Services, Inc.	United States	Annual	5/12/2023	1i.	Elect Jon Vander Ark	For	For	
Republic Services, Inc.	United States	Annual	5/12/2023	1j.	Elect Sandra M. Volpe	For	For	
Republic Services, Inc.	United States	Annual	5/12/2023	1k.	Elect Katharine B. Weymouth	For	For	
Republic Services, Inc.	United States	Annual	5/12/2023	2.	Advisory Vote on Executive Compensation	For	For	
Republic Services, Inc.	United States	Annual	5/12/2023	3.	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
Republic Services, Inc.	United States	Annual	5/12/2023	4.	Ratification of Auditor	For	For	
Revvity Inc.	United States	Annual	4/25/2023	1a.	Elect Peter Barrett	For	For	
Revvity Inc.	United States	Annual	4/25/2023	1b.	Elect Samuel R. Chapin	For	For	
Revvity Inc.	United States	Annual	4/25/2023	1c.	Elect Sylvie Grégoire	For	For	
Revvity Inc.	United States	Annual	4/25/2023	1d.	Elect Michelle McMurry-Heath	For	For	
Revvity Inc.	United States	Annual	4/25/2023	1e.	Elect Alexis P. Michas	For	For	
Revvity Inc.	United States	Annual	4/25/2023	1f.	Elect Pralad R. Singh	For	For	
Revvity Inc.	United States	Annual	4/25/2023	1g.	Elect Michel Vounatsos	For	For	
Revvity Inc.	United States	Annual	4/25/2023	1h.	Elect Frank Witney	For	For	
Revvity Inc.	United States	Annual	4/25/2023	1i.	Elect Pascale Witz	For	For	
Revvity Inc.	United States	Annual	4/25/2023	2.	Ratification of Auditor	For	For	
Revvity Inc.	United States	Annual	4/25/2023	3.	Advisory Vote on Executive Compensation	For	Against	Disconnect between pay and performance. Discretionary cash award granted in past year. Some disclosure also lacking - insufficient disclosure of LTIP performance goals; similar metrics used under STIP and LTIP. Internal pay inequity.
Revvity Inc.	United States	Annual	4/25/2023	4.	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	

Revvity Inc.	United States	Annual	4/25/2023	5.	Company Name Change	For	For	
Rockwell Automation Inc	United States	Annual	2/7/2023	B.	Advisory Vote on Executive Compensation	For	For	
Rockwell Automation Inc	United States	Annual	2/7/2023	C.	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
Rockwell Automation Inc	United States	Annual	2/7/2023	D.	Ratification of Auditor	For	For	
Rockwell Automation Inc	United States	Annual	2/7/2023		Elect William P. Gipson	For	For	
Rockwell Automation Inc	United States	Annual	2/7/2023		Elect Pam Murphy	For	For	
Rockwell Automation Inc	United States	Annual	2/7/2023		Elect Donald R. Parfet	For	For	
Rockwell Automation Inc	United States	Annual	2/7/2023		Elect Robert W. Soderbery	For	For	
Sakata Seed Corporation	Japan	Annual	8/30/2023	1	Allocation of Profits/Dividends	For	For	
Sakata Seed Corporation	Japan	Annual	8/30/2023	2.1	Elect Hiroshi Sakata	For	Against	We vote against the Chairman when CEO and Chair are held by the same person and a lead independent director has not been appointed. Only 1 woman on the board (11%) - engagement in progress.
Sakata Seed Corporation	Japan	Annual	8/30/2023	2.2	Elect Risho Uchiyama	For	For	
Sakata Seed Corporation	Japan	Annual	8/30/2023	2.3	Elect Tsutomu Kagami	For	For	
Sakata Seed Corporation	Japan	Annual	8/30/2023	2.4	Elect Kazuo Kuroiwa	For	For	
Sakata Seed Corporation	Japan	Annual	8/30/2023	2.5	Elect Toshihiko Furuki	For	For	
Sakata Seed Corporation	Japan	Annual	8/30/2023	2.6	Elect Zen Takamiya	For	For	
Sakata Seed Corporation	Japan	Annual	8/30/2023	2.7	Elect Kunihiko Sugahara	For	For	
Sakata Seed Corporation	Japan	Annual	8/30/2023	2.8	Elect Yukimasa Ozaki	For	For	
Sakata Seed Corporation	Japan	Annual	8/30/2023	2.9	Elect Masako Watanabe	For	For	
Sakata Seed Corporation	Japan	Annual	8/30/2023	3	Elect Tamio Nagashima as Alternate Statutory Auditor	For	For	
Salmar Asa	Norway	Annual	6/8/2023	10	Adoption of Share-Based Incentives	For	For	

Salmar Asa	Norway	Annual	6/8/2023	11.1	Elect Margrethe Hauge	For	For	
Salmar Asa	Norway	Annual	6/8/2023	11.2	Elect Leif Inge Nordhammer	For	For	
Salmar Asa	Norway	Annual	6/8/2023	12.1	Election of Bjørn M. Wiggen	For	For	
Salmar Asa	Norway	Annual	6/8/2023	12.2	Election of Karianne Tung	For	For	
Salmar Asa	Norway	Annual	6/8/2023	13	Authority to Issue Shares w/ or w/o Preemptive Rights	For	For	
Salmar Asa	Norway	Annual	6/8/2023	14	Authority to Issue Convertible Debt Instruments	For	For	
Salmar Asa	Norway	Annual	6/8/2023	15	Authority to Repurchase Shares	For	For	
Salmar Asa	Norway	Annual	6/8/2023	4	Accounts and Reports	For	For	
Salmar Asa	Norway	Annual	6/8/2023	5	Allocation of Profits/Dividends	For	For	
Salmar Asa	Norway	Annual	6/8/2023	6	Directors' and Nomination Committee Fees	For	For	
Salmar Asa	Norway	Annual	6/8/2023	7	Authority to Set Auditor's Fees	For	For	
Salmar Asa	Norway	Annual	6/8/2023	9	Remuneration Report	For	Against	Excessive severance payment to outgoing CEO, Linda Litlekalsøy Aase, corresponding to 317% of previous year's CEO total remuneration. In addition, short performance period under the LTIP plan and performance targets not fully disclosed under the STIP/LTIP.
Samsung Electro Mechanics	Korea, Republic of	Annual	3/15/2023	1	Financial Statements and Allocation of Profits/Dividends	For	For	
Samsung Electro Mechanics	Korea, Republic of	Annual	3/15/2023	2.1	Elect YUH Yoon Kyung	For	For	
Samsung Electro Mechanics	Korea, Republic of	Annual	3/15/2023	2.2	Elect CHOI Jong Ku	For	For	
Samsung Electro Mechanics	Korea, Republic of	Annual	3/15/2023	3.1	Election of Audit Committee Member: YUH Yoon Kyung	For	For	
Samsung Electro Mechanics	Korea, Republic of	Annual	3/15/2023	3.2	Election of Audit Committee Member: CHOI Jong Ku	For	For	
Samsung Electro Mechanics	Korea, Republic of	Annual	3/15/2023	4	Directors' Fees	For	For	
Sarana Menara Nusantara Tbk PT	Indonesia	Annual	5/5/2023	1	Accounts and Reports	For	For	

Sarana Menara Nusantara Tbk PT	Indonesia	Annual	5/5/2023	2	Allocation of Profits/Dividends	For	For	
Sarana Menara Nusantara Tbk PT	Indonesia	Annual	5/5/2023	3	Directors' and Commissioners' Fees	For	Against	Excessive bonus
Sarana Menara Nusantara Tbk PT	Indonesia	Annual	5/5/2023	4	Appointment of Auditor and Authority to Set Fees	For	For	
Sarana Menara Nusantara Tbk PT	Indonesia	Annual	5/5/2023	5	Allocation of Interim Dividend for Fiscal Year 2023	For	For	
Sarana Menara Nusantara Tbk PT	Indonesia	Annual	5/5/2023	6	Resignation of Eugene Keith Galbraith	For	For	
Sekisui Chemical Co. Ltd.	Japan	Annual	6/22/2023	1	Allocation of Profits/Dividends	For	For	
Sekisui Chemical Co. Ltd.	Japan	Annual	6/22/2023	2.1	Elect Teiji Koge	For	For	Not a vote against policy. Remuneration & Nomination advisory committee has been established.
Sekisui Chemical Co. Ltd.	Japan	Annual	6/22/2023	2.10	Elect Mihar Koezuka	For	For	
Sekisui Chemical Co. Ltd.	Japan	Annual	6/22/2023	2.11	Elect Machiko Miyai	For	For	
Sekisui Chemical Co. Ltd.	Japan	Annual	6/22/2023	2.12	Elect Yoshihiko Hatanaka	For	For	
Sekisui Chemical Co. Ltd.	Japan	Annual	6/22/2023	2.2	Elect Keita Kato	For	For	
Sekisui Chemical Co. Ltd.	Japan	Annual	6/22/2023	2.3	Elect Futoshi Kamiwaki	For	For	
Sekisui Chemical Co. Ltd.	Japan	Annual	6/22/2023	2.4	Elect Yoshiyuki Hirai	For	For	
Sekisui Chemical Co. Ltd.	Japan	Annual	6/22/2023	2.5	Elect Toshiyuki Kamiyoshi	For	For	
Sekisui Chemical Co. Ltd.	Japan	Annual	6/22/2023	2.6	Elect Ikusuke Shimizu	For	For	
Sekisui Chemical Co. Ltd.	Japan	Annual	6/22/2023	2.7	Elect Kazuya Murakami	For	For	
Sekisui Chemical Co. Ltd.	Japan	Annual	6/22/2023	2.8	Elect Hiroshi Oeda	For	For	
Sekisui Chemical Co. Ltd.	Japan	Annual	6/22/2023	2.9	Elect Haruko Nozaki	For	For	
Sekisui Chemical Co. Ltd.	Japan	Annual	6/22/2023	3.1	Elect Tomoyasu Izugami	For	For	
Sekisui Chemical Co. Ltd.	Japan	Annual	6/22/2023	3.2	Elect Wakyu Shimmen	For	For	
Sekisui Chemical Co. Ltd.	Japan	Annual	6/22/2023	3.3	Elect Kenji Tanaka	For	For	
SFA Engineering Corp.	Korea, Republic of	Annual	3/29/2023	1	Financial Statements and Allocation of Profits/Dividends	For	For	

SFA Engineering Corp.	Korea, Republic of	Annual	3/29/2023	2.1	Elect KIM Young Min	For	Against	Director is a CEO and serves on two or more public boards. We vote against the Chairman when CEO and Chair are held by the same person and a lead independent director has not been appointed. Also, no female representation on the board. No nominating committee so voting against the CoB.
SFA Engineering Corp.	Korea, Republic of	Annual	3/29/2023	2.2	Elect JUNG Chan Seon	For	For	
SFA Engineering Corp.	Korea, Republic of	Annual	3/29/2023	2.3	Elect JUNG Song	For	Against	Director attended board meetings less than 75% of the time without adequate explanation.
SFA Engineering Corp.	Korea, Republic of	Annual	3/29/2023	2.4	Elect HEO Jun Young	For	For	
SFA Engineering Corp.	Korea, Republic of	Annual	3/29/2023	3.1	Election of Audit Committee Member: JUNG Song	For	Against	As above. Director attended board meetings less than 75% of the time without adequate explanation.
SFA Engineering Corp.	Korea, Republic of	Annual	3/29/2023	3.2	Election of Audit Committee Member: HEO Jun Young	For	For	
SFA Engineering Corp.	Korea, Republic of	Annual	3/29/2023	4	Directors' Fees	For	Against	Excessive compensation.
SGS AG	Switzerland	Annual	3/28/2023	1.1	Accounts and Reports	For	For	
SGS AG	Switzerland	Annual	3/28/2023	1.2	Compensation Report	For	For	
SGS AG	Switzerland	Annual	3/28/2023	2	Ratification of Board and Management Acts	For	For	
SGS AG	Switzerland	Annual	3/28/2023	3	Allocation of Dividends	For	For	
SGS AG	Switzerland	Annual	3/28/2023	4.1.1	Elect Calvin Grieder	For	For	
SGS AG	Switzerland	Annual	3/28/2023	4.1.2	Elect Sami Atiya	For	For	
SGS AG	Switzerland	Annual	3/28/2023	4.1.3	Elect Phyllis Cheung	For	For	
SGS AG	Switzerland	Annual	3/28/2023	4.1.4	Elect Ian Gallienne	For	Against	Director is a public company executive and serves on more than 2 public boards.
SGS AG	Switzerland	Annual	3/28/2023	4.1.5	Elect Tobias Hartmann	For	For	
SGS AG	Switzerland	Annual	3/28/2023	4.1.6	Elect Shelby R. du Pasquier	For	For	
SGS AG	Switzerland	Annual	3/28/2023	4.1.7	Elect Kory Sorenson	For	For	
SGS AG	Switzerland	Annual	3/28/2023	4.1.8	Elect Janet S. Vergis	For	For	

