

## 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 2024 and states the voting rationale 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 2024 for Impax entities subject to the UK Stewardship Code and the Shareholder Rights Directive II.

Issuer Name	Country of Origin	Meeting Type	Meeting Date	Proponent	Proposal Number	Proposal Description	Management Recommendation	Vote Decision	Vote Note
A.O. Smith Corp.	United States	Annual	4/9/2024	Management	1.	Elect Victoria M. Holt	For	For	
A.O. Smith Corp.	United States	Annual	4/9/2024	Management	1.	Elect Ilham Kadri	For	Withhold	Director is a public company executive and serves on more than 2 public boards.
A.O. Smith Corp.	United States	Annual	4/9/2024	Management	1.	Elect Michael M. Larsen	For	For	
A.O. Smith Corp.	United States	Annual	4/9/2024	Management	1.	Elect Christopher L. Mapes	For	Withhold	Director is a public company executive and serves on more than 2 public boards.
A.O. Smith Corp.	United States	Annual	4/9/2024	Management	2.	Advisory Vote on Executive Compensation	For	For	
A.O. Smith Corp.	United States	Annual	4/9/2024	Management	3.	Ratification of Auditor	For	For	
A.O. Smith Corp.	United States	Annual	4/9/2024	ShareHolder	4.	Shareholder Proposal Regarding Report on Hiring Practices for People With Arrest Records	Against	For	Supportive of Board preparing a report analyzing whether A.O.Smith's hiring practices related to people with arrest or incarceration records are aligned with publicly stated DEI statements and goals, and whether those practices may pose reputational or legal risk due to potential discrimination claims.
Aalberts NV	Netherlands	Annual	5/23/2024	Management	6.	Ratification of Supervisory Board Acts	For	For	
Aalberts NV	Netherlands	Annual	5/23/2024	Management	7.	Elect Piet Veenema to the Supervisory Board	For	For	
Aalberts NV	Netherlands	Annual	5/23/2024	Management	8.	Elect Martin van Pernis to the Stichting Board	For	For	
Aalberts NV	Netherlands	Annual	5/23/2024	Management	9.	Authority to Issue Shares w/ Preemptive Rights	For	For	
Aalberts NV	Netherlands	Annual	5/23/2024	Management	10.	Authority to Suppress Preemptive Rights	For	For	
Aalberts NV	Netherlands	Annual	5/23/2024	Management	11.	Authority to Repurchase Shares	For	For	
Aalberts NV	Netherlands	Annual	5/23/2024	Management	12.	Appointment of Auditor	For	For	
Aalberts NV	Netherlands	Annual	5/23/2024	Management	3.a.	Remuneration Report	For	For	
Aalberts NV	Netherlands	Annual	5/23/2024	Management	5.	Ratification of Management Board Acts	For	For	
Abbott Laboratories	United States	Annual	4/26/2024	Management	1a.	Elect Robert J. Alpern	For	For	
Abbott Laboratories	United States	Annual	4/26/2024	Management	1j.	Elect Michael F. Roman	For	For	
Abbott Laboratories	United States	Annual	4/26/2024	Management	1k.	Elect Daniel J. Starks	For	For	
Abbott Laboratories	United States	Annual	4/26/2024	Management	1l.	Elect John G. Stratton	For	Against	Director is a public company executive and serves on more than 2 public boards.
Abbott Laboratories	United States	Annual	4/26/2024	Management	2.	Ratification of Auditor	For	For	
Abbott Laboratories	United States	Annual	4/26/2024	Management	3.	Advisory Vote on Executive Compensation	For	For	Noting company has implemented structural changes to limit future compensation levels, including the addition of a maximum cap under the STIP plan.

Abbott Laboratories	United States	Annual	4/26/2024	Management	1b.	Elect Claire Babineaux-Fontenot	For	For	
Abbott Laboratories	United States	Annual	4/26/2024	Management	1c.	Elect Sally E. Blount	For	For	
Abbott Laboratories	United States	Annual	4/26/2024	Management	1d.	Elect Robert B. Ford	For	For	
Abbott Laboratories	United States	Annual	4/26/2024	Management	1e.	Elect Paola Gonzalez	For	For	
Abbott Laboratories	United States	Annual	4/26/2024	Management	1f.	Elect Michelle A. Kumbier	For	For	
Abbott Laboratories	United States	Annual	4/26/2024	Management	1g.	Elect Darren W. McDew	For	For	
Abbott Laboratories	United States	Annual	4/26/2024	Management	1h.	Elect Nancy McKinstry	For	For	
Abbott Laboratories	United States	Annual	4/26/2024	Management	1i.	Elect Michael G. O'Grady	For	For	
Advanced Drainage Systems Inc	United States	Annual	7/18/2024	Management	1a	Elect D. Scott Barbour	For	For	
Advanced Drainage Systems Inc	United States	Annual	7/18/2024	Management	1j	Elect Manuel J. Perez de la Mesa	For	For	
Advanced Drainage Systems Inc	United States	Annual	7/18/2024	Management	1k	Elect Anil Seetharam	For	For	
Advanced Drainage Systems Inc	United States	Annual	7/18/2024	Management	2	Ratification of Auditor	For	For	
Advanced Drainage Systems Inc	United States	Annual	7/18/2024	Management	3	Advisory Vote on Executive Compensation	For	For	
Advanced Drainage Systems Inc	United States	Annual	7/18/2024	Management	1b	Elect Anesa T. Chaibi	For	For	
Advanced Drainage Systems Inc	United States	Annual	7/18/2024	Management	1c	Elect Michael B. Coleman	For	For	
Advanced Drainage Systems Inc	United States	Annual	7/18/2024	Management	1d	Elect Robert M. Eversole	For	For	
Advanced Drainage Systems Inc	United States	Annual	7/18/2024	Management	1e	Elect Alexander R. Fischer	For	For	
Advanced Drainage Systems Inc	United States	Annual	7/18/2024	Management	1f	Elect Tanya D. Fratto	For	For	
Advanced Drainage Systems Inc	United States	Annual	7/18/2024	Management	1g	Elect Kelly S. Gast	For	For	
Advanced Drainage Systems Inc	United States	Annual	7/18/2024	Management	1h	Elect Mark Haney	For	For	
Advanced Drainage Systems Inc	United States	Annual	7/18/2024	Management	1i	Elect Luther C. Kissam IV	For	For	

Adyen NV	Netherlands	Annual	5/16/2024	Management	5.	Elect Adine Grate to the Supervisory Board	For	For	
Adyen NV	Netherlands	Annual	5/16/2024	Management	6.	Elect Pieter Sipko Overmars to the Supervisory Board	For	For	
Adyen NV	Netherlands	Annual	5/16/2024	Management	7.	Elect Caoimhe Keogan to the Supervisory Board	For	For	
Adyen NV	Netherlands	Annual	5/16/2024	Management	8.	Authority to Issue Shares w/ Preemptive Rights	For	For	
Adyen NV	Netherlands	Annual	5/16/2024	Management	9.	Authority to Suppress Preemptive Rights	For	For	
Adyen NV	Netherlands	Annual	5/16/2024	Management	10.	Authority to Repurchase Shares	For	For	
Adyen NV	Netherlands	Annual	5/16/2024	Management	11.	Appointment of Auditor	For	For	
Adyen NV	Netherlands	Special	10/23/2024	Management	2.	Elect Tom Adams to the Management Board	For	For	
Adyen NV	Netherlands	Annual	5/16/2024	Management	2.b.	Remuneration Report	For	For	Non-variable compensation is a Dutch regulatory requirement, as per the Act on Remuneration Policies in Financial Enterprises.
Adyen NV	Netherlands	Annual	5/16/2024	Management	3.	Ratification of Management Acts	For	For	
Adyen NV	Netherlands	Annual	5/16/2024	Management	4.	Ratification of Supervisory Board Acts	For	For	
AECOM	United States	Annual	3/19/2024	Management	1.1	Elect Brad W. Buss	For	For	
AECOM	United States	Annual	3/19/2024	Management	2.	Ratification of Auditor	For	For	
AECOM	United States	Annual	3/19/2024	Management	3.	Advisory Vote on Executive Compensation	For	For	
AECOM	United States	Annual	3/19/2024	Management	1.2	Elect Lydia H. Kennard	For	For	
AECOM	United States	Annual	3/19/2024	Management	1.3	Elect Derek J. Kerr	For	For	
AECOM	United States	Annual	3/19/2024	Management	1.4	Elect Kristy M. Pipes	For	For	
AECOM	United States	Annual	3/19/2024	Management	1.5	Elect W. Troy Rudd	For	For	
AECOM	United States	Annual	3/19/2024	Management	1.6	Elect Douglas W. Stotlar	For	For	
AECOM	United States	Annual	3/19/2024	Management	1.7	Elect Daniel R. Tishman	For	Against	Nominee has a business relationship, or has a family member who has a business relationship, with the Company. The compensation committee chair is not independent.
AECOM	United States	Annual	3/19/2024	Management	1.8	Elect Sander van 't Noordende	For	For	
AECOM	United States	Annual	3/19/2024	Management	1.9	Elect Janet C. Wolfenbarger	For	For	
AGCO Corp.	United States	Annual	4/25/2024	Management	1a.	Elect Michael C. Arnold	For	For	
AGCO Corp.	United States	Annual	4/25/2024	Management	1j.	Elect Matthew Tsien	For	For	
AGCO Corp.	United States	Annual	4/25/2024	Management	2.	Advisory Vote on Executive Compensation	For	For	

AGCO Corp.	United States	Annual	4/25/2024	Management	3.	Ratification of Auditor	For	For	
AGCO Corp.	United States	Annual	4/25/2024	Management	1b.	Elect Sondra L. Barbour	For	For	
AGCO Corp.	United States	Annual	4/25/2024	Management	1c.	Elect Suzanne P. Clark	For	For	
AGCO Corp.	United States	Annual	4/25/2024	Management	1d.	Elect Bob De Lange	For	For	
AGCO Corp.	United States	Annual	4/25/2024	Management	1e.	Elect Eric P. Hansotia	For	For	
AGCO Corp.	United States	Annual	4/25/2024	Management	1f.	Elect George E. Minnich	For	For	
AGCO Corp.	United States	Annual	4/25/2024	Management	1g.	Elect Niels Porksen	For	For	
AGCO Corp.	United States	Annual	4/25/2024	Management	1h.	Elect David M. Sagehorn	For	For	
AGCO Corp.	United States	Annual	4/25/2024	Management	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.
Agilent Technologies Inc.	United States	Annual	3/14/2024	Management	1.1	Elect Mala Anand	For	For	
Agilent Technologies Inc.	United States	Annual	3/14/2024	Management	1.2	Elect KOH Boon Hwee	For	For	
Agilent Technologies Inc.	United States	Annual	3/14/2024	Management	1.3	Elect Michael R. McMullen	For	For	
Agilent Technologies Inc.	United States	Annual	3/14/2024	Management	1.4	Elect Daniel K. Podolsky	For	For	
Agilent Technologies Inc.	United States	Annual	3/14/2024	Management	2.	Advisory Vote on Executive Compensation	For	For	
Agilent Technologies Inc.	United States	Annual	3/14/2024	Management	3.	Ratification of Auditor	For	For	
Agilent Technologies Inc.	United States	Annual	3/14/2024	ShareHolder	4.	Shareholder Proposal Regarding Simple Majority Vote	Undetermined	For	Supermajority vote provisions are not in the best interests of shareholders.
AIA Group Limited	Hong Kong	Annual	5/24/2024	Management	8	Elect ONG Chong Tee	For	For	
AIA Group Limited	Hong Kong	Annual	5/24/2024	Management	9	Elect Nor Shamsiah Mohd Yunus	For	For	
AIA Group Limited	Hong Kong	Annual	5/24/2024	Management	10	Appointment of Auditor and Authority to Set Fees	For	For	
AIA Group Limited	Hong Kong	Annual	5/24/2024	Management	11A	Authority to Issue Shares w/o Preemptive Rights	For	For	
AIA Group Limited	Hong Kong	Annual	5/24/2024	Management	11B	Authority to Repurchase Shares	For	For	
AIA Group Limited	Hong Kong	Annual	5/24/2024	Management	3	Elect LEE Yuan Siong	For	For	
AIA Group Limited	Hong Kong	Annual	5/24/2024	Management	4	Elect CHOW Chung Kong	For	For	