SGS AG	Switzerland	Annual	3/28/2023	4.1.9	Elect Jens Riedl	For	For	
SGS AG	Switzerland	Annual	3/28/2023	4.2	Appoint Calvin Grieder as Board Chair	For	For	
SGS AG	Switzerland	Annual	3/28/2023	4.3.1	Elect Sami Atiya as Compensation Committee Member	For	For	
SGS AG	Switzerland	Annual	3/28/2023	4.3.2	Elect Ian Gallienne as Compensation Committee Member	For	For	
SGS AG	Switzerland	Annual	3/28/2023	4.3.3	Elect Kory Sorenson as Compensation Committee Member	For	For	
SGS AG	Switzerland	Annual	3/28/2023	4.4	Appointment of Auditor	For	For	
SGS AG	Switzerland	Annual	3/28/2023	5.1	Board Compensation	For	For	
SGS AG	Switzerland	Annual	3/28/2023	5.2	Executive Compensation (Fixed)	For	For	
SGS AG	Switzerland	Annual	3/28/2023	5.3	Executive Compensation (Short-Term)	For	For	
SGS AG	Switzerland	Annual	3/28/2023	5.4	Executive Compensation (long-term)	For	For	
SGS AG	Switzerland	Annual	3/28/2023	6.1	Stock Split	For	For	
SGS AG	Switzerland	Annual	3/28/2023	6.2	Approval of a Capital Band	For	Against	Overall limit w/o Preemptive Rights is high at 25.5% of issued capital.
SGS AG	Switzerland	Annual	3/28/2023	6.3	Amendment to Corporate Purpose	For	For	
SGS AG	Switzerland	Annual	3/28/2023	6.4	Amendments to Articles (General Meetings)	For	For	
SGS AG	Switzerland	Annual	3/28/2023	6.5	Amendments to Articles (Shareholders Rights)	For	For	
SGS AG	Switzerland	Annual	3/28/2023	6.6	Amendments to Articles (Compensation)	For	For	
Shanghai Friendess Electronic Technology Corporation Limited	China	Annual	5/19/2023	1	Annual Report	For	For	



Shanghai Friendess Electronic Technology Corporation Limited	China	Annual	5/19/2023	2	Accounts and Reports	For	For	
Shanghai Friendess Electronic Technology Corporation Limited	China	Annual	5/19/2023	3	Allocation of Profits/Dividends	For	For	
Shanghai Friendess Electronic Technology Corporation Limited	China	Annual	5/19/2023	4	Directors' Report	For	For	
Shanghai Friendess Electronic Technology Corporation Limited	China	Annual	5/19/2023	5	Supervisors' Report	For	For	
Shanghai Friendess Electronic Technology Corporation Limited	China	Annual	5/19/2023	6	REMUNERATION PLAN FOR DIRECTORS	For	For	
Shanghai Friendess Electronic Technology Corporation Limited	China	Annual	5/19/2023	7	REMUNERATION PLAN FOR SUPERVISORS	For	For	
Shanghai Friendess Electronic Technology Corporation Limited	China	Annual	5/19/2023	8	Report on Deposit and Use of Previously Raised Funds	For	For	
Shanghai Friendess Electronic Technology Corporation Limited	China	Annual	5/19/2023	9	Internal Control Self-Assessment Report	For	For	
Shenzhen Inovance Technology Co. Ltd	China	Annual	5/29/2023	1	2022 ANNUAL REPORT AND ITS SUMMARY	For	For	
Shenzhen Inovance Technology Co. Ltd	China	Annual	5/29/2023	2	2022 Accounts and Reports	For	For	
Shenzhen Inovance Technology Co. Ltd	China	Annual	5/29/2023	3	2022 Directors' Report	For	For	
Shenzhen Inovance Technology Co. Ltd	China	Annual	5/29/2023	4	2022 Supervisors' Report	For	For	
Shenzhen Inovance Technology Co. Ltd	China	Annual	5/29/2023	5	2022 Allocation of Profits/Dividends	For	For	
Shenzhen Inovance Technology Co. Ltd	China	Annual	5/29/2023	6	2022 Financial Budget Plan	For	For	
Shenzhen Inovance Technology Co. Ltd	China	Annual	5/29/2023	7	Appointment of Auditor	For	For	

Shenzhen Inovance Technology Co. Ltd	China	Annual	5/29/2023	8	Settlement of Projects Financed with Raised Funds and Permanently Replenish Working Capital with the Surplus Raised Funds	For	For	
Shenzhen Inovance Technology Co. Ltd	China	Annual	5/29/2023	9	Amendments to Articles [Bundled]	For	For	
Shenzhen Mindray Bio-Medical Electronics Co. Ltd.	China	Annual	5/18/2023	1	2022 WORK REPORT OF THE BOARD OF DIRECTORS	For	For	
Shenzhen Mindray Bio-Medical Electronics Co. Ltd.	China	Special	7/18/2023	1	Elect KONG Yu as Independent Director	For	For	
Shenzhen Mindray Bio-Medical Electronics Co. Ltd.	China	Annual	5/18/2023	10.1	Elect LI Xiting	For	Against	Lack of key board committee.
Shenzhen Mindray Bio-Medical Electronics Co. Ltd.	China	Annual	5/18/2023	10.2	Elect XU Hang	For	For	
Shenzhen Mindray Bio-Medical Electronics Co. Ltd.	China	Annual	5/18/2023	10.3	Elect CHENG Minghe	For	For	
Shenzhen Mindray Bio-Medical Electronics Co. Ltd.	China	Annual	5/18/2023	10.4	Elect WU Hao	For	For	
Shenzhen Mindray Bio-Medical Electronics Co. Ltd.	China	Annual	5/18/2023	10.5	Elect GUO Yanmei	For	For	
Shenzhen Mindray Bio-Medical Electronics Co. Ltd.	China	Annual	5/18/2023	11.1	Elect LIANG Huming	For	For	
Shenzhen Mindray Bio-Medical Electronics Co. Ltd.	China	Annual	5/18/2023	11.2	Elect ZHOU xianyi	For	For	
Shenzhen Mindray Bio-Medical Electronics Co. Ltd.	China	Annual	5/18/2023	11.3	Elect HU Shanrong	For	For	
Shenzhen Mindray Bio-Medical Electronics Co. Ltd.	China	Annual	5/18/2023	11.4	Elect GAO Shengping	For	For	

Shenzhen Mindray Bio-Medical Electronics Co. Ltd.	China	Annual	5/18/2023	11.5	Elect XU Jing	For	For	
Shenzhen Mindray Bio-Medical Electronics Co. Ltd.	China	Annual	5/18/2023	12.1	Elect TANG Zhi	For	For	
Shenzhen Mindray Bio-Medical Electronics Co. Ltd.	China	Annual	5/18/2023	12.2	Elect JI Qiang	For	Against	Supervisors not sufficiently independent (0% independence).
Shenzhen Mindray Bio-Medical Electronics Co. Ltd.	China	Annual	5/18/2023	2	2022 WORK REPORT OF THE SUPERVISORY COMMITTEE	For	For	
Shenzhen Mindray Bio-Medical Electronics Co. Ltd.	China	Special	7/18/2023	2	Approve Completion of Raised Funds Investment Project and Use of Excess Raised Funds to Replenish Working Capital	For	For	
Shenzhen Mindray Bio-Medical Electronics Co. Ltd.	China	Annual	5/18/2023	3	2022 ANNUAL ACCOUNTS	For	For	
Shenzhen Mindray Bio-Medical Electronics Co. Ltd.	China	Annual	5/18/2023	4	2022 Profit Distribution Plan: The Detailed Profit Distribution Plan Are as Follows: 1) Cash Dividend/10 Shares (Tax Included):Cny45.00000000 2) Bonus Issue from Profit (Share/10 Shares):None 3) Bonus Issue from Capital Reserve (Share/10 Shares):None	For	For	
Shenzhen Mindray Bio-Medical Electronics Co. Ltd.	China	Annual	5/18/2023	5	2022 ANNUAL REPORT AND ITS SUMMARY	For	For	
Shenzhen Mindray Bio-Medical Electronics Co. Ltd.	China	Annual	5/18/2023	6	2022 SUSTAINABLE DEVELOPMENT REPORT	For	For	
Shenzhen Mindray Bio-Medical Electronics Co. Ltd.	China	Annual	5/18/2023	7	REAPPOINTMENT OF 2023 AUDIT FIRM	For	For	
Shenzhen Mindray Bio-Medical Electronics Co. Ltd.	China	Annual	5/18/2023	8	AMENDMENTS TO THE ARTICLES OF ASSOCIATIONS OF THE COMPANY	For	For	
Shimano Inc.	Japan	Annual	3/29/2023	1	Allocation of Profits/Dividends	For	For	

Shimano Inc.	Japan	Annual	3/29/2023	3.1	Elect CHIA Chin Seng	For	For	
Shimano Inc.	Japan	Annual	3/29/2023	3.2	Elect Kazuo Ichijo	For	For	
Shimano Inc.	Japan	Annual	3/29/2023	3.3	Elect Mitsuhiro Katsumaru	For	For	
Shimano Inc.	Japan	Annual	3/29/2023	3.4	Elect Sadayuki Sakakibara	For	For	
Shimano Inc.	Japan	Annual	3/29/2023	3.5	Elect Hiromi Wada	For	For	
Shimano Inc.	Japan	Annual	3/29/2023	4	Adoption of Restricted Stock Plan	For	Abstain	In general supportive of equity- and performance-based incentive programmes, however company proposes non-performance based equity comp plan, no performance targets and permits discretionary rewards. Proposing to ABSTAIN.
Siemens AG	Germany	Annual	2/9/2023	2.	Allocation of Profits/Dividends	For	For	
Siemens AG	Germany	Annual	2/9/2023	3a.	Ratify Roland Busch	For	For	
Siemens AG	Germany	Annual	2/9/2023	3b.	Ratify Cedrik Neike	For	For	
Siemens AG	Germany	Annual	2/9/2023	3c.	Ratify Matthias Rebellius	For	For	
Siemens AG	Germany	Annual	2/9/2023	3d.	Ratify Ralf P. Thomas	For	For	
Siemens AG	Germany	Annual	2/9/2023	3e.	Ratify Judith Wiese	For	For	
Siemens AG	Germany	Annual	2/9/2023	4a.	Ratify Jim Hagemann Snabe	For	For	
Siemens AG	Germany	Annual	2/9/2023	4b.	Ratify Birgit Steinborn	For	For	
Siemens AG	Germany	Annual	2/9/2023	4c.	Ratify Werner Brandt	For	For	
Siemens AG	Germany	Annual	2/9/2023	4d.	Ratify Tobias Bäuml	For	For	
Siemens AG	Germany	Annual	2/9/2023	4e.	Ratify Michael Diekmann	For	For	
Siemens AG	Germany	Annual	2/9/2023	4f.	Ratify Andrea Fehrmann	For	For	
Siemens AG	Germany	Annual	2/9/2023	4g.	Ratify Bettina Haller	For	For	
Siemens AG	Germany	Annual	2/9/2023	4h.	Ratify Harald Kern	For	For	
Siemens AG	Germany	Annual	2/9/2023	4i.	Ratify Jürgen Kerner	For	For	
Siemens AG	Germany	Annual	2/9/2023	4j.	Ratify Benoît Potier	For	For	
Siemens AG	Germany	Annual	2/9/2023	4k.	Ratify Hagen Reimer	For	For	
Siemens AG	Germany	Annual	2/9/2023	4l.	Ratify Norbert Reithofer	For	For	
Siemens AG	Germany	Annual	2/9/2023	4m.	Ratify Kasper Rørsted	For	For	
Siemens AG	Germany	Annual	2/9/2023	4n.	Ratify Nemat Shafik	For	For	
Siemens AG	Germany	Annual	2/9/2023	4o.	Ratify Nathalie von Siemens	For	For	
Siemens AG	Germany	Annual	2/9/2023	4p.	Ratify Michael Sigmund	For	For	

Siemens AG	Germany	Annual	2/9/2023	4q.	Ratify Dorothea Simon	For	For	
Siemens AG	Germany	Annual	2/9/2023	4r.	Ratify Grazia Vittadini	For	For	
Siemens AG	Germany	Annual	2/9/2023	4s.	Ratify Matthias Zachert	For	For	
Siemens AG	Germany	Annual	2/9/2023	4t.	Ratify Gunnar Zukunft	For	For	
Siemens AG	Germany	Annual	2/9/2023	5.	Appointment of Auditor	For	For	
Siemens AG	Germany	Annual	2/9/2023	6.	Remuneration Report	For	For	
Siemens AG	Germany	Annual	2/9/2023	7a.	Elect Werner Brandt	For	For	
Siemens AG	Germany	Annual	2/9/2023	7b.	Elect Regina E. Dugan	For	For	
Siemens AG	Germany	Annual	2/9/2023	7c.	Elect Keryn Lee James	For	For	
Siemens AG	Germany	Annual	2/9/2023	7d.	Elect Martina Merz	For	For	
Siemens AG	Germany	Annual	2/9/2023	7e.	Elect Benoît Potier	For	For	
Siemens AG	Germany	Annual	2/9/2023	7f.	Elect Nathalie von Siemens	For	For	
Siemens AG	Germany	Annual	2/9/2023	7g.	Elect Matthias Zachert	For	For	
Siemens AG	Germany	Annual	2/9/2023	8.	Amendments to Articles (Virtual AGM)	For	For	
Siemens AG	Germany	Annual	2/9/2023	9.	Amendments to Articles (Virtual AGM Participation of Supervisory Board Members)	For	For	
SIG Group AG	Switzerland	Annual	4/20/2023	1	Accounts and Reports	For	For	
SIG Group AG	Switzerland	Annual	4/20/2023	10	Appointment of Auditor	For	For	
SIG Group AG	Switzerland	Annual	4/20/2023	2	Ratification of Board and Management Acts	For	For	
SIG Group AG	Switzerland	Annual	4/20/2023	3	Allocation of Profits/ Dividends	For	For	
SIG Group AG	Switzerland	Annual	4/20/2023	4	Allocation of Dividends from Reserves	For	For	
SIG Group AG	Switzerland	Annual	4/20/2023	5.1	Compensation Report	For	For	
SIG Group AG	Switzerland	Annual	4/20/2023	5.2	Board Compensation	For	For	
SIG Group AG	Switzerland	Annual	4/20/2023	5.3	Executive Compensation	For	For	
SIG Group AG	Switzerland	Annual	4/20/2023	6.1.1	Elect Andreas Umbach	For	For	
SIG Group AG	Switzerland	Annual	4/20/2023	6.1.2	Elect Werner J. Bauer	For	For	
SIG Group AG	Switzerland	Annual	4/20/2023	6.1.3	Elect Wah-Hui Chu	For	For	
SIG Group AG	Switzerland	Annual	4/20/2023	6.1.4	Elect Mariel Hoch	For	For	
SIG Group AG	Switzerland	Annual	4/20/2023	6.1.5	Elect Laurens Last	For	For	
SIG Group AG	Switzerland	Annual	4/20/2023	6.1.6	Elect Abdallah Al Obeikan	For	For	

SIG Group AG	Switzerland	Annual	4/20/2023	6.1.7	Elect Martine Snels	For	For	
SIG Group AG	Switzerland	Annual	4/20/2023	6.1.8	Elect Matthias Währen	For	For	
SIG Group AG	Switzerland	Annual	4/20/2023	6.2	Elect Florence Jeantet	For	For	
SIG Group AG	Switzerland	Annual	4/20/2023	6.3	Elect Andreas Umbach as Board Chair	For	For	
SIG Group AG	Switzerland	Annual	4/20/2023	6.4.1	Elect Wah-Hui Chu as Compensation Committee Members	For	For	
SIG Group AG	Switzerland	Annual	4/20/2023	6.4.2	Elect Mariel Hoch Compensation Committee Members	For	For	
SIG Group AG	Switzerland	Annual	4/20/2023	6.4.3	Elect Matthias Währen Compensation Committee Members	For	For	
SIG Group AG	Switzerland	Annual	4/20/2023	7	Approval of a Capital Band	For	For	
SIG Group AG	Switzerland	Annual	4/20/2023	8.1	Amendments to Articles (Corporate Purpose)	For	For	
SIG Group AG	Switzerland	Annual	4/20/2023	8.2	Amendments to Articles (Virtual Meeting)	For	For	
SIG Group AG	Switzerland	Annual	4/20/2023	8.3	Amendments to Articles (General Meeting)	For	For	
SIG Group AG	Switzerland	Annual	4/20/2023	8.4	Amendments to Articles (Miscellaneous)	For	For	
Signify NV	Netherlands	Annual	5/16/2023	10a.	Authority to Issue Shares w/ Preemptive Rights	For	For	
Signify NV	Netherlands	Annual	5/16/2023	10b.	Authority to Suppress Preemptive Rights	For	For	
Signify NV	Netherlands	Annual	5/16/2023	11.	Authority to Repurchase Shares	For	For	
Signify NV	Netherlands	Annual	5/16/2023	12.	Cancellation of Shares	For	For	
Signify NV	Netherlands	Annual	5/16/2023	2.	Remuneration Report	For	For	Voting FOR but continued engagement on Remuneration Policy structure and target disclosure (review due in 2024).
Signify NV	Netherlands	Annual	5/16/2023	4.	Accounts and Reports	For	For	

Signify NV	Netherlands	Annual	5/16/2023	5.	Allocation of Dividends	For	For	
Signify NV	Netherlands	Annual	5/16/2023	6a.	Ratification of Management Board Acts	For	For	
Signify NV	Netherlands	Annual	5/16/2023	6b.	Ratification of Supervisory Board Acts	For	For	
Signify NV	Netherlands	Annual	5/16/2023	7.	Elect Harshavardhan M. Chitale to the Management Board	For	For	
Signify NV	Netherlands	Annual	5/16/2023	8.	Elect Sophie Bechu to the Supervisory Board	For	For	
Signify NV	Netherlands	Annual	5/16/2023	9.	Appointment of Auditor	For	For	
Sika AG	Switzerland	Annual	3/28/2023	1	Accounts and Reports	For	For	
Sika AG	Switzerland	Annual	3/28/2023	2	Allocation of Dividends	For	For	
Sika AG	Switzerland	Annual	3/28/2023	3	Ratification of Board Acts	For	For	
Sika AG	Switzerland	Annual	3/28/2023	4.1.1	Elect Paul J. Hälg	For	For	
Sika AG	Switzerland	Annual	3/28/2023	4.1.2	Elect Victor Balli	For	For	
Sika AG	Switzerland	Annual	3/28/2023	4.1.3	Elect Lucrèce J.I. Foufopoulus-De Ridder	For	For	
Sika AG	Switzerland	Annual	3/28/2023	4.1.4	Elect Justin M. Howell	For	For	
Sika AG	Switzerland	Annual	3/28/2023	4.1.5	Elect Gordana Landen	For	For	
Sika AG	Switzerland	Annual	3/28/2023	4.1.6	Elect Monika Ribar	For	For	
Sika AG	Switzerland	Annual	3/28/2023	4.1.7	Elect Paul Schuler	For	For	
Sika AG	Switzerland	Annual	3/28/2023	4.1.8	Elect Thierry Vanlancker	For	For	
Sika AG	Switzerland	Annual	3/28/2023	4.2	Elect Paul J. Hälg as Board Chair	For	Against	The nominee is the chairman of the board and the board does not have an independent chairman nor an independent lead director.
Sika AG	Switzerland	Annual	3/28/2023	4.3.1	Elect Justin M. Howell as Nominating and Compensation Committee Member	For	For	
Sika AG	Switzerland	Annual	3/28/2023	4.3.2	Elect Gordana Landen as Nominating and Compensation Committee Member	For	For	
Sika AG	Switzerland	Annual	3/28/2023	4.3.3	Elect Thierry Vanlancker as Nominating and Compensation Committee Member	For	For	
Sika AG	Switzerland	Annual	3/28/2023	4.4	Appointment of Auditor	For	For	
Sika AG	Switzerland	Annual	3/28/2023	5.1	Compensation Report	For	For	

Sika AG	Switzerland	Annual	3/28/2023	5.2	Board Compensation	For	For	
Sika AG	Switzerland	Annual	3/28/2023	5.3	Executive Compensation	For	For	
Sika AG	Switzerland	Annual	3/28/2023	6	Approval of a Capital Band	For	For	
Sika AG	Switzerland	Annual	3/28/2023	7.1	Amendments to Articles	For	For	
Sika AG	Switzerland	Annual	3/28/2023	7.2	Amendments to Articles (Editorial Amendments)	For	For	
Sika AG	Switzerland	Annual	3/28/2023	7.3	Amendments to Articles (Voting Rights)	For	For	
Sika AG	Switzerland	Annual	3/28/2023	7.4	Amendments to Articles (General Meetings)	For	For	
Sika AG	Switzerland	Annual	3/28/2023	7.5	Amendments to Articles (Electronic Means)	For	For	
Sika AG	Switzerland	Annual	3/28/2023	7.6	Amendments to Articles (External Mandates)	For	For	
Silergy Corp	Cayman Islands	Annual	5/26/2023	1.1	Elect XIE Bing	For	For	
Silergy Corp	Cayman Islands	Annual	5/26/2023	2	Accounts and Reports	For	For	
Silergy Corp	Cayman Islands	Annual	5/26/2023	3	Allocation of Profits/Dividends	For	For	
Silergy Corp	Cayman Islands	Annual	5/26/2023	4	Amendments to Articles	For	For	
Silergy Corp	Cayman Islands	Annual	5/26/2023	6	Adoption of Employee Restricted Stock Plan	For	For	
Silergy Corp	Cayman Islands	Annual	5/26/2023	7	Lift of Non-Competition Restrictions on Board Members and Their Representatives	For	For	
Sinbon Electronics Co Ltd	Taiwan	Annual	5/30/2023	1	ADOPTION OF THE 2022 BUSINESS REPORT AND FINANCIAL STATEMENTS.	For	For	



Sinbon Electronics Co Ltd	Taiwan	Annual	5/30/2023	2	Adoption of the Proposal for Distribution of 2022 Profits. Proposed Cash Dividend :Twd 8.5 per Share.	For	For	
SiteOne Landscape Supply Inc	United States	Annual	5/11/2023	2.	Ratification of Auditor	For	For	
SiteOne Landscape Supply Inc	United States	Annual	5/11/2023	3.	Advisory Vote on Executive Compensation	For	For	The disconnect between pay and performance does not reflect clear overpayment of the executive team, and both the design of the pay program and the Company's pay practices more broadly are adequate on balance.
SiteOne Landscape Supply Inc	United States	Annual	5/11/2023	4.	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
SiteOne Landscape Supply Inc	United States	Annual	5/11/2023		Elect William W Douglas, III	For	For	
SiteOne Landscape Supply Inc	United States	Annual	5/11/2023		Elect Jeri L. Isbell	For	Withhold	Member of the Nominating Committee. Voting against nominating or governance committee members when there are less than three women on the board of directors, unless more than 30% of the directors are women.
Smurfit Kappa Group Plc	Ireland	Annual	4/28/2023	1	Accounts and Reports	For	For	
Smurfit Kappa Group Plc	Ireland	Annual	4/28/2023	10	Authority to Repurchase Shares	For	For	
Smurfit Kappa Group Plc	Ireland	Annual	4/28/2023	11	Authority to Set General Meeting Notice Period at 14 Days	For	For	
Smurfit Kappa Group Plc	Ireland	Annual	4/28/2023	2	Remuneration Report	For	Abstain	Management pension entitlements not in-line with employees', alignment issues with the STI safety pay-metric.
Smurfit Kappa Group Plc	Ireland	Annual	4/28/2023	3	Final Dividend	For	For	
Smurfit Kappa Group Plc	Ireland	Annual	4/28/2023	4	Elect Mary Lynn Ferguson-McHugh	For	For	
Smurfit Kappa Group Plc	Ireland	Annual	4/28/2023	5A	Elect Irial Finan	For	For	
Smurfit Kappa Group Plc	Ireland	Annual	4/28/2023	5B	Elect Anthony Smurfit	For	For	

Smurfit Kappa Group Plc	Ireland	Annual	4/28/2023	5C	Elect Ken Bowles	For	For	
Smurfit Kappa Group Plc	Ireland	Annual	4/28/2023	5D	Elect Anne Anderson	For	For	
Smurfit Kappa Group Plc	Ireland	Annual	4/28/2023	5E	Elect Frits Beurskens	For	For	
Smurfit Kappa Group Plc	Ireland	Annual	4/28/2023	5F	Elect Carol Fairweather	For	For	
Smurfit Kappa Group Plc	Ireland	Annual	4/28/2023	5G	Elect Kaisa Hietala	For	For	
Smurfit Kappa Group Plc	Ireland	Annual	4/28/2023	5H	Elect James A. Lawrence	For	For	
Smurfit Kappa Group Plc	Ireland	Annual	4/28/2023	5I	Elect Lourdes Melgar	For	For	
Smurfit Kappa Group Plc	Ireland	Annual	4/28/2023	5J	Elect Jørgen Buhl Rasmussen	For	For	
Smurfit Kappa Group Plc	Ireland	Annual	4/28/2023	6	Authority to Set Auditor's Fees	For	For	
Smurfit Kappa Group Plc	Ireland	Annual	4/28/2023	7	Authority to Issue Shares w/ Preemptive Rights	For	For	
Smurfit Kappa Group Plc	Ireland	Annual	4/28/2023	8	Authority to Issue Shares w/o Preemptive Rights	For	For	
Smurfit Kappa Group Plc	Ireland	Annual	4/28/2023	9	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For	
Solaredge Technologies Inc	United States	Annual	6/1/2023	1a.	Elect Marcel Gani	For	For	
Solaredge Technologies Inc	United States	Annual	6/1/2023	1b.	Elect Tal Payne	For	For	
Solaredge Technologies Inc	United States	Annual	6/1/2023	2.	Ratification of Auditor	For	For	
Solaredge Technologies Inc	United States	Annual	6/1/2023	3.	Advisory Vote on Executive Compensation	For	For	
Solaredge Technologies Inc	United States	Annual	6/1/2023	4.	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
Solaredge Technologies Inc	United States	Annual	6/1/2023	5.	Repeal of Classified Board	For	For	
Solaredge Technologies Inc	United States	Annual	6/1/2023	6.	Elimination of Supermajority Requirement	For	For	
Solaredge Technologies Inc	United States	Annual	6/1/2023	7.	Amendment to Articles to Add Federal Forum Selection Clause	For	Against	Limits shareholder rights.