AIA Group Limited	Hong Kong	Annual	5/24/2024	Management	5	Elect John Barrie HARRISON	For	For	Director is independent (although longer tenured), sits on Audit Committee.
AIA Group Limited	Hong Kong	Annual	5/24/2024	Management	6	Elect Cesar V. Purisima	For	Against	Withhold votes from a nominee who serves on a total of 6 public company boards.
AIA Group Limited	Hong Kong	Annual	5/24/2024	Management	7	Elect Mari Elka Pangestu	For	For	
Air Liquide S.A	France	Mix	4/30/2024	Management	10	2023 Remuneration Report	For	For	
Air Liquide S.A	France	Mix	4/30/2024	Management	11	2024 Remuneration Policy (CEO)	For	For	
Air Liquide S.A	France	Mix	4/30/2024	Management	12	2024 Remuneration Policy (Chair)	For	For	
Air Liquide S.A	France	Mix	4/30/2024	Management	13	2024 Remuneration Policy (Board of Directors)	For	For	
Air Liquide S.A	France	Mix	4/30/2024	Management	14	2024 Directors' Fees	For	For	
Air Liquide S.A	France	Mix	4/30/2024	Management	15	Appointment of Auditor for Sustainability Reporting (PwC)	For	For	
Air Liquide S.A	France	Mix	4/30/2024	Management	16	Appointment of Auditor for Sustainability Reporting (KPMG)	For	For	
Air Liquide S.A	France	Mix	4/30/2024	Management	17	Authority to Cancel Shares and Reduce Capital	For	For	
Air Liquide S.A	France	Mix	4/30/2024	Management	18	Authority to Increase Capital Through Capitalisations	For	For	
Air Liquide S.A	France	Mix	4/30/2024	Management	19	Employee Stock Purchase Plan	For	For	
Air Liquide S.A	France	Mix	4/30/2024	Management	20	Stock Purchase Plan for Overseas Employees	For	For	
Air Liquide S.A	France	Mix	4/30/2024	Management	21	Amendments to Articles Regarding Director Age Limits	For	For	
Air Liquide S.A	France	Mix	4/30/2024	Management	22	Amendments to Articles Regarding Chair Age Limits	For	For	
Air Liquide S.A	France	Mix	4/30/2024	Management	4	Authority to Repurchase and Reissue Shares	For	For	
Air Liquide S.A	France	Mix	4/30/2024	Management	5	Elect Kim Ann Mink	For	For	
Air Liquide S.A	France	Mix	4/30/2024	Management	6	Elect Monica de Virgiliis	For	For	
Air Liquide S.A	France	Mix	4/30/2024	Management	7	Special Auditors Report on Regulated Agreements	For	For	
Air Liquide S.A	France	Mix	4/30/2024	Management	8	2023 Remuneration of François Jackow, CEO	For	For	
Air Liquide S.A	France	Mix	4/30/2024	Management	9	2023 Remuneration of Benoît Potier, Chair	For	For	

Airtac International Group	Taiwan	Annual	5/30/2024	Management	2	Amendments to Articles	For	For	
Alcon Inc.	Switzerland	Annual	5/8/2024	Management	6.2	Elect Lynn Dorsey Bleil	For	For	
Alcon Inc.	Switzerland	Annual	5/8/2024	Management	6.3	Elect Raquel C. Bono	For	For	
Alcon Inc.	Switzerland	Annual	5/8/2024	Management	6.4	Elect Arthur Cummings	For	For	
Alcon Inc.	Switzerland	Annual	5/8/2024	Management	6.5	Elect David J. Endicott	For	For	
Alcon Inc.	Switzerland	Annual	5/8/2024	Management	6.6	Elect Thomas Glanzmann	For	For	
Alcon Inc.	Switzerland	Annual	5/8/2024	Management	6.7	Elect D. Keith Grossman	For	For	
Alcon Inc.	Switzerland	Annual	5/8/2024	Management	6.8	Elect Scott H. Maw	For	For	
Alcon Inc.	Switzerland	Annual	5/8/2024	Management	6.9	Elect Karen J. May	For	For	
Alcon Inc.	Switzerland	Annual	5/8/2024	Management	6.10	Elect Ines Pöschel	For	For	
Alcon Inc.	Switzerland	Annual	5/8/2024	Management	6.11	Elect Dieter Spälti	For	For	
Alcon Inc.	Switzerland	Annual	5/8/2024	Management	7.1	Elect Thomas Glanzmann	For	For	
Alcon Inc.	Switzerland	Annual	5/8/2024	Management	7.2	Elect Scott H. Maw	For	For	
Alcon Inc.	Switzerland	Annual	5/8/2024	Management	7.3	Elect Karen J. May	For	For	
Alcon Inc.	Switzerland	Annual	5/8/2024	Management	7.4	Elect Ines Pöschel	For	For	
Alcon Inc.	Switzerland	Annual	5/8/2024	Management	9	Appointment of Auditor	For	For	
Alcon Inc.	Switzerland	Annual	5/8/2024	Management	2	Ratification of Board and Management Acts	For	For	
Alcon Inc.	Switzerland	Annual	5/8/2024	Management	4	Report on Non-Financial Matters	For	For	
Alcon Inc.	Switzerland	Annual	5/8/2024	Management	5.1	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	5/8/2024	Management	5.2	Board Compensation	For	For	
Alcon Inc.	Switzerland	Annual	5/8/2024	Management	5.3	Executive Compensation (Total)	For	For	
Alcon Inc.	Switzerland	Annual	5/8/2024	Management	6.1	Elect F. Michael Ball as Board Chair	For	For	

Alfa Laval AB	Sweden	Annual	4/25/2024	Management	9.C1	Ratification of Tom Erixon (CEO)	For	For	
Alfa Laval AB	Sweden	Annual	4/25/2024	Management	9.C2	Ratification of Dennis Jönsson	For	For	
Alfa Laval AB	Sweden	Annual	4/25/2024	Management	9.C3	Ratification of Finn Rausing	For	For	
Alfa Laval AB	Sweden	Annual	4/25/2024	Management	9.C4	Ratification of Henrik Lange	For	For	
Alfa Laval AB	Sweden	Annual	4/25/2024	Management	9.C5	Ratification of Jörn Rausing	For	For	
Alfa Laval AB	Sweden	Annual	4/25/2024	Management	9.C6	Ratification of Lilian Fossum Biner	For	For	
Alfa Laval AB	Sweden	Annual	4/25/2024	Management	9.C7	Ratification of Nadine Crauwels	For	For	
Alfa Laval AB	Sweden	Annual	4/25/2024	Management	9.C8	Ratification of Ray Mauritsson	For	For	
Alfa Laval AB	Sweden	Annual	4/25/2024	Management	9.C9	Ratification of Ulf Wiinberg	For	For	
Alfa Laval AB	Sweden	Annual	4/25/2024	Management	9.C10	Ratification of Anna Müller	For	For	
Alfa Laval AB	Sweden	Annual	4/25/2024	Management	9.C11	Ratification of Bror García Lantz	For	For	
Alfa Laval AB	Sweden	Annual	4/25/2024	Management	9.C12	Ratification of Henrik Nielsen	For	For	
Alfa Laval AB	Sweden	Annual	4/25/2024	Management	9.C13	Ratification of Johan Ranhög	For	For	
Alfa Laval AB	Sweden	Annual	4/25/2024	Management	9.C14	Ratification of Johnny Hulthén	For	For	
Alfa Laval AB	Sweden	Annual	4/25/2024	Management	9.C15	Ratification of Stefan Sandell	For	For	
Alfa Laval AB	Sweden	Annual	4/25/2024	Management	9.C16	Ratification of Leif Norkvist	For	For	
Alfa Laval AB	Sweden	Annual	4/25/2024	Management	10	Remuneration Report	For	Against	We note several concerns with remuneration structure: no equity compensation, just cash and no executive share ownership guidelines. The existing remuneration structure also provides executives with a larger maximum payout under the annual bonus scheme than the long-term incentive arrangements. Benchmark used for pay-setting not disclosed and insufficient disclosure of STIP and LTIP targets, with similar metrics for both.
Alfa Laval AB	Sweden	Annual	4/25/2024	Management	11.1	Board Size	For	For	
Alfa Laval AB	Sweden	Annual	4/25/2024	Management	11.2	Number of Auditors	For	For	
Alfa Laval AB	Sweden	Annual	4/25/2024	Management	12.1	Directors' Fees	For	For	
Alfa Laval AB	Sweden	Annual	4/25/2024	Management	12.2	Committee Fees	For	For	
Alfa Laval AB	Sweden	Annual	4/25/2024	Management	12.3	Authority to Set Auditor's Fees	For	For	
Alfa Laval AB	Sweden	Annual	4/25/2024	Management	13.1	Elect Dennis Jönsson	For	For	
Alfa Laval AB	Sweden	Annual	4/25/2024	Management	13.2	Elect Finn Rausing	For	For	
Alfa Laval AB	Sweden	Annual	4/25/2024	Management	13.3	Elect Henrik Lange	For	For	
Alfa Laval AB	Sweden	Annual	4/25/2024	Management	13.4	Elect Jörn Rausing	For	For	Director is affiliated but not an executive and Remuneration committee is 67% independent.