Sonoco Products Co.	United States	Annual	4/19/2023	1a.	Elect Steven L. Boyd	For	For	
Sonoco Products Co.	United States	Annual	4/19/2023	1b.	Elect R. Howard Coker	For	For	
Sonoco Products Co.	United States	Annual	4/19/2023	1c.	Elect Pamela L. Davies	For	For	
Sonoco Products Co.	United States	Annual	4/19/2023	1d.	Elect Theresa J. Drew	For	For	
Sonoco Products Co.	United States	Annual	4/19/2023	1e.	Elect Philippe Guillemot	For	For	
Sonoco Products Co.	United States	Annual	4/19/2023	1f.	Elect John R. Haley	For	For	
Sonoco Products Co.	United States	Annual	4/19/2023	1g.	Elect Robert R. Hill, Jr.	For	For	
Sonoco Products Co.	United States	Annual	4/19/2023	1h.	Elect Eleni Istavridis	For	For	
Sonoco Products Co.	United States	Annual	4/19/2023	1i.	Elect Richard G. Kyle	For	For	
Sonoco Products Co.	United States	Annual	4/19/2023	1j.	Elect Blythe J. McGarvie	For	For	
Sonoco Products Co.	United States	Annual	4/19/2023	1k.	Elect Thomas E. Whiddon	For	For	
Sonoco Products Co.	United States	Annual	4/19/2023	2.	Ratification of Auditor	For	For	
Sonoco Products Co.	United States	Annual	4/19/2023	3.	Advisory Vote on Executive Compensation	For	For	
Sonoco Products Co.	United States	Annual	4/19/2023	4.	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
Sonoco Products Co.	United States	Annual	4/19/2023	5.	Shareholder Proposal Regarding Right to Call Special Meetings	Against	For	10% ownership threshold to call special meetings is appropriate. Consistent with our vote last year.
Spirax-Sarco Engineering plc	United Kingdom	Annual	5/10/2023	1	Accounts and Reports	For	For	
Spirax-Sarco Engineering plc	United Kingdom	Annual	5/10/2023	10	Elect Angela Archon	For	For	
Spirax-Sarco Engineering plc	United Kingdom	Annual	5/10/2023	11	Elect Peter I. France	For	For	
Spirax-Sarco Engineering plc	United Kingdom	Annual	5/10/2023	12	Elect Richard Gillingwater	For	For	
Spirax-Sarco Engineering plc	United Kingdom	Annual	5/10/2023	13	Elect Caroline A. Johnstone	For	For	
Spirax-Sarco Engineering plc	United Kingdom	Annual	5/10/2023	14	Elect Jane Kingston	For	For	
Spirax-Sarco Engineering plc	United Kingdom	Annual	5/10/2023	15	Elect Kevin Thompson	For	For	
Spirax-Sarco Engineering plc	United Kingdom	Annual	5/10/2023	16	Authority to Issue Shares w/ Preemptive Rights	For	For	
Spirax-Sarco Engineering plc	United Kingdom	Annual	5/10/2023	17	Scrip Dividend	For	For	
Spirax-Sarco Engineering plc	United Kingdom	Annual	5/10/2023	18	Performance Share Plan	For	For	

Spirax-Sarco Engineering plc	United Kingdom	Annual	5/10/2023	19	Authority to Issue Shares w/o Preemptive Rights	For	For	
Spirax-Sarco Engineering plc	United Kingdom	Annual	5/10/2023	2	Remuneration Policy	For	For	
Spirax-Sarco Engineering plc	United Kingdom	Annual	5/10/2023	20	Authority to Repurchase Shares	For	For	
Spirax-Sarco Engineering plc	United Kingdom	Annual	5/10/2023	3	Remuneration Report	For	For	
Spirax-Sarco Engineering plc	United Kingdom	Annual	5/10/2023	4	Final Dividend	For	For	
Spirax-Sarco Engineering plc	United Kingdom	Annual	5/10/2023	5	Appointment of Auditor	For	For	
Spirax-Sarco Engineering plc	United Kingdom	Annual	5/10/2023	6	Authority to Set Auditor's Fees	For	For	
Spirax-Sarco Engineering plc	United Kingdom	Annual	5/10/2023	7	Elect Jamie Pike	For	For	
Spirax-Sarco Engineering plc	United Kingdom	Annual	5/10/2023	8	Elect Nick Anderson	For	For	
Spirax-Sarco Engineering plc	United Kingdom	Annual	5/10/2023	9	Elect Nimesh Patel	For	For	
SSE Plc	United Kingdom	Annual	7/20/2023	1	Accounts and Reports	For	For	
SSE Plc	United Kingdom	Annual	7/20/2023	10	Elect Sir John A. Manzoni	For	For	
SSE Plc	United Kingdom	Annual	7/20/2023	11	Elect Alistair Phillips-Davies	For	For	
SSE Plc	United Kingdom	Annual	7/20/2023	12	Elect Martin Pibworth	For	For	
SSE Plc	United Kingdom	Annual	7/20/2023	13	Elect Melanie Smith	For	For	
SSE Plc	United Kingdom	Annual	7/20/2023	14	Elect Dame Angela Strank	For	For	
SSE Plc	United Kingdom	Annual	7/20/2023	15	Appointment of Auditor	For	For	
SSE Plc	United Kingdom	Annual	7/20/2023	16	Authority to Set Auditor's Fees	For	For	
SSE Plc	United Kingdom	Annual	7/20/2023	17	Approval of Net Zero Transition Report	For	For	
SSE Plc	United Kingdom	Annual	7/20/2023	18	Authority to Issue Shares w/ Preemptive Rights	For	For	
SSE Plc	United Kingdom	Annual	7/20/2023	19	Authority to Issue Shares w/o Preemptive Rights	For	For	
SSE Plc	United Kingdom	Annual	7/20/2023	2	Remuneration Report	For	For	

SSE Plc	United Kingdom	Annual	7/20/2023	20	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For	
SSE Plc	United Kingdom	Annual	7/20/2023	21	Authority to Repurchase Shares	For	For	
SSE Plc	United Kingdom	Annual	7/20/2023	22	Authority to Set General Meeting Notice Period at 14 Days	For	For	
SSE Plc	United Kingdom	Annual	7/20/2023	3	Final Dividend	For	For	
SSE Plc	United Kingdom	Annual	7/20/2023	4	Elect Gregor Alexander	For	For	
SSE Plc	United Kingdom	Annual	7/20/2023	5	Elect Lady Elish Frances Angiolini	For	For	
SSE Plc	United Kingdom	Annual	7/20/2023	6	Elect John G. Bason	For	For	
SSE Plc	United Kingdom	Annual	7/20/2023	7	Elect Tony Cocker	For	For	
SSE Plc	United Kingdom	Annual	7/20/2023	8	Elect Debbie Crosbie	For	For	
SSE Plc	United Kingdom	Annual	7/20/2023	9	Elect Helen Mahy	For	For	
Stantec Inc	Canada	Annual	5/11/2023	1A	Elect Douglas K. Ammerman	For	For	
Stantec Inc	Canada	Annual	5/11/2023	1B	Elect Martin à Porta	For	For	
Stantec Inc	Canada	Annual	5/11/2023	1C	Elect Shelley Brown	For	For	
Stantec Inc	Canada	Annual	5/11/2023	1D	Elect Angeline G. Chen	For	For	
Stantec Inc	Canada	Annual	5/11/2023	1E	Elect Patricia Galloway	For	For	
Stantec Inc	Canada	Annual	5/11/2023	1F	Elect Robert J. Gomes	For	For	
Stantec Inc	Canada	Annual	5/11/2023	1G	Elect Gordon A. Johnston	For	For	
Stantec Inc	Canada	Annual	5/11/2023	1H	Elect Donald J. Lowry	For	For	
Stantec Inc	Canada	Annual	5/11/2023	1I	Elect Marie-Lucie Morin	For	For	
Stantec Inc	Canada	Annual	5/11/2023	1J	Elect Celina J. Wang Doka	For	For	
Stantec Inc	Canada	Annual	5/11/2023	2	Appointment of Auditor and Authority to Set Fees	For	For	
Stantec Inc	Canada	Annual	5/11/2023	3	Advisory Vote on Executive Compensation	For	For	
Symrise AG	Germany	Annual	5/10/2023	2	Allocation of Dividends	For	For	
Symrise AG	Germany	Annual	5/10/2023	3	Ratification of Management Board Acts	For	For	
Symrise AG	Germany	Annual	5/10/2023	4	Ratification of Supervisory Board Acts	For	For	

Symrise AG	Germany	Annual	5/10/2023	5	Appointment of Auditor	For	For	
Symrise AG	Germany	Annual	5/10/2023	6	Remuneration Report	For	For	
Symrise AG	Germany	Annual	5/10/2023	7	Elect Jan Zijdeveld as Supervisory Board Member	For	For	
Symrise AG	Germany	Annual	5/10/2023	8	Supervisory Board Remuneration Policy	For	For	
Taiwan Semiconductor Manufacturing	Taiwan	Annual	6/6/2023	1	2022 Business Report and Financial Statements	For	For	
Taiwan Semiconductor Manufacturing	Taiwan	Annual	6/6/2023	1.	2022 Business Report and Financial Statements	For	For	
Taiwan Semiconductor Manufacturing	Taiwan	Annual	6/6/2023	2	Issuance of Employee Restricted Stock Awards for Year 2023	For	For	
Taiwan Semiconductor Manufacturing	Taiwan	Annual	6/6/2023	2.	Issuance of Employee Restricted Stock Awards for Year 2023	For	For	
TE Connectivity Ltd	Switzerland	Annual	3/15/2023	10.	Approval of Swiss Statutory Compensation Report	For	For	
TE Connectivity Ltd	Switzerland	Annual	3/15/2023	11.	Executive Compensation	For	For	
TE Connectivity Ltd	Switzerland	Annual	3/15/2023	12.	Board Compensation	For	For	
TE Connectivity Ltd	Switzerland	Annual	3/15/2023	13.	Allocation of Profits	For	For	
TE Connectivity Ltd	Switzerland	Annual	3/15/2023	14.	Dividend from Reserves	For	For	
TE Connectivity Ltd	Switzerland	Annual	3/15/2023	15.	Authority to Repurchase Shares	For	For	
TE Connectivity Ltd	Switzerland	Annual	3/15/2023	16.	Cancellation of Shares and Reduction in Share Capital	For	For	
TE Connectivity Ltd	Switzerland	Annual	3/15/2023	17.	Approval of a Capital Band	For	For	
TE Connectivity Ltd	Switzerland	Annual	3/15/2023	1a.	Elect Jean-Pierre Clamadieu	For	For	
TE Connectivity Ltd	Switzerland	Annual	3/15/2023	1b.	Elect Terrence R. Curtin	For	For	
TE Connectivity Ltd	Switzerland	Annual	3/15/2023	1c.	Elect Carol A. Davidson	For	For	
TE Connectivity Ltd	Switzerland	Annual	3/15/2023	1d.	Elect Lynn A. Dugle	For	For	
TE Connectivity Ltd	Switzerland	Annual	3/15/2023	1e.	Elect William A. Jeffrey	For	For	
TE Connectivity Ltd	Switzerland	Annual	3/15/2023	1f.	Elect Shirley LIN Syaru	For	For	
TE Connectivity Ltd	Switzerland	Annual	3/15/2023	1g.	Elect Thomas J. Lynch	For	For	
TE Connectivity Ltd	Switzerland	Annual	3/15/2023	1h.	Elect Heath A. Mitts	For	Abstain	CFO on board.
TE Connectivity Ltd	Switzerland	Annual	3/15/2023	1i.	Elect Abhijit Y. Talwalkar	For	For	

TE Connectivity Ltd	Switzerland	Annual	3/15/2023	1j.	Elect Mark C. Trudeau	For	For	
TE Connectivity Ltd	Switzerland	Annual	3/15/2023	1k.	Elect Dawn C. Willoughby	For	For	
TE Connectivity Ltd	Switzerland	Annual	3/15/2023	1l.	Elect Laura H. Wright	For	For	
TE Connectivity Ltd	Switzerland	Annual	3/15/2023	2.	Appoint Thomas J. Lynch as Board Chair	For	For	
TE Connectivity Ltd	Switzerland	Annual	3/15/2023	3a.	Elect Abhijit Y. Talwalkar as Management Development and Compensation Committee Member	For	For	
TE Connectivity Ltd	Switzerland	Annual	3/15/2023	3b.	Elect Mark C. Trudeau as Management Development and Compensation Committee Member	For	For	
TE Connectivity Ltd	Switzerland	Annual	3/15/2023	3c.	Elect Dawn C. Willoughby as Management Development and Compensation Committee Member	For	For	
TE Connectivity Ltd	Switzerland	Annual	3/15/2023	5.1	Approval of Annual Report and Financial Statements	For	For	
TE Connectivity Ltd	Switzerland	Annual	3/15/2023	5.2	Approval of Statutory Financial Statements	For	For	
TE Connectivity Ltd	Switzerland	Annual	3/15/2023	5.3	Approval of Consolidated Financial Statements	For	For	
TE Connectivity Ltd	Switzerland	Annual	3/15/2023	6.	Ratification of Board and Management Acts	For	For	
TE Connectivity Ltd	Switzerland	Annual	3/15/2023	7.1	Appointment of Auditor	For	For	
TE Connectivity Ltd	Switzerland	Annual	3/15/2023	7.2	Appointment of Swiss Registered Auditor	For	For	
TE Connectivity Ltd	Switzerland	Annual	3/15/2023	7.3	Appointment of Special Auditor	For	For	
TE Connectivity Ltd	Switzerland	Annual	3/15/2023	8.	Advisory Vote on Executive Compensation	For	For	
TE Connectivity Ltd	Switzerland	Annual	3/15/2023	9.	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
Tecan Group AG	Switzerland	Annual	4/18/2023	1	Accounts and Reports	For	For	
Tecan Group AG	Switzerland	Annual	4/18/2023	10.1	Compensation Report	For	For	
Tecan Group AG	Switzerland	Annual	4/18/2023	10.2	Board Compensation	For	For	
Tecan Group AG	Switzerland	Annual	4/18/2023	10.3	Executive Compensation	For	For	
Tecan Group AG	Switzerland	Annual	4/18/2023	2.A	Allocation of Profits	For	For	
Tecan Group AG	Switzerland	Annual	4/18/2023	2.B	Dividend from Reserves	For	For	

Tecan Group AG	Switzerland	Annual	4/18/2023	3	Ratification of Board and Management Acts	For	For	
Tecan Group AG	Switzerland	Annual	4/18/2023	4	Elect Matthias Gillner	For	For	
Tecan Group AG	Switzerland	Annual	4/18/2023	5.A	Elect Lukas Braunschweiler	For	Against	Vote against board chair at companies that fail to provide explicit disclosure concerning the board's roles and responsibilities in overseeing material ESG-related risks.
Tecan Group AG	Switzerland	Annual	4/18/2023	5.B	Elect Myra Eskes	For	For	
Tecan Group AG	Switzerland	Annual	4/18/2023	5.C	Elect Oliver S. Fetzner	For	For	
Tecan Group AG	Switzerland	Annual	4/18/2023	5.D	Elect Karen Hübscher	For	For	
Tecan Group AG	Switzerland	Annual	4/18/2023	5.E	Elect Christa Kreuzburg	For	For	
Tecan Group AG	Switzerland	Annual	4/18/2023	5.F	Elect Daniel R. Marshak	For	For	
Tecan Group AG	Switzerland	Annual	4/18/2023	6	Appoint Lukas Braunschweiler as Board Chair	For	For	
Tecan Group AG	Switzerland	Annual	4/18/2023	7.A	Elect Myra Eskes as Compensation Committee Member	For	For	
Tecan Group AG	Switzerland	Annual	4/18/2023	7.B	Elect Oliver S. Fetzner as Compensation Committee Member	For	For	
Tecan Group AG	Switzerland	Annual	4/18/2023	7.C	Elect Christa Kreuzburg as Compensation Committee Member	For	For	
Tecan Group AG	Switzerland	Annual	4/18/2023	7.D	Elect Daniel R. Marshak as Compensation Committee Member	For	For	
Tecan Group AG	Switzerland	Annual	4/18/2023	8	Appointment of Auditor	For	For	
Tele2 AB	Sweden	Annual	5/15/2023	10	Accounts and Reports	For	For	
Tele2 AB	Sweden	Annual	5/15/2023	11	Allocation of Profits/Dividends	For	For	
Tele2 AB	Sweden	Annual	5/15/2023	12.A	Ratification of Carla Smits-Nusteling	For	For	
Tele2 AB	Sweden	Annual	5/15/2023	12.B	Ratification of Andrew Barron	For	For	
Tele2 AB	Sweden	Annual	5/15/2023	12.C	Ratification of Stina Bergfors	For	For	
Tele2 AB	Sweden	Annual	5/15/2023	12.D	Ratification of Georgi Ganev	For	For	
Tele2 AB	Sweden	Annual	5/15/2023	12.E	Ratification of Kjell Johnsen (CEO)	For	For	
Tele2 AB	Sweden	Annual	5/15/2023	12.F	Ratification of Sam Kini	For	For	



Tele2 AB	Sweden	Annual	5/15/2023	12.G	Ratification of Eva Lindqvist	For	For	
Tele2 AB	Sweden	Annual	5/15/2023	12.H	Ratification of Lars-Åke Norling	For	For	
Tele2 AB	Sweden	Annual	5/15/2023	13	Board Size	For	For	
Tele2 AB	Sweden	Annual	5/15/2023	14.A	Directors' Fees	For	For	
Tele2 AB	Sweden	Annual	5/15/2023	14.B	Authority to Set Auditor's Fees	For	For	
Tele2 AB	Sweden	Annual	5/15/2023	15.A	Elect Andrew G. Barron	For	For	
Tele2 AB	Sweden	Annual	5/15/2023	15.B	Elect Stina Bergfors	For	For	
Tele2 AB	Sweden	Annual	5/15/2023	15.C	Elect Georgi Ganev	For	Against	Director is a public company executive and serves on more than 2 public boards.
Tele2 AB	Sweden	Annual	5/15/2023	15.D	Elect Sam Kini	For	For	
Tele2 AB	Sweden	Annual	5/15/2023	15.E	Elect Eva Lindqvist	For	For	
Tele2 AB	Sweden	Annual	5/15/2023	15.F	Elect Lars-Åke Norling	For	For	
Tele2 AB	Sweden	Annual	5/15/2023	16	Elect Andrew G. Barron as chair	For	For	
Tele2 AB	Sweden	Annual	5/15/2023	17	Remuneration Policy	For	For	
Tele2 AB	Sweden	Annual	5/15/2023	18	Remuneration Report	For	For	
Tele2 AB	Sweden	Annual	5/15/2023	19.A	Adoption of Share-Based Incentives (LTI 2023)	For	For	
Tele2 AB	Sweden	Annual	5/15/2023	19.B	Authority to Issue Shares pursuant to LTIP	For	For	
Tele2 AB	Sweden	Annual	5/15/2023	19.C	Authority to Repurchase Shares Pursuant to LTIP	For	For	
Tele2 AB	Sweden	Annual	5/15/2023	19.D	Issuance of Treasury Shares Pursuant to LTIP	For	For	
Tele2 AB	Sweden	Annual	5/15/2023	19.E	Authority to Repurchase and Reissue Shares Pursuant to LTIP	For	For	
Tele2 AB	Sweden	Annual	5/15/2023	19.F	Approve Equity Swap Agreement	For	For	
Tele2 AB	Sweden	Annual	5/15/2023	20	Authority to Repurchase Shares	For	For	
Tele2 AB	Sweden	Annual	5/15/2023	21.A	Shareholder Proposal Regarding Board and Management Qualifications	Undetermined	Against	Proponent has provided insufficient rationale.
Tele2 AB	Sweden	Annual	5/15/2023	21.B	Shareholder Proposal Regarding Measures Taken to Ensure Qualifications	Undetermined	Against	Proponent has provided insufficient rationale.

Tele2 AB	Sweden	Annual	5/15/2023	21.C	Shareholder Proposal Regarding Report on Measures Taken	Undetermined	Against	Proponent has provided insufficient rationale.
Terna Energy S.A.	Greece	Ordinary	6/14/2023	1.1	Accounts and Reports	For	For	
Terna Energy S.A.	Greece	Ordinary	6/14/2023	2.1	Allocation of Profits/Dividends	For	For	
Terna Energy S.A.	Greece	Ordinary	6/14/2023	2.2	Directors' Fees	For	For	
Terna Energy S.A.	Greece	Ordinary	6/14/2023	5.1	Ratification of Board Acts	For	For	
Terna Energy S.A.	Greece	Ordinary	6/14/2023	6.1	Ratification of Auditor's Acts	For	For	
Terna Energy S.A.	Greece	Ordinary	6/14/2023	7.1	Remuneration Report	For	Against	The structure and disclosure of the remuneration plan are lacking. Significant increase in fixed pay for the executive chair; lack of disclosure of exact size of award granted to the exec. chair. Short LTIP performance and vesting period is, determined on a two-year period.
Terna Energy S.A.	Greece	Ordinary	6/14/2023	8.1	Appointment of Auditor and Authority to Set Fees	For	For	
Terna Energy S.A.	Greece	Ordinary	6/14/2023	9.1	Election of Audit Committee Members	For	For	
Thermo Fisher Scientific Inc.	United States	Annual	5/24/2023	1a.	Elect Marc N. Casper	For	For	
Thermo Fisher Scientific Inc.	United States	Annual	5/24/2023	1b.	Elect Nelson J. Chai	For	For	
Thermo Fisher Scientific Inc.	United States	Annual	5/24/2023	1c.	Elect Ruby R. Chandy	For	For	
Thermo Fisher Scientific Inc.	United States	Annual	5/24/2023	1d.	Elect C. Martin Harris	For	For	
Thermo Fisher Scientific Inc.	United States	Annual	5/24/2023	1e.	Elect Tyler Jacks	For	Against	Nominee has a business relationship, or has a family member who has a business relationship, with the Company.
Thermo Fisher Scientific Inc.	United States	Annual	5/24/2023	1f.	Elect R. Alexandra Keith	For	For	
Thermo Fisher Scientific Inc.	United States	Annual	5/24/2023	1g.	Elect James C. Mullen	For	For	
Thermo Fisher Scientific Inc.	United States	Annual	5/24/2023	1h.	Elect Lars R. Sørensen	For	For	
Thermo Fisher Scientific Inc.	United States	Annual	5/24/2023	1i.	Elect Debora L. Spar	For	For	

Thermo Fisher Scientific Inc.	United States	Annual	5/24/2023	1j.	Elect Scott M. Sperling	For	For	
Thermo Fisher Scientific Inc.	United States	Annual	5/24/2023	1k.	Elect Dion J. Weisler	For	For	
Thermo Fisher Scientific Inc.	United States	Annual	5/24/2023	2.	Advisory Vote on Executive Compensation	For	Against	Multiple issues: - Some disconnect between pay and performance - Above target payouts under the STIP and maximum payout opportunity earned for weighted metrics for 2022 PSUs despite negative TSR performance for the past year - Internal pay inequity - Short performance period under LTIP - Overreliance on time-vesting LTIP awards
Thermo Fisher Scientific Inc.	United States	Annual	5/24/2023	3.	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
Thermo Fisher Scientific Inc.	United States	Annual	5/24/2023	4.	Ratification of Auditor	For	Against	Non-audit fees were greater than 50% this year or non-audit fees were greater than 30% for 3 consecutive years.
Thermo Fisher Scientific Inc.	United States	Annual	5/24/2023	5.	Amendment to the 2013 Stock Incentive Plan	For	For	
Thermo Fisher Scientific Inc.	United States	Annual	5/24/2023	6.	Approval of the 2023 Employee Stock Purchase Plan	For	For	
Tokyo Electron Ltd	Japan	Annual	6/20/2023	1.1	Elect Toshiki Kawai	For	For	
Tokyo Electron Ltd	Japan	Annual	6/20/2023	1.2	Elect Sadao Sasaki	For	For	
Tokyo Electron Ltd	Japan	Annual	6/20/2023	1.3	Elect Yoshikazu Nunokawa	For	For	Not a vote against policy. Remuneration and Nomination committees established, both majority independent.
Tokyo Electron Ltd	Japan	Annual	6/20/2023	1.4	Elect Michio Sasaki	For	For	
Tokyo Electron Ltd	Japan	Annual	6/20/2023	1.5	Elect Makiko Eda	For	For	
Tokyo Electron Ltd	Japan	Annual	6/20/2023	1.6	Elect Sachiko Ichikawa	For	For	
Tokyo Electron Ltd	Japan	Annual	6/20/2023	2.1	Elect Kazushi Tahara	For	For	
Tokyo Electron Ltd	Japan	Annual	6/20/2023	2.2	Elect Yutaka Nanasawa	For	For	
Tokyo Electron Ltd	Japan	Annual	6/20/2023	3	Bonus	For	For	

Tokyo Electron Ltd	Japan	Annual	6/20/2023	4	Equity Compensation Plan for Inside directors	For	For	
Tokyo Electron Ltd	Japan	Annual	6/20/2023	5	Equity Compensation Plan for Executive Officers	For	For	
Tomra Systems ASA	Norway	Annual	4/27/2023	10	Directors' Fees	For	For	
Tomra Systems ASA	Norway	Annual	4/27/2023	11	Nomination Committee Fees	For	For	
Tomra Systems ASA	Norway	Annual	4/27/2023	12	Election of Directors	For	For	
Tomra Systems ASA	Norway	Annual	4/27/2023	13	Election of Nomination Committee Members	For	Against	Insufficient response by the Nomination Committee to sufficiently address shareholder dissent.
Tomra Systems ASA	Norway	Annual	4/27/2023	14	Authority to Set Auditor's Fees	For	Against	Non-audit fees were greater than 50% this year or non-audit fees were greater than 30% for 3 consecutive years.
Tomra Systems ASA	Norway	Annual	4/27/2023	15	Authority to Repurchase and Reissue Shares	For	For	
Tomra Systems ASA	Norway	Annual	4/27/2023	16	Authority to Issue Shares w/ or w/o Preemptive Rights	For	For	
Tomra Systems ASA	Norway	Annual	4/27/2023	17	Amendments to Articles	For	For	
Tomra Systems ASA	Norway	Annual	4/27/2023	18	Nomination Committee Charter	For	For	
Tomra Systems ASA	Norway	Annual	4/27/2023	19	Employee Board Representation	For	For	
Tomra Systems ASA	Norway	Annual	4/27/2023	6	Accounts and Reports; Allocation of Profits and Dividends	For	For	
Tomra Systems ASA	Norway	Annual	4/27/2023	7	Remuneration Policy	For	For	
Tomra Systems ASA	Norway	Annual	4/27/2023	8	Remuneration Report	For	For	
Toro Co.	United States	Annual	3/21/2023	2.	Ratification of Auditor	For	For	
Toro Co.	United States	Annual	3/21/2023	3.	Advisory Vote on Executive Compensation	For	For	
Toro Co.	United States	Annual	3/21/2023	4.	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
Toro Co.	United States	Annual	3/21/2023		Elect Jeffrey M. Ettinger	For	For	
Toro Co.	United States	Annual	3/21/2023		Elect Eric P. Hansotia	For	For	
Toro Co.	United States	Annual	3/21/2023		Elect D. Christian Koch	For	For	