Alfa Laval AB	Sweden	Annual	4/25/2024	Management	13.5	Elect Lillian Fossum Biner	For	For	
Alfa Laval AB	Sweden	Annual	4/25/2024	Management	13.6	Elect Ray Mauritsson	For	For	
Alfa Laval AB	Sweden	Annual	4/25/2024	Management	13.7	Elect Ulf Wiinberg	For	For	
Alfa Laval AB	Sweden	Annual	4/25/2024	Management	13.8	Elect Anna Müller	For	For	
Alfa Laval AB	Sweden	Annual	4/25/2024	Management	13.9	Elect Nadine Crauwels	For	For	
Alfa Laval AB	Sweden	Annual	4/25/2024	Management	13.10	Elect Dennis Jönsson as Chair	For	For	
Alfa Laval AB	Sweden	Annual	4/25/2024	Management	13.11	Re-election of Andreas Troberg as Auditor	For	For	
Alfa Laval AB	Sweden	Annual	4/25/2024	Management	13.12	Elect Hannah Fehland as New Auditor	For	For	
Alfa Laval AB	Sweden	Annual	4/25/2024	Management	13.13	Re-elect Henrik Jonzén as Deputy Auditor	For	For	
Alfa Laval AB	Sweden	Annual	4/25/2024	Management	13.14	Re-elect Andreas Mast as Deputy Auditor	For	For	
Align Technology, Inc.	United States	Annual	5/22/2024	Management	1a.	Elect Kevin T. Conroy	For	For	
Align Technology, Inc.	United States	Annual	5/22/2024	Management	1j.	Elect Susan E. Siegel	For	For	
Align Technology, Inc.	United States	Annual	5/22/2024	Management	2.	Ratification of Auditor	For	For	
Align Technology, Inc.	United States	Annual	5/22/2024	Management	3.	Advisory Vote on Executive Compensation	For	For	Recognise relatively marginal nature of the performance disconnect for the past year and below-target payouts for short- and long-term awards mitigating pay for performance disconnect.
Align Technology, Inc.	United States	Annual	5/22/2024	ShareHolder	4.	Shareholder Proposal Regarding Simple Majority Vote	Against	For	Not supportive of supermajority vote requirements which can impede shareholders' ability to approve ballot items that are in their interests.
Align Technology, Inc.	United States	Annual	5/22/2024	Management	1b.	Elect Kevin J. Dallas	For	For	
Align Technology, Inc.	United States	Annual	5/22/2024	Management	1c.	Elect Joseph M. Hogan	For	For	
Align Technology, Inc.	United States	Annual	5/22/2024	Management	1d.	Elect Joseph Lacob	For	For	
Align Technology, Inc.	United States	Annual	5/22/2024	Management	1e.	Elect C. Raymond Larkin, Jr.	For	For	
Align Technology, Inc.	United States	Annual	5/22/2024	Management	1f.	Elect George J. Morrow	For	For	
Align Technology, Inc.	United States	Annual	5/22/2024	Management	1g.	Elect Anne M. Myong	For	For	
Align Technology, Inc.	United States	Annual	5/22/2024	Management	1h.	Elect Mojdeh Poul	For	For	
Align Technology, Inc.	United States	Annual	5/22/2024	Management	1i.	Elect Andrea L. Saia	For	For	
ALS Limited	Australia	Annual	7/31/2024	Management	1	Elect Erica L. Mann	For	For	
ALS Limited	Australia	Annual	7/31/2024	Management	2	Remuneration Report	For	For	
ALS Limited	Australia	Annual	7/31/2024	Management	3	Approve Increase in NEDs' Fee Cap	For	For	
ALS Limited	Australia	Annual	7/31/2024	Management	4	Equity Grant (MD/CEO Malcolm Deane)	For	For	

ALS Limited	Australia	Annual	7/31/2024	Management	5	Board Spill (Conditional)	Against	Against	Not in shareholders' best interests.
Altair Engineering Inc	United States	Annual	5/16/2024	Management	1a.	Elect Mary C. Boyce	For	For	
Altair Engineering Inc	United States	Annual	5/16/2024	Management	1b.	Elect Jim F. Anderson	For	For	
Altair Engineering Inc	United States	Annual	5/16/2024	Management	2.	Advisory Vote on Executive Compensation	For	Against	Long-term awards are time-based only, with no performance conditions. Fair value of the CEO's equity awards increased by approximately 53% yoy, without sufficient rationale. No executive stock ownership requirements. We note also no payout limits identified under the STIP and lacking some disclosure of performance conditions. Internal pay inequity.

Altair Engineering Inc	United States	Annual	5/16/2024	Management	3.	Ratification of Auditor	For	For	
American Tower Corp.	United States	Annual	5/22/2024	Management	1a.	Elect Steven O. Vondran	For	For	
American Tower Corp.	United States	Annual	5/22/2024	Management	1j.	Elect Pamela D.A. Reeve	For	For	
American Tower Corp.	United States	Annual	5/22/2024	Management	1k.	Elect Bruce L. Tanner	For	For	
American Tower Corp.	United States	Annual	5/22/2024	Management	2.	Ratification of Auditor	For	For	
American Tower Corp.	United States	Annual	5/22/2024	Management	3.	Advisory Vote on Executive Compensation	For	For	
American Tower Corp.	United States	Annual	5/22/2024	ShareHolder	4.	Shareholder Proposal Regarding Right to Call Special Meeting	Against	For	Support right to call special meetings. A 15% threshold for calling a special meeting is appropriate.
American Tower Corp.	United States	Annual	5/22/2024	ShareHolder	5.	Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report	Against	For	The disclosure of the Company's adjusted pay gap and more information on how the Company is ensuring pay equity would allow shareholders better insight into how the Company is managing and mitigating potential pay discrimination within the Company.
American Tower Corp.	United States	Annual	5/22/2024	Management	1b.	Elect Kelly C. Chambliss	For	For	
American Tower Corp.	United States	Annual	5/22/2024	Management	1c.	Elect Teresa H. Clarke	For	For	
American Tower Corp.	United States	Annual	5/22/2024	Management	1d.	Elect Kenneth R. Frank	For	For	
American Tower Corp.	United States	Annual	5/22/2024	Management	1e.	Elect Robert D. Hormats	For	For	
American Tower Corp.	United States	Annual	5/22/2024	Management	1f.	Elect Grace D. Lieblein	For	For	
American Tower Corp.	United States	Annual	5/22/2024	Management	1g.	Elect Craig Macnab	For	For	
American Tower Corp.	United States	Annual	5/22/2024	Management	1h.	Elect Neville Ray	For	For	
American Tower Corp.	United States	Annual	5/22/2024	Management	1i.	Elect JoAnn A. Reed	For	For	
American Water Works Co. Inc.	United States	Annual	5/15/2024	Management	1a.	Elect Jeffrey N. Edwards	For	For	

American Water Works Co. Inc.	United States	Annual	5/15/2024	Management	2.	Advisory Vote on Executive Compensation	For	For	
American Water Works Co. Inc.	United States	Annual	5/15/2024	Management	3.	Ratification of Auditor	For	For	
American Water Works Co. Inc.	United States	Annual	5/15/2024	Management	1b.	Elect Martha Clark Goss	For	For	
American Water Works Co. Inc.	United States	Annual	5/15/2024	Management	1c.	Elect M. Susan Hardwick	For	For	
American Water Works Co. Inc.	United States	Annual	5/15/2024	Management	1d.	Elect Kimberly J. Harris	For	For	
American Water Works Co. Inc.	United States	Annual	5/15/2024	Management	1e.	Elect Laurie P. Havanec	For	For	
American Water Works Co. Inc.	United States	Annual	5/15/2024	Management	1f.	Elect Julia L. Johnson	For	For	
American Water Works Co. Inc.	United States	Annual	5/15/2024	Management	1g.	Elect Patricia L. Kampling	For	For	
American Water Works Co. Inc.	United States	Annual	5/15/2024	Management	1h.	Elect Karl F. Kurz	For	For	
American Water Works Co. Inc.	United States	Annual	5/15/2024	Management	1i.	Elect Michael L. Marberry	For	For	
Amiad Water Systems Limited	Israel	Ordinary	5/5/2024	Management	5	Elect Ronit Fein	For	Abstain	Nominee is chair of the audit committee. Following discussion with the company (identified as net zero "non-aligned" company with insufficient climate risk management processes), decision to abstain on this outside director (given positive impact to overall board independence and diversity to the board structure), responsible for climate risk oversight and on condition that company will engage with Impax and publicly disclose GHG emissions by year end.
Amiad Water Systems Limited	Israel	Special	7/7/2024	Management	1	Compensation Policy	For	For	
Amiad Water Systems Limited	Israel	Ordinary	5/5/2024	Management	2	Appointment of Auditor and Authority to Set Fees	For	For	
Amiad Water Systems Limited	Israel	Special	7/7/2024	Management	2	Indemnification & Exemption of Directors/Officers	For	For	
Amiad Water Systems Limited	Israel	Special	7/7/2024	Management	3	Indemnification & Exemption of Directors/Officers (Affiliated)	For	For	
Amiad Water Systems Limited	Israel	Ordinary	5/5/2024	Management	3.1	Elect Yariv Avisar	For	Against	Nominee is Chair of the Board. Company has been identified as net zero "non-aligned" and has not taken meaningful steps to address climate-related risks with transition-aligned management processes and disclosure. In line with our voting guidelines, we vote against the Chair of the Board and Chair of the Audit/Risk committee, as those directors primarily responsible for climate risk oversight.
Amiad Water Systems Limited	Israel	Ordinary	5/5/2024	Management	3.2	Elect Ishay Davidi	For	Against	Withhold votes from a nominee who serves on a total of 8 public company boards.
Amiad Water Systems Limited	Israel	Ordinary	5/5/2024	Management	3.3	Elect Lilach Asher Topilsky	For	For	

Amiad Water Systems Limited	Israel	Ordinary	5/5/2024	Management	3.4	Elect Oded Rosen	For	For	
Amiad Water Systems Limited	Israel	Ordinary	5/5/2024	Management	3.5	Elect Ran Shahor	For	For	
Amiad Water Systems Limited	Israel	Ordinary	5/5/2024	Management	4	Elect Avital Refaely	For	For	
Analog Devices Inc.	United States	Annual	3/13/2024	Management	1a.	Elect Vincent Roche	For	For	
Analog Devices Inc.	United States	Annual	3/13/2024	Management	1j.	Elect Ray Stata	For	For	
Analog Devices Inc.	United States	Annual	3/13/2024	Management	1k.	Elect Susie Wee	For	For	
Analog Devices Inc.	United States	Annual	3/13/2024	Management	2.	Advisory Vote on Executive Compensation	For	For	
Analog Devices Inc.	United States	Annual	3/13/2024	Management	3.	Ratification of Auditor	For	For	
Analog Devices Inc.	United States	Annual	3/13/2024	ShareHolder	4.	Shareholder Proposal Regarding Simple Majority Vote	Against	For	Supermajority vote provisions do not serve the best interests of shareholders.
Analog Devices Inc.	United States	Annual	3/13/2024	Management	1b.	Elect Stephen M. Jennings	For	For	
Analog Devices Inc.	United States	Annual	3/13/2024	Management	1c.	Elect André Andonian	For	For	
Analog Devices Inc.	United States	Annual	3/13/2024	Management	1d.	Elect James A. Champy	For	For	
Analog Devices Inc.	United States	Annual	3/13/2024	Management	1e.	Elect Edward H. Frank	For	For	
Analog Devices Inc.	United States	Annual	3/13/2024	Management	1f.	Elect Laurie H. Glimcher	For	For	
Analog Devices Inc.	United States	Annual	3/13/2024	Management	1g.	Elect Karen M. Golz	For	For	
Analog Devices Inc.	United States	Annual	3/13/2024	Management	1h.	Elect Peter B. Henry	For	For	
Analog Devices Inc.	United States	Annual	3/13/2024	Management	1i.	Elect Mercedes Johnson	For	For	
Ansys Inc.	United States	Special	5/22/2024	Management	1.	Merger with Synopsys, Inc.	For	For	
Ansys Inc.	United States	Annual	6/7/2024	Management	1A.	Elect Jim Frankola	For	For	
Ansys Inc.	United States	Annual	6/7/2024	Management	1B.	Elect Alec D. Gallimore	For	For	
Ansys Inc.	United States	Special	5/22/2024	Management	2.	Advisory Vote on Golden Parachutes	For	For	
Ansys Inc.	United States	Annual	6/7/2024	Management	1C.	Elect Ronald W. Hovsepian	For	For	
Ansys Inc.	United States	Annual	6/7/2024	Management	2.	Ratification of Auditor	For	For	
Ansys Inc.	United States	Annual	6/7/2024	Management	3.	Advisory Vote on Executive Compensation	For	For	
Ansys Inc.	United States	Annual	6/7/2024	ShareHolder	4.	Shareholder Proposal Regarding Right to Call Special Meeting	Against	For	A 10% threshold for calling a special meeting is appropriate given the Company's size and shareholder base.
Applied Materials Inc.	United States	Annual	3/7/2024	Management	1a.	Elect Rani Borkar	For	For	

Applied Materials Inc.	United States	Annual	3/7/2024	Management	1j.	Elect Scott A. McGregor	For	For	
Applied Materials Inc.	United States	Annual	3/7/2024	Management	2.	Advisory Vote on Executive Compensation	For	For	
Applied Materials Inc.	United States	Annual	3/7/2024	Management	3.	Ratification of Auditor	For	For	
Applied Materials Inc.	United States	Annual	3/7/2024	ShareHolder	4.	Shareholder Proposal Regarding Lobbying Report	Against	Abstain	Following engagement with the company, we find the current level of disclosure and response to the proponent sufficient.
Applied Materials Inc.	United States	Annual	3/7/2024	ShareHolder	5.	Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report	Against	For	
Applied Materials Inc.	United States	Annual	3/7/2024	Management	1b.	Elect Judy Bruner	For	For	
Applied Materials Inc.	United States	Annual	3/7/2024	Management	1c.	Elect Xun Chen	For	For	
Applied Materials Inc.	United States	Annual	3/7/2024	Management	1d.	Elect Aart J. de Geus	For	For	
Applied Materials Inc.	United States	Annual	3/7/2024	Management	1e.	Elect Gary E. Dickerson	For	For	
Applied Materials Inc.	United States	Annual	3/7/2024	Management	1f.	Elect Thomas J. Iannotti	For	For	
Applied Materials Inc.	United States	Annual	3/7/2024	Management	1g.	Elect Alexander A. Karsner	For	For	
Applied Materials Inc.	United States	Annual	3/7/2024	Management	1h.	Elect Kevin P. March	For	For	
Applied Materials Inc.	United States	Annual	3/7/2024	Management	1i.	Elect Yvonne McGill	For	For	
Aptiv PLC	Jersey	Special	12/2/2024	Management	1.	Effect Scheme of Arrangement; Amendments to Articles	For	For	
Aptiv PLC	Jersey	Special	12/2/2024	Management	1.	Scheme of Arrangement	For	For	
Aptiv PLC	Jersey	Annual	4/24/2024	Management	1a.	Elect Kevin P. Clark	For	For	
Aptiv PLC	Jersey	Annual	4/24/2024	Management	1j.	Elect Ana G. Pinczuk	For	For	
Aptiv PLC	Jersey	Annual	4/24/2024	Management	2.	Appointment of Auditor and Authority to Set Fees	For	For	
Aptiv PLC	Jersey	Annual	4/24/2024	Management	3.	Approval of the 2024 Long-Term Incentive Plan	For	For	
Aptiv PLC	Jersey	Annual	4/24/2024	Management	4.	Advisory Vote on Executive Compensation	For	For	
Aptiv PLC	Jersey	Annual	4/24/2024	Management	5.	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
Aptiv PLC	Jersey	Annual	4/24/2024	Management	1b.	Elect Nancy E. Cooper	For	For	
Aptiv PLC	Jersey	Special	12/2/2024	Management	2.	Approve Merger	For	For	

Aptiv PLC	Jersey	Annual	4/24/2024	Management	1c.	Elect Joseph L. Hooley	For	For	
Aptiv PLC	Jersey	Annual	4/24/2024	Management	1d.	Elect Vasumati P. Jakkal	For	For	
Aptiv PLC	Jersey	Annual	4/24/2024	Management	1e.	Elect Merit E. Janow	For	For	
Aptiv PLC	Jersey	Annual	4/24/2024	Management	1f.	Elect Sean O. Mahoney	For	For	
Aptiv PLC	Jersey	Annual	4/24/2024	Management	1g.	Elect Paul M. Meister	For	For	
Aptiv PLC	Jersey	Annual	4/24/2024	Management	1h.	Elect Robert K. Ortberg	For	For	
Aptiv PLC	Jersey	Annual	4/24/2024	Management	1i.	Elect Colin J. Parris	For	For	
Arcadis NV	Netherlands	Annual	5/8/2024	Management	5.a.	Ratification of Management Board Acts	For	For	
Arcadis NV	Netherlands	Annual	5/8/2024	Management	5.b.	Ratification of Supervisory Board Acts	For	For	
Arcadis NV	Netherlands	Annual	5/8/2024	Management	6.	Appointment of Auditor	For	For	
Arcadis NV	Netherlands	Annual	5/8/2024	Management	8.a.	Remuneration Report	For	For	
Arcadis NV	Netherlands	Annual	5/8/2024	Management	8.b.	Directors' Fees	For	For	
Arcadis NV	Netherlands	Annual	5/8/2024	Management	9.a.	Management Board Remuneration Policy	For	For	
Arcadis NV	Netherlands	Annual	5/8/2024	Management	9.b.	Supervisory Board Remuneration Policy	For	For	
Arcadis NV	Netherlands	Annual	5/8/2024	Management	10.	Elect Virginie Duperat-Vergne to the Management Board	For	For	
Arcadis NV	Netherlands	Annual	5/8/2024	Management	11.a.	Elect Deanna L. Goodwin to the Supervisory Board	For	For	
Arcadis NV	Netherlands	Annual	5/8/2024	Management	12.a.	Authority to Issue Shares w/ Preemptive Rights	For	For	
Arcadis NV	Netherlands	Annual	5/8/2024	Management	12.b.	Authority to Suppress Preemptive Rights	For	For	
Arcadis NV	Netherlands	Annual	5/8/2024	Management	13.	Authority to Repurchase Shares	For	For	
Ashtead Group plc	United Kingdom	Annual	9/4/2024	Management	10	Elect Tanya D. Fratto	For	For	
Ashtead Group plc	United Kingdom	Annual	9/4/2024	Management	11	Elect Jill Easterbrook	For	For	
Ashtead Group plc	United Kingdom	Annual	9/4/2024	Management	12	Elect Renata Ribeiro	For	For	
Ashtead Group plc	United Kingdom	Annual	9/4/2024	Management	13	Elect Roy M. Twite	For	For	
Ashtead Group plc	United Kingdom	Annual	9/4/2024	Management	14	Appointment of Auditor	For	For	
Ashtead Group plc	United Kingdom	Annual	9/4/2024	Management	15	Authority to Set Auditor's Fees	For	For	
Ashtead Group plc	United Kingdom	Annual	9/4/2024	Management	16	Amendment to Long-Term Incentive Plan	For	Against	Potential for excessive payouts.
Ashtead Group plc	United Kingdom	Annual	9/4/2024	Management	17	Authority to Issue Shares w/ Preemptive Rights	For	For	
Ashtead Group plc	United Kingdom	Annual	9/4/2024	Management	18	Authority to Issue Shares w/o Preemptive Rights	For	For	
Ashtead Group plc	United Kingdom	Annual	9/4/2024	Management	19	Authority to Issue Shares w/o Preemptive Rights	For	For	

						(Specified Capital Investment)			
Ashtead Group plc	United Kingdom	Annual	9/4/2024	Management	2	Remuneration Report	For	For	
Ashtead Group plc	United Kingdom	Annual	9/4/2024	Management	20	Authority to Repurchase Shares	For	For	
Ashtead Group plc	United Kingdom	Annual	9/4/2024	Management	21	Authority to Set General Meeting Notice Period at 14 Days	For	For	
Ashtead Group plc	United Kingdom	Annual	9/4/2024	Management	3	Remuneration Policy	For	Against	Significant increase (~140%) in maximum opportunity under the long-term incentive plan for the CEO, from 350% to 850% of base salary, with new restricted share component (non-performance linked). Inclusion of time-based awards, without a proportional reduction in maximum opportunity. Significant overall quantum increase and potential for excessive payouts.
Ashtead Group plc	United Kingdom	Annual	9/4/2024	Management	5	Elect Paul A. Walker	For	For	
Ashtead Group plc	United Kingdom	Annual	9/4/2024	Management	6	Elect Brendan Horgan	For	For	
Ashtead Group plc	United Kingdom	Annual	9/4/2024	Management	7	Elect Michael R. Pratt	For	For	
Ashtead Group plc	United Kingdom	Annual	9/4/2024	Management	8	Elect Angus Cockburn	For	For	
Ashtead Group plc	United Kingdom	Annual	9/4/2024	Management	9	Elect Lucinda Riches	For	For	
ASML Holding NV	Netherlands	Annual	4/24/2024	Management	3a.	Remuneration Report	For	Abstain	Outgoing CEO and CTO and the company hasn't provided full/clear disclosure on the vesting period of their LTI awards and whether the LTI awards are pro-rated for the outgoing directors or paid in full.
ASML Holding NV	Netherlands	Annual	4/24/2024	Management	4.a.	Ratification of Management Board Acts	For	For	
ASML Holding NV	Netherlands	Annual	4/24/2024	Management	8a.	Authority to Issue Shares w/ Preemptive Rights (5% for General Purposes; 5% for M&A Purposes)	For	For	
ASML Holding NV	Netherlands	Annual	4/24/2024	Management	4.b.	Ratification of Supervisory Board Acts	For	For	
ASML Holding NV	Netherlands	Annual	4/24/2024	Management	8b.	Authority to Suppress Preemptive Rights (5% for General Purposes; 5% for M&A Purposes)	For	For	
ASML Holding NV	Netherlands	Annual	4/24/2024	Management	5.	Long-Term Incentive Plan; Authority to Issue Shares	For	For	
ASML Holding NV	Netherlands	Annual	4/24/2024	Management	9.	Authority to Repurchase Shares	For	For	
ASML Holding NV	Netherlands	Annual	4/24/2024	Management	10.	Cancellation of Shares	For	For	
ASML Holding NV	Netherlands	Annual	4/24/2024	Management	7.b.	Elect Annet P. Aris to the Supervisory Board	For	For	
ASML Holding NV	Netherlands	Annual	4/24/2024	Management	7.c.	Elect D. Mark Durcan to the Supervisory Board	For	For	



ASML Holding NV	Netherlands	Annual	4/24/2024	Management	7.d.	Elect Warren A. East to the Supervisory Board	For	For	
ASML Holding NV	Netherlands	Annual	4/24/2024	Management	8.a.	Authority to Issue Shares w/ Preemptive Rights (5% for General Purposes; 5% for M&A Purposes)	For	For	
ASML Holding NV	Netherlands	Annual	4/24/2024	Management	8.b.	Authority to Suppress Preemptive Rights (5% for General Purposes; 5% for M&A Purposes)	For	For	
ASML Holding NV	Netherlands	Annual	4/24/2024	Management	9.	Authority to Repurchase Shares	For	For	
ASML Holding NV	Netherlands	Annual	4/24/2024	Management	10.	Cancellation of Shares	For	For	
ASML Holding NV	Netherlands	Annual	4/24/2024	Management	4a.	Ratification of Management Board Acts	For	For	
ASML Holding NV	Netherlands	Annual	4/24/2024	Management	3.a.	Remuneration Report	For	Abstain	Outgoing CEO and CTO and the company hasn't provided full/clear disclosure on the vesting period of their LTI awards and whether the LTI awards are pro-rated for the outgoing directors or paid in full.
ASML Holding NV	Netherlands	Annual	4/24/2024	Management	4b.	Ratification of Supervisory Board Acts	For	For	
ASML Holding NV	Netherlands	Annual	4/24/2024	Management	5.	Long-term Incentive Plan; Authority to Issue Shares	For	For	
ASML Holding NV	Netherlands	Annual	4/24/2024	Management	7b.	Elect Annet P. Aris to the Supervisory Board	For	For	
ASML Holding NV	Netherlands	Annual	4/24/2024	Management	7c.	Elect D. Mark Durcan to the Supervisory Board	For	For	
ASML Holding NV	Netherlands	Annual	4/24/2024	Management	7d.	Elect Warren A. East to the Supervisory Board	For	For	
Astral Ltd.	India	Annual	8/23/2024	Management	3	Elect Girish Joshi	For	Against	Nominee has served on the board for at least one year and has attended less than 75% of the meetings.
Astral Ltd.	India	Annual	8/23/2024	Management	4	Appointment of Jagruti Sandeep Engineer as Whole-time Director; Approval of Remuneration	For	For	
Astral Ltd.	India	Annual	8/23/2024	Management	5	Approve Payment of Fees to Cost Auditors	For	For	
Astral Ltd.	India	Annual	8/23/2024	Management	6	Elect Chikmagalur Kalasheet Gopal	For	For	
Astral Ltd.	India	Annual	8/23/2024	Management	7	Elect Viral Mahesh Jhaveri	For	For	
Autodesk Inc.	United States	Annual	7/16/2024	Management	1a.	Elect Andrew Anagnost	For	Against	Ongoing concerns regarding governance, oversights and accounting practices. In our view, individuals on the board that have audit responsibility, governance/nominating responsibility, executive responsibility (CEO/CFO) and those with longer tenures, all bear some responsibility for these issues.
Autodesk Inc.	United States	Annual	7/16/2024	Management	1j.	Elect Rami Rahim	For	For	Nominee has served on the board for two years and sits on compensation committee.