Trane Technologies plc	Ireland	Annual	6/1/2023	1.A	Elect Kirk E. Arnold	For	For	
Trane Technologies plc	Ireland	Annual	6/1/2023	1.B	Elect Ann C. Berzin	For	For	
Trane Technologies plc	Ireland	Annual	6/1/2023	1.C	Elect April Miller Boise	For	For	
Trane Technologies plc	Ireland	Annual	6/1/2023	1.D	Elect Gary D. Forsee	For	For	
Trane Technologies plc	Ireland	Annual	6/1/2023	1.E	Elect Mark R. George	For	For	
Trane Technologies plc	Ireland	Annual	6/1/2023	1.F	Elect John A. Hayes	For	For	
Trane Technologies plc	Ireland	Annual	6/1/2023	1.G	Elect Linda P. Hudson	For	For	
Trane Technologies plc	Ireland	Annual	6/1/2023	1.H	Elect Myles P. Lee	For	For	
Trane Technologies plc	Ireland	Annual	6/1/2023	1.I	Elect David S. Regnery	For	For	
Trane Technologies plc	Ireland	Annual	6/1/2023	1.J	Elect Melissa N. Schaeffer	For	For	
Trane Technologies plc	Ireland	Annual	6/1/2023	1.K	Elect John P. Surma	For	For	
Trane Technologies plc	Ireland	Annual	6/1/2023	2.1	Advisory Vote on Say on Pay Frequency: Please Vote For on This Resolution to Approve 1 year	For	For	
Trane Technologies plc	Ireland	Annual	6/1/2023	3	Advisory Vote on Executive Compensation	For	For	
Trane Technologies plc	Ireland	Annual	6/1/2023	4	Appointment of Auditor and Authority to Set Fees	For	For	
Trane Technologies plc	Ireland	Annual	6/1/2023	5	Authority to Issue Shares w/ Preemptive Rights	For	For	
Trane Technologies plc	Ireland	Annual	6/1/2023	6	Authority to Issue Shares w/o Preemptive Rights	For	Against	Not a vote against policy. Proposed board authority to issue shares without preemptive rights up to 20% of the Company's issued ordinary share capital. This limit exceeds the standard 10% cap. Not supportive.
Trane Technologies plc	Ireland	Annual	6/1/2023	7	Set the Price Range at which the Company can Re-Allot Treasury Shares	For	For	
TREX Co., Inc.	United States	Annual	5/4/2023	1.1	Elect Jay M. Gratz	For	For	
TREX Co., Inc.	United States	Annual	5/4/2023	1.2	Elect Ronald W. Kaplan	For	For	
TREX Co., Inc.	United States	Annual	5/4/2023	1.3	Elect Gerald Volas	For	For	

TREX Co., Inc.	United States	Annual	5/4/2023	2.	Advisory Vote on Executive Compensation	For	For	
TREX Co., Inc.	United States	Annual	5/4/2023	3.	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
TREX Co., Inc.	United States	Annual	5/4/2023	4.	Approval of 2023 Stock Incentive Plan	For	For	
TREX Co., Inc.	United States	Annual	5/4/2023	5.	Ratification of Auditor	For	For	
Trimble Inc	United States	Annual	6/1/2023	2.	Advisory Vote on Executive Compensation	For	Against	CEO comp. is over 4x other NEOs. Reduction in weighting of LTIP on TSR on back of weak period for TSR.
Trimble Inc	United States	Annual	6/1/2023	3.	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
Trimble Inc	United States	Annual	6/1/2023	4.	Ratification of Auditor	For	For	
Trimble Inc	United States	Annual	6/1/2023		Elect James C. Dalton	For	For	Given unforeseen circumstances (passing of female NED director just 3 weeks ago bringing board gender diversity <30%) will not vote against nominating committee members.
Trimble Inc	United States	Annual	6/1/2023		Elect Börje Ekholm	For	For	
Trimble Inc	United States	Annual	6/1/2023		Elect Ann Fandozzi	For	For	
Trimble Inc	United States	Annual	6/1/2023		Elect Kaigham Gabriel	For	For	
Trimble Inc	United States	Annual	6/1/2023		Elect Meaghan Lloyd	For	For	Given unforeseen circumstances (passing of female NED director just 3 weeks ago bringing board gender diversity <30%) will not vote against nominating committee members.
Trimble Inc	United States	Annual	6/1/2023		Elect Sandra MacQuillan	For	Withhold	Withhold as nominee has passed away.
Trimble Inc	United States	Annual	6/1/2023		Elect Robert G. Painter	For	For	
Trimble Inc	United States	Annual	6/1/2023		Elect Mark S. Peek	For	For	Given unforeseen circumstances (passing of female NED director just 3 weeks ago bringing board gender diversity <30%) will not vote against nominating committee members.
Trimble Inc	United States	Annual	6/1/2023		Elect Thomas W. Sweet	For	For	
Trimble Inc	United States	Annual	6/1/2023		Elect Johan Wibergh	For	For	

Uni Charm Corporation	Japan	Annual	3/24/2023	1.1	Elect Takahisa Takahara	For	Against	Vote against the Chairman when CEO and Chair are held by the same person and a lead independent director has not been appointed. Director is also over-boarded.
Uni Charm Corporation	Japan	Annual	3/24/2023	1.2	Elect Toshifumi Hikosaka	For	For	
Uni Charm Corporation	Japan	Annual	3/24/2023	1.3	Elect Kenji Takaku	For	For	
Uni Charm Corporation	Japan	Annual	3/24/2023	2.1	Elect Hiroaki Sugita	For	For	
Uni Charm Corporation	Japan	Annual	3/24/2023	2.2	Elect Noriko Rzonca	For	For	
Uni Charm Corporation	Japan	Annual	3/24/2023	2.3	Elect Shigeru Asada	For	Against	An executive sits on the audit committee.
Uni Charm Corporation	Japan	Annual	3/24/2023	3	Appointment of Auditor	For	For	
United Rentals, Inc.	United States	Annual	5/4/2023	1a.	Elect José B. Alvarez	For	For	
United Rentals, Inc.	United States	Annual	5/4/2023	1b.	Elect Marc A. Bruno	For	For	
United Rentals, Inc.	United States	Annual	5/4/2023	1c.	Elect Larry D. De Shon	For	For	
United Rentals, Inc.	United States	Annual	5/4/2023	1d.	Elect Matthew J. Flannery	For	For	
United Rentals, Inc.	United States	Annual	5/4/2023	1e.	Elect Bobby J. Griffin	For	For	
United Rentals, Inc.	United States	Annual	5/4/2023	1f.	Elect Kim Harris Jones	For	For	
United Rentals, Inc.	United States	Annual	5/4/2023	1g.	Elect Terri L. Kelly	For	For	
United Rentals, Inc.	United States	Annual	5/4/2023	1h.	Elect Michael J. Kneeland	For	For	
United Rentals, Inc.	United States	Annual	5/4/2023	1i.	Elect Francisco J. Lopez-Balboa	For	For	
United Rentals, Inc.	United States	Annual	5/4/2023	1j.	Elect Gracia C. Martore	For	For	
United Rentals, Inc.	United States	Annual	5/4/2023	1k.	Elect Shiv Singh	For	For	
United Rentals, Inc.	United States	Annual	5/4/2023	2.	Ratification of Auditor	For	For	
United Rentals, Inc.	United States	Annual	5/4/2023	3.	Advisory Vote on Executive Compensation	For	For	
United Rentals, Inc.	United States	Annual	5/4/2023	4.	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
United Rentals, Inc.	United States	Annual	5/4/2023	5.	Reduce Ownership Threshold to Initiate Written Consent	For	Abstain	Abstaining as we support SHP at the lower threshold of 10% (not 15% as proposed by company).

United Rentals, Inc.	United States	Annual	5/4/2023	6.	Shareholder Proposal Regarding Reducing Ownership Threshold Required to Act by Written Consent	Against	For	Supportive of company lowering its written consent threshold to allow for action by holders of 10% of outstanding shares.
United Utilities Group PLC	United Kingdom	Annual	7/21/2023	1	Accounts and Reports	For	For	
United Utilities Group PLC	United Kingdom	Annual	7/21/2023	10	Elect Michael Lewis	For	For	
United Utilities Group PLC	United Kingdom	Annual	7/21/2023	11	Elect Paulette Rowe	For	Abstain	Company's downgrade in environmental performance (EPA rating from 4* to 3* in July 2023) and given environmental risk management and oversight resides primarily with the ESG board committee, propose to abstain against the Chair of the ESG Committee.
United Utilities Group PLC	United Kingdom	Annual	7/21/2023	12	Elect Doug Webb	For	For	
United Utilities Group PLC	United Kingdom	Annual	7/21/2023	13	Appointment of Auditor	For	For	
United Utilities Group PLC	United Kingdom	Annual	7/21/2023	14	Authority to Set Auditor's Fees	For	For	
United Utilities Group PLC	United Kingdom	Annual	7/21/2023	15	Authority to Issue Shares w/ Preemptive Rights	For	For	
United Utilities Group PLC	United Kingdom	Annual	7/21/2023	16	Authority to Issue Shares w/o Preemptive Rights	For	For	
United Utilities Group PLC	United Kingdom	Annual	7/21/2023	17	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For	
United Utilities Group PLC	United Kingdom	Annual	7/21/2023	18	Authority to Repurchase Shares	For	For	
United Utilities Group PLC	United Kingdom	Annual	7/21/2023	19	Authority to Set General Meeting Notice Period at 14 Days	For	For	
United Utilities Group PLC	United Kingdom	Annual	7/21/2023	2	Final Dividend	For	For	
United Utilities Group PLC	United Kingdom	Annual	7/21/2023	20	Authorisation of Political Donations	For	For	
United Utilities Group PLC	United Kingdom	Annual	7/21/2023	3	Remuneration Report	For	For	



United Utilities Group PLC	United Kingdom	Annual	7/21/2023	4	Elect David Higgins	For	For	
United Utilities Group PLC	United Kingdom	Annual	7/21/2023	5	Elect Louise Beardmore	For	For	
United Utilities Group PLC	United Kingdom	Annual	7/21/2023	6	Elect Phil Aspin	For	For	
United Utilities Group PLC	United Kingdom	Annual	7/21/2023	7	Elect Liam Butterworth	For	For	
United Utilities Group PLC	United Kingdom	Annual	7/21/2023	8	Elect Kathleen Cates	For	For	
United Utilities Group PLC	United Kingdom	Annual	7/21/2023	9	Elect Alison Goligher	For	For	
Valmont Industries, Inc.	United States	Annual	4/24/2023	2.	Advisory Vote on Executive Compensation	For	For	
Valmont Industries, Inc.	United States	Annual	4/24/2023	3.	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
Valmont Industries, Inc.	United States	Annual	4/24/2023	4.	Ratification of Auditor	For	For	
Valmont Industries, Inc.	United States	Annual	4/24/2023		Elect Mogens C. Bay	For	For	
Valmont Industries, Inc.	United States	Annual	4/24/2023		Elect Ritu C. Favre	For	For	
Valmont Industries, Inc.	United States	Annual	4/24/2023		Elect Richard A. Lanoha	For	For	
Veolia Environnement S.A.	France	Mix	4/27/2023	1	Accounts and Reports	For	For	
Veolia Environnement S.A.	France	Mix	4/27/2023	10	Appointment of Auditor (Ernst & Young)	For	For	
Veolia Environnement S.A.	France	Mix	4/27/2023	11	2022 Remuneration of Antoine Frérot, Chair and CEO (until June 30, 2022)	For	For	
Veolia Environnement S.A.	France	Mix	4/27/2023	12	2022 Remuneration of Antoine Frérot, Chair (from July 1, 2022)	For	For	
Veolia Environnement S.A.	France	Mix	4/27/2023	13	2022 Remuneration of Estelle Brachlianoff, CEO (from July 1, 2022)	For	For	
Veolia Environnement S.A.	France	Mix	4/27/2023	14	2022 Remuneration Report	For	For	

Veolia Environnement S.A.	France	Mix	4/27/2023	15	2023 Remuneration Policy (Chair)	For	Abstain	Remuneration policy for the non-executive chair is not in line with best practices - the 3yr 2021 LTI grant awarded to former CEO (until June 2022) was not prorated according to tenure as executive.
Veolia Environnement S.A.	France	Mix	4/27/2023	16	2023 Remuneration Policy (CEO)	For	For	
Veolia Environnement S.A.	France	Mix	4/27/2023	17	2023 Remuneration Policy (Non-Executive Directors)	For	For	
Veolia Environnement S.A.	France	Mix	4/27/2023	18	Authority to Repurchase and Reissue Shares	For	For	
Veolia Environnement S.A.	France	Mix	4/27/2023	19	Employee Stock Purchase Plan	For	For	
Veolia Environnement S.A.	France	Mix	4/27/2023	2	Consolidated Accounts and Reports	For	For	
Veolia Environnement S.A.	France	Mix	4/27/2023	20	Stock Purchase Plan for Overseas Employees	For	For	
Veolia Environnement S.A.	France	Mix	4/27/2023	21	Authority to Issue Performance Shares	For	For	
Veolia Environnement S.A.	France	Mix	4/27/2023	3	Non Tax-Deductible Expenses	For	For	
Veolia Environnement S.A.	France	Mix	4/27/2023	4	Allocation of Profits/Dividends	For	For	
Veolia Environnement S.A.	France	Mix	4/27/2023	5	Special Auditors Report on Regulated Agreements	For	For	
Veolia Environnement S.A.	France	Mix	4/27/2023	6	Elect Maryse Aulagnon	For	For	
Veolia Environnement S.A.	France	Mix	4/27/2023	7	Elect Olivier Andriès	For	For	
Veolia Environnement S.A.	France	Mix	4/27/2023	8	Elect Véronique Bédague-Hamilius	For	For	
Veolia Environnement S.A.	France	Mix	4/27/2023	9	Elect Francisco Reynés Massanet	For	For	
Vertiv Holdings Co	United States	Annual	6/14/2023	1a.	Elect David M. Cote	For	For	
Vertiv Holdings Co	United States	Annual	6/14/2023	1b.	Elect Giordano Albertazzi	For	For	
Vertiv Holdings Co	United States	Annual	6/14/2023	1c.	Elect Joseph J. DeAngelo	For	Withhold	Vote against nominating or governance committee members when there are less than three women on the board of directors, unless more than 30% of the directors are women.