Autodesk Inc.	United States	Annual	7/16/2024	Management	1k.	Elect Stacy J. Smith	For	Against	Ongoing concerns regarding governance, oversights and accounting practices. In our view, individuals on the board that have audit responsibility, governance/nominating responsibility, executive responsibility (CEO/CFO) and those with longer tenures, all bear some responsibility for these issues.
Autodesk Inc.	United States	Annual	7/16/2024	Management	2.	Ratification of Auditor	For	For	
Autodesk Inc.	United States	Annual	7/16/2024	Management	3.	Advisory Vote on Executive Compensation	For	Against	Not supportive of executive compensation given management's role in governance and accounting issues.
Autodesk Inc.	United States	Annual	7/16/2024	Management	4.	Adoption of Right to Call a Special Meeting	For	Abstain	We believe that 15% is a more appropriate threshold (vs 25%) as called for in proposal 5.
Autodesk Inc.	United States	Annual	7/16/2024	ShareHolder	5.	Shareholder Proposal Regarding Right to Call Special Meeting	Against	For	
Autodesk Inc.	United States	Annual	7/16/2024	Management	1b.	Elect Karen Blasing	For	Against	Ongoing concerns regarding governance, oversights and accounting practices. In our view, individuals on the board that have audit responsibility, governance/nominating responsibility, executive responsibility (CEO/CFO) and those with longer tenures, all bear some responsibility for these issues.
Autodesk Inc.	United States	Annual	7/16/2024	Management	1c.	Elect Reid French	For	Against	Ongoing concerns regarding governance, oversights and accounting practices. In our view, individuals on the board that have audit responsibility, governance/nominating responsibility, executive responsibility (CEO/CFO) and those with longer tenures, all bear some responsibility for these issues.
Autodesk Inc.	United States	Annual	7/16/2024	Management	1d.	Elect Ayanna M. Howard	For	Against	Ongoing concerns regarding governance, oversights and accounting practices. In our view, individuals on the board that have audit responsibility, governance/nominating responsibility, executive responsibility (CEO/CFO) and those with longer tenures, all bear some responsibility for these issues.
Autodesk Inc.	United States	Annual	7/16/2024	Management	1e.	Elect Blake J. Irving	For	Against	Ongoing concerns regarding governance, oversights and accounting practices. In our view, individuals on the board that have audit responsibility, governance/nominating responsibility, executive responsibility (CEO/CFO) and those with longer tenures, all bear some responsibility for these issues.
Autodesk Inc.	United States	Annual	7/16/2024	Management	1f.	Elect Mary T. McDowell	For	Against	Ongoing concerns regarding governance, oversights and accounting practices. In our view, individuals on the board that have audit responsibility, governance/nominating responsibility, executive responsibility (CEO/CFO) and those with longer tenures, all bear some responsibility for these issues.

Autodesk Inc.	United States	Annual	7/16/2024	Management	1g.	Elect Stephen D. Milligan	For	Against	Ongoing concerns regarding governance, oversights and accounting practices. In our view, individuals on the board that have audit responsibility, governance/nominating responsibility, executive responsibility (CEO/CFO) and those with longer tenures, all bear some responsibility for these issues.
Autodesk Inc.	United States	Annual	7/16/2024	Management	1h.	Elect Lorrie M. Norrington	For	Against	Ongoing concerns regarding governance, oversights and accounting practices. In our view, individuals on the board that have audit responsibility, governance/nominating responsibility, executive responsibility (CEO/CFO) and those with longer tenures, all bear some responsibility for these issues.
Autodesk Inc.	United States	Annual	7/16/2024	Management	1i.	Elect Elizabeth S. Rafael	For	Against	CFO on board. Ongoing concerns regarding governance, oversights and accounting practices. In our view, individuals on the board that have audit responsibility, governance/nominating responsibility, executive responsibility (CEO/CFO) and those with longer tenures, all bear some responsibility for these issues.
Azbil Corporation	Japan	Annual	6/25/2024	Management	2.8	Elect Fumitoshi Sato	For	For	
Azbil Corporation	Japan	Annual	6/25/2024	Management	2.9	Elect Shigeaki Yoshikawa	For	For	
Azbil Corporation	Japan	Annual	6/25/2024	Management	2.10	Elect Tomoyasu Miura	For	For	
Azbil Corporation	Japan	Annual	6/25/2024	Management	2.11	Elect Sachiko Ichikawa	For	For	
Azbil Corporation	Japan	Annual	6/25/2024	Management	2.12	Elect Hiroshi Yoshida	For	For	
Azbil Corporation	Japan	Annual	6/25/2024	Management	2.1	Elect Hirozumi Sone	For	For	
Azbil Corporation	Japan	Annual	6/25/2024	Management	2.2	Elect Kiyohiro Yamamoto	For	Against	An executive (CEO) sits on the nominating committee.
Azbil Corporation	Japan	Annual	6/25/2024	Management	2.3	Elect Takayuki Yokota	For	Against	An executive sits on the compensation committee.
Azbil Corporation	Japan	Annual	6/25/2024	Management	2.4	Elect Hisaya Katsuta	For	Against	The audit committee does not hit independence standards, vote against only non-independent director on the audit committee.
Azbil Corporation	Japan	Annual	6/25/2024	Management	2.5	Elect Waka Fujiso	For	For	
Azbil Corporation	Japan	Annual	6/25/2024	Management	2.6	Elect Mitsuhiro Nagahama	For	For	
Azbil Corporation	Japan	Annual	6/25/2024	Management	2.7	Elect Anne Ka Tse Hung	For	For	
AZEK Company Inc	United States	Annual	3/1/2024	Management		Elect Sallie B. Bailey	For	For	
AZEK Company Inc	United States	Annual	3/1/2024	Management		Elect Pamela J. Edwards	For	For	
AZEK Company Inc	United States	Annual	3/1/2024	Management		Elect Howard C. Heckes	For	For	
AZEK Company Inc	United States	Annual	3/1/2024	Management		Elect Gary E. Hendrickson	For	For	

AZEK Company Inc	United States	Annual	3/1/2024	Management		Elect Vernon J. Nagel	For	For	
AZEK Company Inc	United States	Annual	3/1/2024	Management		Elect Harmit J. Singh	For	For	
AZEK Company Inc	United States	Annual	3/1/2024	Management		Elect Jesse G. Singh	For	For	
AZEK Company Inc	United States	Annual	3/1/2024	Management		Elect Fiona Tan	For	For	
AZEK Company Inc	United States	Annual	3/1/2024	Management	2.	Ratification of Auditor	For	For	
AZEK Company Inc	United States	Annual	3/1/2024	Management	3.	Advisory Vote on Executive Compensation	For	For	
Badger Meter Inc.	United States	Annual	4/26/2024	Management		Elect Todd A. Adams	For	For	
Badger Meter Inc.	United States	Annual	4/26/2024	Management		Elect Kenneth C. Bockhorst	For	For	
Badger Meter Inc.	United States	Annual	4/26/2024	Management		Elect Henry F. Brooks	For	For	
Badger Meter Inc.	United States	Annual	4/26/2024	Management		Elect Melanie K. Cook	For	For	
Badger Meter Inc.	United States	Annual	4/26/2024	Management		Elect Xia Liu	For	For	
Badger Meter Inc.	United States	Annual	4/26/2024	Management		Elect James W. McGill	For	For	
Badger Meter Inc.	United States	Annual	4/26/2024	Management		Elect Tessa M. Myers	For	For	
Badger Meter Inc.	United States	Annual	4/26/2024	Management		Elect James F. Stern	For	For	
Badger Meter Inc.	United States	Annual	4/26/2024	Management		Elect Glen E. Tellock	For	For	
Badger Meter Inc.	United States	Annual	4/26/2024	Management	2.	Advisory Vote on Executive Compensation	For	For	
Badger Meter Inc.	United States	Annual	4/26/2024	Management	3.	Ratification of Auditor	For	For	
Badger Meter Inc.	United States	Annual	4/26/2024	ShareHolder	4.	Shareholder Proposal Regarding Report on Hiring Practices for People with Arrest Records	Against	Abstain	Since receiving this SHP last year, the company has undertaken a review of internal hiring data for 2023 and found zero instances whereby offers of employment were rescinded due to criminal background check findings, which is the focus of the proposal. We are supportive of this broader issue however upon engagement with the company on their hiring and broader talent attraction/retention/development practices and programmes, we feel the company has sufficiently addressed this in its practices and disclosures.
Ball Corp.	United States	Annual	4/24/2024	Management	1a.	Elect John A. Bryant	For	For	
Ball Corp.	United States	Annual	4/24/2024	Management	1b.	Elect Michael J. Cave	For	For	
Ball Corp.	United States	Annual	4/24/2024	Management	1c.	Elect Daniel W. Fisher	For	For	
Ball Corp.	United States	Annual	4/24/2024	Management	1d.	Elect Pedro Henrique Mariani	For	For	
Ball Corp.	United States	Annual	4/24/2024	Management	1e.	Elect Cathy D. Ross	For	For	

Ball Corp.	United States	Annual	4/24/2024	Management	1f.	Elect Betty J. Sapp	For	For	
Ball Corp.	United States	Annual	4/24/2024	Management	1g.	Elect Stuart A. Taylor, II	For	For	
Ball Corp.	United States	Annual	4/24/2024	Management	2.	Ratification of Auditor	For	For	
Ball Corp.	United States	Annual	4/24/2024	Management	3.	Advisory Vote on Executive Compensation	For	For	
Bank Rakyat Indonesia (Persero) Tbk PT	Indonesia	Annual	3/1/2024	Management	3	Directors' and Commissioners' Fees	For	Against	Excessive bonus, without rationale or performance metrics
Bank Rakyat Indonesia (Persero) Tbk PT	Indonesia	Annual	3/1/2024	Management	4	Appointment of Auditor and Authority to Set Fees	For	For	
Bank Rakyat Indonesia (Persero) Tbk PT	Indonesia	Annual	3/1/2024	Management	5	Use of Proceeds	For	For	
Bank Rakyat Indonesia (Persero) Tbk PT	Indonesia	Annual	3/1/2024	Management	6	Amendments to Articles	For	Against	Insufficient information on amendments to determine support.
Bank Rakyat Indonesia (Persero) Tbk PT	Indonesia	Annual	3/1/2024	Management	7	Election of Directors and/or Commissioners	For	Against	Company has not disclosed the nominees standing for election as a director and/or commissioner. Note existing audit committee independence is also <100%.
Becton Dickinson & Co.	United States	Annual	1/23/2024	Management	1a.	Elect William M. Brown	For	For	
Becton Dickinson & Co.	United States	Annual	1/23/2024	Management	1j.	Elect Bertram L. Scott	For	For	
Becton Dickinson & Co.	United States	Annual	1/23/2024	Management	1k.	Elect Joanne Waldstreicher	For	For	
Becton Dickinson & Co.	United States	Annual	1/23/2024	Management	2.	Ratification of Auditor	For	For	
Becton Dickinson & Co.	United States	Annual	1/23/2024	Management	3.	Advisory Vote on Executive Compensation	For	For	
Becton Dickinson & Co.	United States	Annual	1/23/2024	Management	1b.	Elect Catherine M. Burzik	For	For	
Becton Dickinson & Co.	United States	Annual	1/23/2024	Management	1c.	Elect Carrie L. Byington	For	For	
Becton Dickinson & Co.	United States	Annual	1/23/2024	Management	1d.	Elect R. Andrew Eckert	For	For	
Becton Dickinson & Co.	United States	Annual	1/23/2024	Management	1e.	Elect Claire M. Fraser	For	For	
Becton Dickinson & Co.	United States	Annual	1/23/2024	Management	1f.	Elect Jeffrey W. Henderson	For	For	
Becton Dickinson & Co.	United States	Annual	1/23/2024	Management	1g.	Elect Christopher Jones	For	For	
Becton Dickinson & Co.	United States	Annual	1/23/2024	Management	1h.	Elect Thomas E. Polen	For	For	

Becton Dickinson & Co.	United States	Annual	1/23/2024	Management	1i.	Elect Timothy M. Ring	For	For	
Befesa S.A.	Luxembourg	Annual	6/20/2024	Management	9	Appointment of Auditor	For	For	
Befesa S.A.	Luxembourg	Annual	6/20/2024	Management	5	Ratification of Board Acts	For	For	
Befesa S.A.	Luxembourg	Annual	6/20/2024	Management	6	Non-Executive Directors' Fees	For	For	
Befesa S.A.	Luxembourg	Annual	6/20/2024	Management	7	Elect Soledad Luca de Tena García-Conde as Board Member	For	For	
Befesa S.A.	Luxembourg	Annual	6/20/2024	Management	8	Remuneration Report	For	For	Significant improvement from FY2023 - strong response to shareholder dissent. However, benchmark used for pay-setting still not disclosed. Qualitative metrics have improved from FY2022, but are still more retrospective without clear disclosure of target achievement. Ongoing monitoring.
Bharti Airtel Ltd.	India	Annual	8/20/2024	Management	3	Elect Arthur LANG Tao Yih	For	Against	The audit committee does not hit independence standards. Director is a public company executive and serves on more than 2 public boards.
Bharti Airtel Ltd.	India	Annual	8/20/2024	Management	4	Approve Payment of Fees to Cost Auditors	For	For	
Bharti Airtel Ltd.	India	Annual	8/20/2024	Management	5	Elect Arjan Kumar Sikri	For	For	
Bharti Airtel Ltd.	India	Annual	8/20/2024	Management	6	Related Party Transactions (Bharti Hexacom Limited)	For	For	
Bharti Airtel Ltd.	India	Annual	8/20/2024	Management	7	Related Party Transactions (Nextra Data Limited)	For	For	
Bharti Airtel Ltd.	India	Annual	8/20/2024	Management	8	Related Party Transactions (Indus Towers Limited)	For	For	
Bharti Airtel Ltd.	India	Annual	8/20/2024	Management	9	Related Party Transactions (Dixon Electro Appliances Private Limited)	For	For	
Blackline Safety Corp	Canada	Annual	3/19/2024	Management	1	Board Size	For	For	
Blackline Safety Corp	Canada	Annual	3/19/2024	Management	1	Board Size	For	For	
Blackline Safety Corp	Canada	Mix	3/19/2024	Management	3	Appointment of Auditor and Authority to Set Fees	For	For	
Blackline Safety Corp	Canada	Mix	3/19/2024	Management	4	Amendment to the Employee Share Ownership Plan	For	For	Supportive of amendment to include any increase to the company's contributions to the ESOP would not be made without shareholder approval. Note plan is administered by the CFO, not the remuneration committee.
Blackline Safety Corp	Canada	Mix	3/19/2024	Management	1	Board Size	For	For	
Blackline Safety Corp	Canada	Annual	3/19/2024	Management		Elect Cody Slater	For	Withhold	Vote against nominating/governance committee chair and board chair when there are less than three women on the board of directors, unless more than 33% of the directors are women.
Blackline Safety Corp	Canada	Annual	3/19/2024	Management		Elect Cody Slater	For	Withhold	Vote against nominating/governance committee chair and board chair when there are less than three women on the board of directors, unless more than 33% of the directors are women.

Blackline Safety Corp	Canada	Annual	3/19/2024	Management		Elect Robert Herdman	For	For	
Blackline Safety Corp	Canada	Annual	3/19/2024	Management		Elect Robert Herdman	For	For	
Blackline Safety Corp	Canada	Annual	3/19/2024	Management		Elect Michael Hayduk	For	For	
Blackline Safety Corp	Canada	Annual	3/19/2024	Management		Elect Michael Hayduk	For	For	
Blackline Safety Corp	Canada	Annual	3/19/2024	Management		Elect Brad Gilewich	For	Withhold	Beneficial owner on audit committee, does not hit independence standards.
Blackline Safety Corp	Canada	Annual	3/19/2024	Management		Elect Brad Gilewich	For	Withhold	Beneficial owner on audit committee, does not hit independence standards.
Blackline Safety Corp	Canada	Annual	3/19/2024	Management		Elect Cheemin Bo-Linn	For	For	
Blackline Safety Corp	Canada	Annual	3/19/2024	Management		Elect Cheemin Bo-Linn	For	For	
Blackline Safety Corp	Canada	Annual	3/19/2024	Management		Elect Jason Cohenour	For	Withhold	Vote against nominating/governance committee chair and board chair when there are less than three women on the board of directors, unless more than 33% of the directors are women.
Blackline Safety Corp	Canada	Annual	3/19/2024	Management		Elect Jason Cohenour	For	Withhold	Vote against nominating/governance committee chair and board chair when there are less than three women on the board of directors, unless more than 33% of the directors are women.
Blackline Safety Corp	Canada	Annual	3/19/2024	Management		Elect Barbara Holzapfel	For	For	
Blackline Safety Corp	Canada	Annual	3/19/2024	Management		Elect Barbara Holzapfel	For	For	
Blackline Safety Corp	Canada	Mix	3/19/2024	Management	2.A	Elect Cody Slater	For	Against	Vote against nominating/governance committee chair and board chair when there are less than three women on the board of directors, unless more than 33% of the directors are women.
Blackline Safety Corp	Canada	Annual	3/19/2024	Management	3	Appointment of Auditor and Authority to Set Fees	For	For	
Blackline Safety Corp	Canada	Annual	3/19/2024	Management	3	Appointment of Auditor and Authority to Set Fees	For	For	
Blackline Safety Corp	Canada	Mix	3/19/2024	Management	2.B	Elect Robert Herdman	For	For	
Blackline Safety Corp	Canada	Annual	3/19/2024	Management	4	Amendment to the Employee Share Ownership Plan	For	For	Supportive of amendment to include any increase to the company's contributions to the ESOP would not be made without shareholder approval. Note plan is administered by the CFO, not the remuneration committee.
Blackline Safety Corp	Canada	Annual	3/19/2024	Management	4	Amendment to the Employee Share Ownership Plan	For	For	Supportive of amendment to include any increase to the company's contributions to the ESOP would not be made without shareholder approval. Note plan is administered by the CFO, not the remuneration committee.
Blackline Safety Corp	Canada	Mix	3/19/2024	Management	2.C	Elect Michael Hayduk	For	For	
Blackline Safety Corp	Canada	Mix	3/19/2024	Management	2.D	Elect Brad Gilewich	For	Against	Beneficial owner on audit committee, does not hit independence standards.
Blackline Safety Corp	Canada	Mix	3/19/2024	Management	2.E	Elect Cheemin Bo-Linn	For	For	

Blackline Safety Corp	Canada	Mix	3/19/2024	Management	2.F	Elect Jason Cohenour	For	Against	Vote against nominating/governance committee chair and board chair when there are less than three women on the board of directors, unless more than 33% of the directors are women.
Blackline Safety Corp	Canada	Mix	3/19/2024	Management	2.G	Elect Barbara Holzapfel	For	For	
Boralex, Inc.	Canada	Annual	5/15/2024	Management	1A	Elect André Courville	For	For	
Boralex, Inc.	Canada	Annual	5/15/2024	Management	1A	Elect André Courville	For	For	
Boralex, Inc.	Canada	Annual	5/15/2024	Management	1.9	Elect Alain Rhéaume	For	For	
Boralex, Inc.	Canada	Annual	5/15/2024	Management	1J	Elect Zin Smati	For	For	
Boralex, Inc.	Canada	Annual	5/15/2024	Management	1J	Elect Zin Smati	For	For	
Boralex, Inc.	Canada	Annual	5/15/2024	Management	1.10	Elect Zin Smati	For	For	
Boralex, Inc.	Canada	Annual	5/15/2024	Management	1K	Elect Dany St-Pierre	For	For	
Boralex, Inc.	Canada	Annual	5/15/2024	Management	1K	Elect Dany St-Pierre	For	For	
Boralex, Inc.	Canada	Annual	5/15/2024	Management	1.11	Elect Dany St-Pierre	For	For	
Boralex, Inc.	Canada	Annual	5/15/2024	Management	2	Appointment of Auditor	For	For	
Boralex, Inc.	Canada	Annual	5/15/2024	Management	2	Appointment of Auditor	For	For	
Boralex, Inc.	Canada	Annual	5/15/2024	Management	2	Appointment of Auditor	For	For	
Boralex, Inc.	Canada	Annual	5/15/2024	Management	3	Advisory Vote on Executive Compensation	For	For	
Boralex, Inc.	Canada	Annual	5/15/2024	Management	3	Advisory Vote on Executive Compensation	For	For	
Boralex, Inc.	Canada	Annual	5/15/2024	Management	3	Advisory Vote on Executive Compensation	For	For	
Boralex, Inc.	Canada	Annual	5/15/2024	Management	4	Shareholder Rights Plan Renewal	For	For	
Boralex, Inc.	Canada	Annual	5/15/2024	Management	4	Shareholder Rights Plan Renewal	For	For	
Boralex, Inc.	Canada	Annual	5/15/2024	Management	4	Shareholder Rights Plan Renewal	For	For	
Boralex, Inc.	Canada	Annual	5/15/2024	Management	1.1	Elect André Courville	For	For	
Boralex, Inc.	Canada	Annual	5/15/2024	Management	1B	Elect Lise Croteau	For	For	
Boralex, Inc.	Canada	Annual	5/15/2024	Management	1B	Elect Lise Croteau	For	For	
Boralex, Inc.	Canada	Annual	5/15/2024	Management	1.2	Elect Lise Croteau	For	For	
Boralex, Inc.	Canada	Annual	5/15/2024	Management	1C	Elect Patrick Decostre	For	For	
Boralex, Inc.	Canada	Annual	5/15/2024	Management	1C	Elect Patrick Decostre	For	For	
Boralex, Inc.	Canada	Annual	5/15/2024	Management	1.3	Elect Patrick Decostre	For	For	
Boralex, Inc.	Canada	Annual	5/15/2024	Management	1D	Elect Marie-Claude Dumas	For	For	
Boralex, Inc.	Canada	Annual	5/15/2024	Management	1D	Elect Marie-Claude Dumas	For	For	
Boralex, Inc.	Canada	Annual	5/15/2024	Management	1.4	Elect Marie-Claude Dumas	For	For	
Boralex, Inc.	Canada	Annual	5/15/2024	Management	1E	Elect Marie Giguère	For	For	