Vertiv Holdings Co	United States	Annual	6/14/2023	1d.	Elect Joseph van Dokkum	For	Withhold	Vote against nominating or governance committee members when there are less than three women on the board of directors, unless more than 30% of the directors are women.
Vertiv Holdings Co	United States	Annual	6/14/2023	1e.	Elect Roger B. Fradin	For	Withhold	Vote against nominating or governance committee members when there are less than three women on the board of directors, unless more than 30% of the directors are women. Company has not disclosed the self-identified racial/ethnic diversity of directors in a way that is delineated from other diversity measures and on an individual basis.
Vertiv Holdings Co	United States	Annual	6/14/2023	1f.	Elect Jakki L. Haussler	For	For	
Vertiv Holdings Co	United States	Annual	6/14/2023	1g.	Elect Jacob Kotzubei	For	Withhold	Nominee has a business relationship, or has a family member who has a business relationship, with the Company.
Vertiv Holdings Co	United States	Annual	6/14/2023	1h.	Elect Matthew Louie	For	Withhold	Nominee has a business relationship, or has a family member who has a business relationship, with the Company.
Vertiv Holdings Co	United States	Annual	6/14/2023	1i.	Elect Edward L. Monser	For	Withhold	Vote against nominating or governance committee members when there are less than three women on the board of directors, unless more than 30% of the directors are women.
Vertiv Holdings Co	United States	Annual	6/14/2023	1j.	Elect Steven S Reinemund	For	For	
Vertiv Holdings Co	United States	Annual	6/14/2023	1k.	Elect Robin L. Washington	For	For	
Vertiv Holdings Co	United States	Annual	6/14/2023	2.	Advisory Vote on Executive Compensation	For	Against	Substantial one-off grants awarded in past year; no performance-based LTI awards; insufficient disclosure of STIP performance goals.
Vertiv Holdings Co	United States	Annual	6/14/2023	3.	Ratification of Auditor	For	For	

Vestas Wind Systems AS	Denmark	Annual	4/12/2023	2	Accounts and Reports	For	For	
Vestas Wind Systems AS	Denmark	Annual	4/12/2023	3	Allocation of Profits/Dividends	For	For	
Vestas Wind Systems AS	Denmark	Annual	4/12/2023	4	Remuneration Report	For	For	
Vestas Wind Systems AS	Denmark	Annual	4/12/2023	5	Directors' Fees	For	For	
Vestas Wind Systems AS	Denmark	Annual	4/12/2023	6.A	Elect Anders Runevad	For	For	
Vestas Wind Systems AS	Denmark	Annual	4/12/2023	6.B	Elect Bruce Grant	For	For	
Vestas Wind Systems AS	Denmark	Annual	4/12/2023	6.C	Elect Eva Merete Søfelde Berneke	For	For	
Vestas Wind Systems AS	Denmark	Annual	4/12/2023	6.D	Elect Helle Thorning-Schmidt	For	For	
Vestas Wind Systems AS	Denmark	Annual	4/12/2023	6.E	Elect Karl-Henrik Sundström	For	For	
Vestas Wind Systems AS	Denmark	Annual	4/12/2023	6.F	Elect Kentaro Hosomi	For	For	
Vestas Wind Systems AS	Denmark	Annual	4/12/2023	6.G	Elect Lena Olving	For	For	
Vestas Wind Systems AS	Denmark	Annual	4/12/2023	7	Appointment of Auditor	For	For	
Vestas Wind Systems AS	Denmark	Annual	4/12/2023	8.1	Authority to Repurchase Shares	For	For	
Vitasoy International Holdings Ltd.	Hong Kong	Annual	8/28/2023	1	Accounts and Reports	For	For	
Vitasoy International Holdings Ltd.	Hong Kong	Annual	8/28/2023	2	Allocation of Profits/Dividends	For	For	
Vitasoy International Holdings Ltd.	Hong Kong	Annual	8/28/2023	3.A.I	Elect Roy CHUNG Chi-ping	For	For	Not a vote against policy - >0 women on the board (EM country).
Vitasoy International Holdings Ltd.	Hong Kong	Annual	8/28/2023	3.A.V	Elect Eugene LYE	For	For	
Vitasoy International Holdings Ltd.	Hong Kong	Annual	8/28/2023	3.B	Directors' Fees	For	For	
Vitasoy International Holdings Ltd.	Hong Kong	Annual	8/28/2023	3A.II	Elect Yvonne LO Mo-ling	For	For	Not a vote against policy - >0 women on the board (EM country).
Vitasoy International Holdings Ltd.	Hong Kong	Annual	8/28/2023	3A.IV	Elect May LO	For	Against	The nom/gov committee does not hit independence standards. The comp committee does not hit independence standards. Affiliated director on both committees.

Vitasoy International Holdings Ltd.	Hong Kong	Annual	8/28/2023	3AIII	Elect Peter LO Tak-shing	For	Against	The nom/gov committee does not hit independence standards. The comp committee does not hit independence standards. Affiliated director on both committees.
Vitasoy International Holdings Ltd.	Hong Kong	Annual	8/28/2023	4	Appointment of Auditor and Authority to Set Fees	For	For	
Vitasoy International Holdings Ltd.	Hong Kong	Annual	8/28/2023	5.A	Authority to Issue Shares w/o Preemptive Rights	For	Against	Proposed 10.0% limit is reasonable, however, the Company has not provided the maximum discount rate in the Company's disclosures.
Vitasoy International Holdings Ltd.	Hong Kong	Annual	8/28/2023	5.B	Authority to Repurchase Shares	For	For	
Vitasoy International Holdings Ltd.	Hong Kong	Annual	8/28/2023	5.C	Authority to Issue Repurchased Shares	For	Against	Issue price discount rate not disclosed.
Vitasoy International Holdings Ltd.	Hong Kong	Annual	8/28/2023	5.D	Amendments to Share Award Scheme	For	Against	Short vesting period: amended minimum vesting period for awards granted under the scheme is only one year.
Vitasoy International Holdings Ltd.	Hong Kong	Annual	8/28/2023	5.E	Amendments to Share Option Scheme	For	Against	Short vesting period: amended minimum vesting period for awards granted under the scheme is only one year.
Vitasoy International Holdings Ltd.	Hong Kong	Annual	8/28/2023	6	Amendments to Articles	For	For	
Voltas Ltd.	India	Annual	6/22/2023	1	Accounts and Reports (Standalone)	For	For	
Voltas Ltd.	India	Other	9/21/2023	1	Election and Appointment of Mukundan C.P. Menon (Executive Director); Approval of Remuneration	For	Abstain	Company has not disclosed sufficient details concerning special allowances, which may be up to INR 30,000,000 (or 20x to 30x the base salary) no performance conditions disclosed.
Voltas Ltd.	India	Annual	6/22/2023	2	Accounts and Reports (Consolidated)	For	For	
Voltas Ltd.	India	Annual	6/22/2023	3	Allocation of Profits/Dividends	For	For	

Voltas Ltd.	India	Annual	6/22/2023	4	Elect Noel N. Tata	For	Against	The comp committee does not hit independence standards, vote against affiliated director on the comp committee.
Voltas Ltd.	India	Annual	6/22/2023	5	Elect Saurabh Agrawal	For	Against	Nominee has served on the board for at least one year and has attended less than 75% of the meetings.
Voltas Ltd.	India	Annual	6/22/2023	6	Authority to Set Cost Auditor's Fees	For	For	
Waste Management, Inc.	United States	Annual	5/9/2023	1a.	Elect Bruce E. Chinn	For	For	
Waste Management, Inc.	United States	Annual	5/9/2023	1b.	Elect James C. Fish, Jr.	For	For	
Waste Management, Inc.	United States	Annual	5/9/2023	1c.	Elect Andrés R. Gluski	For	For	
Waste Management, Inc.	United States	Annual	5/9/2023	1d.	Elect Victoria M. Holt	For	For	
Waste Management, Inc.	United States	Annual	5/9/2023	1e.	Elect Kathleen M. Mazzarella	For	For	
Waste Management, Inc.	United States	Annual	5/9/2023	1f.	Elect Sean E. Menke	For	For	
Waste Management, Inc.	United States	Annual	5/9/2023	1g.	Elect William B. Plummer	For	For	
Waste Management, Inc.	United States	Annual	5/9/2023	1h.	Elect John C. Pope	For	For	
Waste Management, Inc.	United States	Annual	5/9/2023	1i.	Elect Maryrose T. Sylvester	For	For	
Waste Management, Inc.	United States	Annual	5/9/2023	2.	Ratification of Auditor	For	For	
Waste Management, Inc.	United States	Annual	5/9/2023	3.	Advisory Vote on Executive Compensation	For	For	
Waste Management, Inc.	United States	Annual	5/9/2023	4.	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
Waste Management, Inc.	United States	Annual	5/9/2023	5.	Approval of 2023 Stock Incentive Plan	For	For	
Watts Water Technologies, Inc.	United States	Annual	5/17/2023	2.	Advisory Vote on Executive Compensation	For	For	
Watts Water Technologies, Inc.	United States	Annual	5/17/2023	3.	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
Watts Water Technologies, Inc.	United States	Annual	5/17/2023	4.	Amendment to Allow Exculpation of Officers	For	Against	Proposed amendment would remove personal liability for an officer's breach of his or her duty of care.

Watts Water Technologies, Inc.	United States	Annual	5/17/2023	5.	Ratification of Auditor	For	For	
Watts Water Technologies, Inc.	United States	Annual	5/17/2023		Elect Christopher L. Conway	For	For	Not voting against all NomCom members following company engagement on board diversity.
Watts Water Technologies, Inc.	United States	Annual	5/17/2023		Elect Michael J. Dubose	For	For	Not voting against all NomCom members following company engagement on board diversity.
Watts Water Technologies, Inc.	United States	Annual	5/17/2023		Elect David A. Dunbar	For	For	Not voting against all NomCom members following company engagement on board diversity.
Watts Water Technologies, Inc.	United States	Annual	5/17/2023		Elect Louise K. Goeser	For	For	Not voting against all NomCom members following company engagement on board diversity.
Watts Water Technologies, Inc.	United States	Annual	5/17/2023		Elect W. Craig Kissel	For	Withhold	Vote against Chair of the Nominating Committee when there are less than three women on the board of directors, unless more than 30% of the directors are women.
Watts Water Technologies, Inc.	United States	Annual	5/17/2023		Elect Joseph T. Noonan	For	For	
Watts Water Technologies, Inc.	United States	Annual	5/17/2023		Elect Robert J. Pagano, Jr.	For	For	
Watts Water Technologies, Inc.	United States	Annual	5/17/2023		Elect Merilee Raines	For	For	Not voting against all NomCom members following company engagement on board diversity.
Watts Water Technologies, Inc.	United States	Annual	5/17/2023		Elect Joseph W. Reitmeier	For	For	Not voting against all NomCom members following company engagement on board diversity.
Welltower OP LLC	United States	Annual	5/23/2023	1a.	Elect Kenneth J. Bacon	For	For	
Welltower OP LLC	United States	Annual	5/23/2023	1b.	Elect Karen B. DeSalvo	For	For	
Welltower OP LLC	United States	Annual	5/23/2023	1c.	Elect Philip L. Hawkins	For	For	
Welltower OP LLC	United States	Annual	5/23/2023	1d.	Elect Dennis G. Lopez	For	For	
Welltower OP LLC	United States	Annual	5/23/2023	1e.	Elect Shankh Mitra	For	For	
Welltower OP LLC	United States	Annual	5/23/2023	1f.	Elect Ade J. Patton	For	For	
Welltower OP LLC	United States	Annual	5/23/2023	1g.	Elect Diana W. Reid	For	For	
Welltower OP LLC	United States	Annual	5/23/2023	1h.	Elect Sergio D. Rivera	For	For	

Welltower OP LLC	United States	Annual	5/23/2023	1i.	Elect Johnese M. Spisso	For	For	
Welltower OP LLC	United States	Annual	5/23/2023	1j.	Elect Kathryn M. Sullivan	For	For	
Welltower OP LLC	United States	Annual	5/23/2023	2.	Ratification of Auditor	For	Against	Non-audit fees were greater than 50% this year or non-audit fees were greater than 30% for 3 consecutive years.
Welltower OP LLC	United States	Annual	5/23/2023	3.	Advisory Vote on Executive Compensation	For	Against	Multiple issues: - Significant misalignment between pay and performance. - Company has not provided a compelling rationale for the one-off awards. - Above target payouts under the STIP and for the most recently completed performance cycle of the LTIP despite negative TSR performance over a one-year and three-year period.
Welltower OP LLC	United States	Annual	5/23/2023	4.	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
WestRock Co	United States	Annual	1/27/2023	1a.	Elect Colleen F. Arnold	For	For	
WestRock Co	United States	Annual	1/27/2023	1b.	Elect Timothy J. Bernlohr	For	For	
WestRock Co	United States	Annual	1/27/2023	1c.	Elect J. Powell Brown	For	For	
WestRock Co	United States	Annual	1/27/2023	1d.	Elect Terrell K. Crews	For	For	
WestRock Co	United States	Annual	1/27/2023	1e.	Elect Russell M. Currey	For	For	
WestRock Co	United States	Annual	1/27/2023	1f.	Elect Suzan F. Harrison	For	For	
WestRock Co	United States	Annual	1/27/2023	1g.	Elect Gracia C. Martore	For	For	
WestRock Co	United States	Annual	1/27/2023	1h.	Elect James E. Nevels	For	For	
WestRock Co	United States	Annual	1/27/2023	1i.	Elect E. Jean Savage	For	For	
WestRock Co	United States	Annual	1/27/2023	1j.	Elect David B. Sewell	For	For	
WestRock Co	United States	Annual	1/27/2023	1k.	Elect Dmitri L. Stockton	For	For	
WestRock Co	United States	Annual	1/27/2023	1l.	Elect Alan D. Wilson	For	For	
WestRock Co	United States	Annual	1/27/2023	2.	Advisory Vote on Executive Compensation	For	For	
WestRock Co	United States	Annual	1/27/2023	3.	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
WestRock Co	United States	Annual	1/27/2023	4.	Ratification of Auditor	For	For	
Weyerhaeuser Co.	United States	Annual	5/12/2023	1a.	Elect Mark A. Emmert	For	For	