Boralex, Inc.	Canada	Annual	5/15/2024	Management	1E	Elect Marie Giguère	For	For	
Boralex, Inc.	Canada	Annual	5/15/2024	Management	1.5	Elect Marie Giguère	For	For	
Boralex, Inc.	Canada	Annual	5/15/2024	Management	1F	Elect Ines Kolmsee	For	For	
Boralex, Inc.	Canada	Annual	5/15/2024	Management	1F	Elect Ines Kolmsee	For	For	
Boralex, Inc.	Canada	Annual	5/15/2024	Management	1.6	Elect Ines Kolmsee	For	For	
Boralex, Inc.	Canada	Annual	5/15/2024	Management	1G	Elect Patrick Lemaire	For	For	
Boralex, Inc.	Canada	Annual	5/15/2024	Management	1G	Elect Patrick Lemaire	For	For	
Boralex, Inc.	Canada	Annual	5/15/2024	Management	1.7	Elect Patrick Lemaire	For	For	
Boralex, Inc.	Canada	Annual	5/15/2024	Management	1H	Elect Dominique Minière	For	For	
Boralex, Inc.	Canada	Annual	5/15/2024	Management	1H	Elect Dominique Minière	For	For	
Boralex, Inc.	Canada	Annual	5/15/2024	Management	1.8	Elect Dominique Minière	For	For	
Boralex, Inc.	Canada	Annual	5/15/2024	Management	1I	Elect Alain Rhéaume	For	For	
Boralex, Inc.	Canada	Annual	5/15/2024	Management	1I	Elect Alain Rhéaume	For	For	
Borregaard ASA	Norway	Annual	4/11/2024	Management	5.2	Authority to Repurchase Shares for Amortisation	For	For	
Borregaard ASA	Norway	Annual	4/11/2024	Management	6.1	Elect Helge Aasen	For	For	
Borregaard ASA	Norway	Annual	4/11/2024	Management	6.2	Elect Terje Andersen	For	For	
Borregaard ASA	Norway	Annual	4/11/2024	Management	6.3	Elect Tove Andersen	For	For	
Borregaard ASA	Norway	Annual	4/11/2024	Management	6.4	Elect Margrethe Hauge	For	For	
Borregaard ASA	Norway	Annual	4/11/2024	Management	6.5	Elect John Arne Ulvan	For	For	
Borregaard ASA	Norway	Annual	4/11/2024	Management	6.b	Elect Helge Aasen as Chair	For	For	
Borregaard ASA	Norway	Annual	4/11/2024	Management	7.1	Elect Mimi K. Berdal	For	For	
Borregaard ASA	Norway	Annual	4/11/2024	Management	7.2	Elect Erik Must	For	For	
Borregaard ASA	Norway	Annual	4/11/2024	Management	7.3	Elect Rune Selmar	For	For	
Borregaard ASA	Norway	Annual	4/11/2024	Management	7.4	Elect Atle Hauge	For	For	
Borregaard ASA	Norway	Annual	4/11/2024	Management	7.d	Elect Mimi K. Berdal as Chair	For	For	
Borregaard ASA	Norway	Annual	4/11/2024	Management	8	Directors' Fees	For	For	
Borregaard ASA	Norway	Annual	4/11/2024	Management	9	Nomination Committee Fees	For	For	
Borregaard ASA	Norway	Annual	4/11/2024	Management	10	Authority to Set Auditor's Fees	For	For	
Borregaard ASA	Norway	Annual	4/11/2024	Management	3	Remuneration Report	For	For	
Borregaard ASA	Norway	Annual	4/11/2024	Management	5.1	Authority to Repurchase Shares Pursuant to Incentive Programs	For	For	
Boston Scientific Corp.	United States	Annual	5/2/2024	Management	1a.	Elect Charles J. Dockendorff	For	For	
Boston Scientific Corp.	United States	Annual	5/2/2024	Management	2.	Advisory Vote on Executive Compensation	For	For	

Boston Scientific Corp.	United States	Annual	5/2/2024	Management	3.	Amendment to Advance Notice Provisions	For	For	
Boston Scientific Corp.	United States	Annual	5/2/2024	Management	4.	Ratification of Auditor	For	For	
Boston Scientific Corp.	United States	Annual	5/2/2024	Management	1b.	Elect Yoshiaki Fujimori	For	For	
Boston Scientific Corp.	United States	Annual	5/2/2024	Management	1c.	Elect Edward J. Ludwig	For	For	
Boston Scientific Corp.	United States	Annual	5/2/2024	Management	1d.	Elect Michael F. Mahoney	For	For	
Boston Scientific Corp.	United States	Annual	5/2/2024	Management	1e.	Elect Jessica L. Mega	For	For	
Boston Scientific Corp.	United States	Annual	5/2/2024	Management	1f.	Elect Susan E Morano	For	For	
Boston Scientific Corp.	United States	Annual	5/2/2024	Management	1g.	Elect John E. Sununu	For	For	
Boston Scientific Corp.	United States	Annual	5/2/2024	Management	1h.	Elect David S. Wichmann	For	For	
Boston Scientific Corp.	United States	Annual	5/2/2024	Management	1i.	Elect Ellen M. Zane	For	For	
Brambles Ltd	Australia	Annual	10/24/2024	Management	2	Remuneration Report	For	For	
Brambles Ltd	Australia	Annual	10/24/2024	Management	3	Re-elect Elizabeth Fagan	For	For	
Brambles Ltd	Australia	Annual	10/24/2024	Management	4	Amendment to the Performance Share Plan	For	For	
Brambles Ltd	Australia	Annual	10/24/2024	Management	5	Equity Grant (CEO Graham Chipchase)	For	For	
Brambles Ltd	Australia	Annual	10/24/2024	Management	6	Approval of the MyShare Plan	For	For	
Bright Horizons Family Solutions, Inc.	United States	Annual	6/5/2024	Management	1a.	Elect Julie Atkinson	For	For	
Bright Horizons Family Solutions, Inc.	United States	Annual	6/5/2024	Management	1b.	Elect Jordan Hitch	For	For	
Bright Horizons Family Solutions, Inc.	United States	Annual	6/5/2024	Management	1c.	Elect Laurel J. Richie	For	Against	Average board tenure > 10 years and no new directors in the last 3 years.
Bright Horizons Family Solutions, Inc.	United States	Annual	6/5/2024	Management	1d.	Elect Mary Ann Tocio	For	For	
Bright Horizons Family Solutions, Inc.	United States	Annual	6/5/2024	Management	2.	Advisory Vote on Executive Compensation	For	Abstain	Noting overall alignment of pay with performance and some improvements in structure, but we note that less than half of LTI is performance-based and based on single, absolute metric. Single-trigger CIC benefits. Limited disclosure in places - insufficient disclosure of LTIP performance goals, insufficient disclosure of executive ownership requirements.
Bright Horizons Family Solutions, Inc.	United States	Annual	6/5/2024	Management	3.	Ratification of Auditor	For	For	

Bright Horizons Family Solutions, Inc.	United States	Annual	6/5/2024	Management	4.	Repeal of Classified Board	For	For	
Bright Horizons Family Solutions, Inc.	United States	Annual	6/5/2024	Management	5.	Amendment to Certificate of Incorporation Regarding Officer Exculpation	For	Against	Proposed amendment would remove personal liability for an officer's breach of his or her duty of care.
Bright Horizons Family Solutions, Inc.	United States	Annual	6/5/2024	Management	6.	Adoption of Federal Exclusive Forum Provision and Amendment to State Exclusive Forum Provision	For	Against	Not in shareholders' best interests.
Bucher Industries AG	Switzerland	Annual	4/18/2024	Management	4.1.D	Elect Urs Kaufmann	For	Against	Vote against board chair when there are less than three women on the board of directors, unless more than 33% of the directors are women.
Bucher Industries AG	Switzerland	Annual	4/18/2024	Management	4.1.E	Elect Stefan Scheiber	For	For	
Bucher Industries AG	Switzerland	Annual	4/18/2024	Management	4.2	Appoint Urs Kaufmann as Board Chair	For	Against	Vote against board chair when there are less than three women on the board of directors, unless more than 33% of the directors are women.
Bucher Industries AG	Switzerland	Annual	4/18/2024	Management	4.3.A	Elect Anita Hauser as Compensation CommitteeMember	For	Against	Affiliated director on compensation committee; does not hit independence standards.
Bucher Industries AG	Switzerland	Annual	4/18/2024	Management	4.3.B	Elect Stefan Scheiber as Compensation Committee Member	For	For	
Bucher Industries AG	Switzerland	Annual	4/18/2024	Management	4.5	Appointment of Auditor	For	For	
Bucher Industries AG	Switzerland	Annual	4/18/2024	Management	5.1	Executive Compensation (Variable)	For	For	
Bucher Industries AG	Switzerland	Annual	4/18/2024	Management	5.2	Compensation Report	For	Against	Lack of response to shareholder dissent at last year's AGM (and in previous years). Several structural issues identified (despite engagement with company in 2023). LTI: Performance period less than three years, 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. No share ownership guidelines.
Bucher Industries AG	Switzerland	Annual	4/18/2024	Management	5.3	Board Compensation	For	For	
Bucher Industries AG	Switzerland	Annual	4/18/2024	Management	5.4	Executive Compensation (Fixed)	For	For	
Bucher Industries AG	Switzerland	Annual	4/18/2024	Management	1.B	Report on Non-Financial Matters	For	For	
Bucher Industries AG	Switzerland	Annual	4/18/2024	Management	2	Ratification of Board and Management Acts	For	For	
Bucher Industries AG	Switzerland	Annual	4/18/2024	Management	4.1.A	Elect Anita Hauser	For	Against	The comp committee does not hit independence standards.
Bucher Industries AG	Switzerland	Annual	4/18/2024	Management	4.1.B	Elect Michael Hauser	For	Against	The audit committee does not hit independence standards.
Bucher Industries AG	Switzerland	Annual	4/18/2024	Management	4.1.C	Elect Martin Hirzel	For	For	
BYD Co	China	Annual	6/6/2024	Management	9	Authority to Issue H Shares w/o Preemptive Rights	For	Against	Issuance authority exceeds 10% of outstanding share capital.