Weyerhaeuser Co.	United States	Annual	5/12/2023	1b.	Elect Rick R. Holley	For	For	
Weyerhaeuser Co.	United States	Annual	5/12/2023	1c.	Elect Sara G. Lewis	For	For	
Weyerhaeuser Co.	United States	Annual	5/12/2023	1d.	Elect Deidra C. Merriwether	For	For	
Weyerhaeuser Co.	United States	Annual	5/12/2023	1e.	Elect Al Monaco	For	For	
Weyerhaeuser Co.	United States	Annual	5/12/2023	1f.	Elect Nicole W. Piasecki	For	For	
Weyerhaeuser Co.	United States	Annual	5/12/2023	1g.	Elect Lawrence A. Selzer	For	For	
Weyerhaeuser Co.	United States	Annual	5/12/2023	1h.	Elect Devin W. Stockfish	For	For	
Weyerhaeuser Co.	United States	Annual	5/12/2023	1i.	Elect Kim Williams	For	For	
Weyerhaeuser Co.	United States	Annual	5/12/2023	2.	Advisory Vote on Executive Compensation	For	For	The compensation structure appears reasonable.
Weyerhaeuser Co.	United States	Annual	5/12/2023	3.	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
Weyerhaeuser Co.	United States	Annual	5/12/2023	4.	Ratification of Auditor	For	For	
Wienerberger AG	Austria	Ordinary	5/5/2023	2	Allocation of Dividends	For	For	
Wienerberger AG	Austria	Ordinary	5/5/2023	3	Ratification of Management Board Acts	For	For	
Wienerberger AG	Austria	Ordinary	5/5/2023	4	Ratification of Supervisory Board Acts	For	For	
Wienerberger AG	Austria	Ordinary	5/5/2023	5	Appointment of Auditor	For	For	
Wienerberger AG	Austria	Ordinary	5/5/2023	6.1	Supervisory Board Size	For	For	
Wienerberger AG	Austria	Ordinary	5/5/2023	6.2	Elect Myriam Meyer	For	For	
Wienerberger AG	Austria	Ordinary	5/5/2023	6.3	Elect Katrien Beuls	For	For	
Wienerberger AG	Austria	Ordinary	5/5/2023	6.4	Elect Konstantine Datson	For	For	
Wienerberger AG	Austria	Ordinary	5/5/2023	7	Remuneration Report	For	For	
WiseTech Global Limited	Australia	Annual	11/24/2023	2	Remuneration Report	For	For	
WiseTech Global Limited	Australia	Annual	11/24/2023	3	Re-elect Charles Gibbon	For	Against	Affiliated director on the audit committee, does not hit independence standards.
WiseTech Global Limited	Australia	Annual	11/24/2023	4	Equity Grant (Executive Director Maree Isaacs)	For	For	
WiseTech Global Limited	Australia	Annual	11/24/2023	5	AMENDMENTS TO CONSTITUTION	For	For	
WiseTech Global Limited	Australia	Annual	11/24/2023	6	Renew Proportional Takeover Provisions	For	For	
Xinyi Glass Holdings Ltd.	Cayman Islands	Annual	6/2/2023	1	Accounts and Reports	For	For	

Xinyi Glass Holdings Ltd.	Cayman Islands	Annual	6/2/2023	2	Allocation of Profits/Dividends	For	For	
Xinyi Glass Holdings Ltd.	Cayman Islands	Annual	6/2/2023	3.A.1	Elect LEE Yin Yee	For	Against	<ul style="list-style-type: none"> <li>- Vote against nominating or governance committee members when there are no women on the board (EM - HKG company).</li> <li>- An executive sits on the compensation committee. The comp committee does not hit independence standards.</li> <li>- The Nom committee does not hit independence standards AND Nom/gov committee chair is not independent. An executive sits on the nominating committee.</li> </ul>
Xinyi Glass Holdings Ltd.	Cayman Islands	Annual	6/2/2023	3.A.2	Elect LEE Shing Kan	For	For	
Xinyi Glass Holdings Ltd.	Cayman Islands	Annual	6/2/2023	3.A.3	Elect NG Ngan Ho	For	For	
Xinyi Glass Holdings Ltd.	Cayman Islands	Annual	6/2/2023	3.A.4	Elect Samuel WONG Chat Chor	For	Against	<ul style="list-style-type: none"> <li>- Vote against nominating or governance committee members when there are no women on the board (EM - HKG company).</li> <li>- Affiliated director on the Audit Committee, does not meet independence standards.</li> <li>- Affiliated director on the Nominations committee and Compensation committee; committees do not hit independence standards.</li> </ul>
Xinyi Glass Holdings Ltd.	Cayman Islands	Annual	6/2/2023	3.B	Directors' Fees	For	For	
Xinyi Glass Holdings Ltd.	Cayman Islands	Annual	6/2/2023	4	Appointment of Auditor and Authority to Set Fees	For	For	
Xinyi Glass Holdings Ltd.	Cayman Islands	Annual	6/2/2023	5.A	Authority to Repurchase Shares	For	For	
Xinyi Glass Holdings Ltd.	Cayman Islands	Annual	6/2/2023	5.B	Authority to Issue Shares w/o Preemptive Rights	For	Against	Potential dilution exceeds recommended threshold - proposed 20.0% limit is excessive. Issue price discount not disclosed.

Xinyi Glass Holdings Ltd.	Cayman Islands	Annual	6/2/2023	5.C	Authority to Issue Repurchased Shares	For	Against	The discount rate is not disclosed.
Xinyi Glass Holdings Ltd.	Cayman Islands	Annual	6/2/2023	6	Amendments to Articles	For	Against	Shortened notice period could disenfranchise shareholders
Xinyi Solar Holdings Limited	Cayman Islands	Annual	6/2/2023	1	Accounts and Reports	For	For	
Xinyi Solar Holdings Limited	Cayman Islands	Special	11/7/2023	1	Amendments to Articles	For	For	
Xinyi Solar Holdings Limited	Cayman Islands	Annual	6/2/2023	2	Allocation of Profits/Dividends	For	For	
Xinyi Solar Holdings Limited	Cayman Islands	Special	11/7/2023	2	Proposed RMB Ordinary Share Issue and the Second Specific Mandate	For	For	
Xinyi Solar Holdings Limited	Cayman Islands	Special	11/7/2023	3	Plan for Distribution of Profits Accumulated Prior to the Proposed RMB Ordinary Share Issue	For	For	
Xinyi Solar Holdings Limited	Cayman Islands	Annual	6/2/2023	3A1	Elect LEE Yin Yee	For	Against	<ul style="list-style-type: none"> <li>- Vote against nominating or governance committee members when there are no women on the board (EM - HKG company).</li> <li>- An executive sits on the compensation committee. The comp committee does not hit independence standards.</li> <li>- The Nom committee does not hit independence standards AND Nom committee chair is not independent.</li> </ul>
Xinyi Solar Holdings Limited	Cayman Islands	Annual	6/2/2023	3A2	Elect LEE Yau Ching	For	For	

Xinyi Solar Holdings Limited	Cayman Islands	Annual	6/2/2023	3A3	Elect TUNG Ching Sai	For	Against	- CEO sitting on the Compensation and Nominations committee. Compensation Committee does not hit independence standards. - Director is a public company executive (CEO) and serves on more than 2 public boards. - Vote against nominating or governance committee members when there are no women on the board (EM - HKG company).
Xinyi Solar Holdings Limited	Cayman Islands	Annual	6/2/2023	3B	Directors' Fees	For	For	
Xinyi Solar Holdings Limited	Cayman Islands	Annual	6/2/2023	4	Appointment of Auditor and Authority to Set Fees	For	For	
Xinyi Solar Holdings Limited	Cayman Islands	Special	11/7/2023	4	Stabilisation Plan	For	For	
Xinyi Solar Holdings Limited	Cayman Islands	Special	11/7/2023	5	Profit Distribution and Return Policy	For	For	
Xinyi Solar Holdings Limited	Cayman Islands	Annual	6/2/2023	5A	Authority to Repurchase Shares	For	For	
Xinyi Solar Holdings Limited	Cayman Islands	Annual	6/2/2023	5B	Authority to Issue Shares w/o Preemptive Rights	For	Against	Potential dilution exceeds recommended threshold - proposed 20.0% limit is excessive. Issue price discount not disclosed.
Xinyi Solar Holdings Limited	Cayman Islands	Annual	6/2/2023	5C	Authority to Issue Repurchased Shares	For	Against	The discount rate is not disclosed.
Xinyi Solar Holdings Limited	Cayman Islands	Annual	6/2/2023	6	Elect CHU Charn Fai	For	For	
Xinyi Solar Holdings Limited	Cayman Islands	Special	11/7/2023	6	Remedial Measures for Dilution	For	For	
Xinyi Solar Holdings Limited	Cayman Islands	Special	11/7/2023	7	Plan for the Use of the Net Proceeds from the Proposed RMB Ordinary Share Issue	For	For	
Xinyi Solar Holdings Limited	Cayman Islands	Special	11/7/2023	8	Approval of the Eight Letters of Commitment and Undertakings	For	For	
Xylem Inc	United States	Special	5/11/2023	1.	Merger/Acquisition	For	Abstain	heavy use of equity
Xylem Inc	United States	Annual	5/18/2023	1a.	Elect Jeanne Beliveau-Dunn	For	For	
Xylem Inc	United States	Annual	5/18/2023	1b.	Elect Patrick K. Decker	For	For	

Xylem Inc	United States	Annual	5/18/2023	1c.	Elect Earl R. Ellis	For	For	
Xylem Inc	United States	Annual	5/18/2023	1d.	Elect Robert F. Friel	For	For	
Xylem Inc	United States	Annual	5/18/2023	1e.	Elect Victoria D. Harker	For	For	
Xylem Inc	United States	Annual	5/18/2023	1f.	Elect Steven R. Loranger	For	For	
Xylem Inc	United States	Annual	5/18/2023	1g.	Elect Mark D. Morelli	For	For	
Xylem Inc	United States	Annual	5/18/2023	1h.	Elect Jerome A. Peribere	For	For	
Xylem Inc	United States	Annual	5/18/2023	1i.	Elect Lila Tretikov	For	For	
Xylem Inc	United States	Annual	5/18/2023	1j.	Elect Uday Yadav	For	For	
Xylem Inc	United States	Annual	5/18/2023	2.	Ratification of Auditor	For	For	
Xylem Inc	United States	Annual	5/18/2023	3.	Advisory Vote on Executive Compensation	For	For	
Xylem Inc	United States	Annual	5/18/2023	4.	Shareholder Proposal Regarding Independent Chair	Against	For	
Yukiguni Maitake Co.,Ltd.	Japan	Annual	6/27/2023	1.1	Elect Masafumi Yuzawa	For	Against	We vote against the Chairman when CEO and Chair are held by the same person and a lead independent director has not been appointed.
Yukiguni Maitake Co.,Ltd.	Japan	Annual	6/27/2023	1.2	Elect Toshiyuki Saikusa	For	For	
Yukiguni Maitake Co.,Ltd.	Japan	Annual	6/27/2023	1.3	Elect Mitsuo Fujio	For	For	
Yukiguni Maitake Co.,Ltd.	Japan	Annual	6/27/2023	1.4	Elect Noriko Chibayashi	For	For	
Yukiguni Maitake Co.,Ltd.	Japan	Annual	6/27/2023	1.5	Elect Yoshino Tsujita	For	For	
Yukiguni Maitake Co.,Ltd.	Japan	Annual	6/27/2023	2	Elect Sugio Otsuka as Audit Committee Director	For	Against	An executive sits on the audit committee.
Yukiguni Maitake Co.,Ltd.	Japan	Annual	6/27/2023	3	Appointment of Auditor	For	For	
Zurn Elkay Water Solutions Corp	United States	Annual	5/4/2023	2.	Advisory Vote on Executive Compensation	For	For	
Zurn Elkay Water Solutions Corp	United States	Annual	5/4/2023	3.	Ratification of Auditor	For	For	
Zurn Elkay Water Solutions Corp	United States	Annual	5/4/2023		Elect Thomas D. Christopoul	For	For	
Zurn Elkay Water Solutions Corp	United States	Annual	5/4/2023		Elect Emma M. McTague	For	For	
Zurn Elkay Water Solutions Corp	United States	Annual	5/4/2023		Elect Peggy N. Troy	For	For	