BYD Co	China	Annual	6/6/2024	Management	10	Authority to Issue Shares of BYD Electronic w/o Preemptive Rights	For	Against	Issuance authority exceeds 10% of outstanding share capital.
BYD Co	China	Annual	6/6/2024	Management	11	Authority to Issue Domestic and Overseas Debt Financing Instruments	For	For	
BYD Co	China	Annual	6/6/2024	Management	12	Liability Insurance	For	Abstain	Insufficient information, no details regarding this proposal were available.
BYD Co	China	Annual	6/6/2024	Management	13	Amendments to Articles	For	For	
BYD Co	China	Annual	6/6/2024	Management	1	Directors' Report	For	Against	NZ non-alignment and insufficient progress on climate risk management.
BYD Co	China	Special	11/5/2024	Management	1	Approval of the 2024 ESOP (Draft)	For	For	
BYD Co	China	Other	4/19/2024	Management	1.1	Purpose of Share Repurchase	For	For	
BYD Co	China	Special	4/19/2024	Management	1.1	Purpose of Share Repurchase	For	For	
BYD Co	China	Annual	6/6/2024	Management	2	Supervisors' Report	For	For	
BYD Co	China	Special	11/5/2024	Management	2	Management Measures for the 2024 ESOP	For	For	
BYD Co	China	Other	4/19/2024	Management	1.3	Methods and Purpose of Share Repurchase	For	For	
BYD Co	China	Special	4/19/2024	Management	1.3	Methods and Purpose of Share Repurchase	For	For	
BYD Co	China	Other	4/19/2024	Management	1.4	Pricing of the Share Repurchase	For	For	
BYD Co	China	Special	4/19/2024	Management	1.4	Pricing of the Share Repurchase	For	For	
BYD Co	China	Annual	6/6/2024	Management	4	Annual Report	For	For	
BYD Co	China	Other	4/19/2024	Management	1.5	Amount and Source of Capital for Share Repurchase	For	For	
BYD Co	China	Special	4/19/2024	Management	1.5	Amount and Source of Capital for Share Repurchase	For	For	
BYD Co	China	Other	4/19/2024	Management	1.6	Class, Quantity and Percentage to the Total Share Capital to be Repurchased	For	For	
BYD Co	China	Special	4/19/2024	Management	1.6	Class, Quantity and Percentage to the Total Share Capital to be Repurchased	For	For	
BYD Co	China	Annual	6/6/2024	Management	6	Appointment of Auditor and Authority to Set Fees	For	Against	Non-audit fees were greater than 50% this year or non-audit fees were greater than 30% for 3 consecutive years.
BYD Co	China	Other	4/19/2024	Management	1.7	Share Repurchase Period	For	For	
BYD Co	China	Special	4/19/2024	Management	1.7	Share Repurchase Period	For	For	
BYD Co	China	Annual	6/6/2024	Management	7	Authority to Give Guarantees	For	Against	the aggregate amount of guarantees provided by the Group in excess of its net assets.
BYD Co	China	Other	4/19/2024	Management	1.8	Validity Period	For	For	

BYD Co	China	Special	4/19/2024	Management	1.8	Validity Period	For	For	
BYD Co	China	Annual	6/6/2024	Management	8	Approval of Cap of Ordinary Connected Transactions	For	For	
Cadence Design Systems, Inc.	United States	Annual	5/2/2024	Management	1a.	Elect Mark W. Adams	For	For	
Cadence Design Systems, Inc.	United States	Annual	5/2/2024	Management	2.	Amendment to the Employee Stock Purchase Plan	For	For	
Cadence Design Systems, Inc.	United States	Annual	5/2/2024	Management	3.	Amendment to Articles to Limit the Liability of Certain Officers	For	Against	Not in the best interests of shareholders.
Cadence Design Systems, Inc.	United States	Annual	5/2/2024	Management	4.	Adoption of Right to Act by Written Consent	For	For	
Cadence Design Systems, Inc.	United States	Annual	5/2/2024	Management	5.	Advisory Vote on Executive Compensation	For	For	Company grants performance-based awards every three years (sub-optimal) but not warranting a vote against - engagement priority.
Cadence Design Systems, Inc.	United States	Annual	5/2/2024	Management	6.	Ratification of Auditor	For	For	
Cadence Design Systems, Inc.	United States	Annual	5/2/2024	ShareHolder	7.	Shareholder Proposal Regarding Severance Approval Policy	Against	Against	Company recently adopted a new policy that provides that it will not enter into arrangements with executive officers providing for cash severance payments in excess of 2.99 times the sum of an executive officer's annual salary and target bonus without seeking shareholder ratification. Therefore vote against.
Cadence Design Systems, Inc.	United States	Annual	5/2/2024	Management	1b.	Elect Ita M. Brennan	For	For	
Cadence Design Systems, Inc.	United States	Annual	5/2/2024	Management	1c.	Elect Lewis Chew	For	For	
Cadence Design Systems, Inc.	United States	Annual	5/2/2024	Management	1d.	Elect Anirudh Devgan	For	For	
Cadence Design Systems, Inc.	United States	Annual	5/2/2024	Management	1e.	Elect Mary L. Krakauer	For	For	
Cadence Design Systems, Inc.	United States	Annual	5/2/2024	Management	1f.	Elect Julia Liuson	For	Against	Nominee has served on the board for at least one year and has attended less than 75% of the meetings.
Cadence Design Systems, Inc.	United States	Annual	5/2/2024	Management	1g.	Elect James D. Plummer	For	For	
Cadence Design Systems, Inc.	United States	Annual	5/2/2024	Management	1h.	Elect Alberto Sangiovanni Vincentelli	For	For	
Cadence Design Systems, Inc.	United States	Annual	5/2/2024	Management	1i.	Elect Young K. Sohn	For	For	
California Water Service Group	United States	Annual	5/29/2024	Management	1a.	Elect Gregory E. Aliff	For	For	
California Water Service Group	United States	Annual	5/29/2024	Management	1j.	Elect Lester A. Snow	For	For	
California Water Service Group	United States	Annual	5/29/2024	Management	1k.	Elect Patricia K. Wagner	For	For	
California Water Service Group	United States	Annual	5/29/2024	Management	2.	Advisory Vote on Executive Compensation	For	For	

California Water Service Group	United States	Annual	5/29/2024	Management	3.	Ratification of Auditor	For	For	
California Water Service Group	United States	Annual	5/29/2024	Management	4.	Approval of the 2024 Equity Incentive Plan	For	For	
California Water Service Group	United States	Annual	5/29/2024	Management	1b.	Elect Shelly M. Esque	For	For	
California Water Service Group	United States	Annual	5/29/2024	Management	1c.	Elect Jeffrey Kightlinger	For	For	
California Water Service Group	United States	Annual	5/29/2024	Management	1d.	Elect Martin A. Kropelnicki	For	For	
California Water Service Group	United States	Annual	5/29/2024	Management	1e.	Elect Thomas M. Krummel	For	For	
California Water Service Group	United States	Annual	5/29/2024	Management	1f.	Elect Yvonne Maldonado	For	For	
California Water Service Group	United States	Annual	5/29/2024	Management	1g.	Elect Scott L. Morris	For	For	
California Water Service Group	United States	Annual	5/29/2024	Management	1h.	Elect Charles R. Patton	For	For	
California Water Service Group	United States	Annual	5/29/2024	Management	1i.	Elect Carol M. Pottenger	For	For	
Canadian Pacific Kansas City Limited	Canada	Annual	4/24/2024	Management	1	Appointment of Auditor	For	For	
Canadian Pacific Kansas City Limited	Canada	Annual	4/24/2024	Management	4G	Elect Henry J. Maier	For	For	
Canadian Pacific Kansas City Limited	Canada	Annual	4/24/2024	Management	4H	Elect Matthew H. Paull	For	For	
Canadian Pacific Kansas City Limited	Canada	Annual	4/24/2024	Management	4I	Elect Jane L. Peverett	For	For	
Canadian Pacific Kansas City Limited	Canada	Annual	4/24/2024	Management	4J	Elect Andrea Robertson	For	For	
Canadian Pacific Kansas City Limited	Canada	Annual	4/24/2024	Management	4K	Elect Gordon T. Trafton	For	For	
Canadian Pacific Kansas City Limited	Canada	Annual	4/24/2024	ShareHolder	5	Shareholder Proposal Regarding Paid Sick Leave	Against	For	While we acknowledge the company's current efforts and circumstances, we are supportive of access to paid sick leave, which the company has not fully addressed. We also recognise that the proposal is precatory and not binding.
Canadian Pacific Kansas City Limited	Canada	Annual	4/24/2024	Management	2	Advisory Vote on Executive Compensation	For	For	

Canadian Pacific Kansas City Limited	Canada	Annual	4/24/2024	Management	3	Advisory Vote on Approach to Climate Change	For	Against	Since last year, company has committed to setting a net zero transition target (announced June 2023, since last AGM) but this is not yet in place. The company also 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	4/24/2024	Management	4A	Elect John R. Baird	For	For	
Canadian Pacific Kansas City Limited	Canada	Annual	4/24/2024	Management	4B	Elect Isabelle Courville	For	For	
Canadian Pacific Kansas City Limited	Canada	Annual	4/24/2024	Management	4C	Elect Keith E. Creel	For	For	
Canadian Pacific Kansas City Limited	Canada	Annual	4/24/2024	Management	4D	Elect Antonio Garza	For	For	
Canadian Pacific Kansas City Limited	Canada	Annual	4/24/2024	Management	4E	Elect Edward R. Hamberger	For	For	
Canadian Pacific Kansas City Limited	Canada	Annual	4/24/2024	Management	4F	Elect Janet H. Kennedy	For	For	
Capitec Bank Hldgs	South Africa	Annual	5/31/2024	Management	O.1	Re-elect Susan Louise Botha	For	For	
Capitec Bank Hldgs	South Africa	Annual	5/31/2024	Management	O.10	Approve Remuneration Policy	For	For	
Capitec Bank Hldgs	South Africa	Annual	5/31/2024	Management	O.11	Approve Remuneration Implementation Report	For	For	
Capitec Bank Hldgs	South Africa	Annual	5/31/2024	Management	S.1	Approve NEDs' Fees	For	For	
Capitec Bank Hldgs	South Africa	Annual	5/31/2024	Management	S.2	Authority to Repurchase Shares	For	For	
Capitec Bank Hldgs	South Africa	Annual	5/31/2024	Management	S.3	Approve Financial Assistance (Section 45)	For	For	
Capitec Bank Hldgs	South Africa	Annual	5/31/2024	Management	O.2	Re-elect Michiel S. du Pré le Roux	For	For	
Capitec Bank Hldgs	South Africa	Annual	5/31/2024	Management	O.3	Re-elect Vusumuzi (Vusi) Mahlangu	For	For	
Capitec Bank Hldgs	South Africa	Annual	5/31/2024	Management	O.4	Elect Nadya Fatima Bhattay	For	For	
Capitec Bank Hldgs	South Africa	Annual	5/31/2024	Management	O.5	Elect Naidene (Fok) Ford-Hoon	For	For	
Capitec Bank Hldgs	South Africa	Annual	5/31/2024	Management	O.6	Appointment of Auditor (Deloitte & Touche)	For	For	
Capitec Bank Hldgs	South Africa	Annual	5/31/2024	Management	O.7	Appointment of Auditor (KPMG)	For	For	
Capitec Bank Hldgs	South Africa	Annual	5/31/2024	Management	O.8	Authority to Issue Shares Pursuant to a Conversion of Loss Absorbent Capital Instruments	For	For	

Capitec Bank Hldgs	South Africa	Annual	5/31/2024	Management	O.9	Authority to Issue Shares for Cash	For	For	
Carlisle Companies Inc.	United States	Annual	5/1/2024	Management	1a.	Elect James D. Frias	For	For	
Carlisle Companies Inc.	United States	Annual	5/1/2024	Management	1b.	Elect Maia A. Hansen	For	Against	Chair of Nominations Committee & Chair of the Board not up for election. 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	5/1/2024	Management	1c.	Elect Corrine D. Ricard	For	For	
Carlisle Companies Inc.	United States	Annual	5/1/2024	Management	2.	Amendments to Charter and Bylaws Regarding Advance Notice and Proxy Access	For	For	
Carlisle Companies Inc.	United States	Annual	5/1/2024	Management	3.	Amendment to Article Regarding Officer Exculpation	For	Against	Proposed amendment would remove personal liability for an officer's breach of his or her duty of care.
Carlisle Companies Inc.	United States	Annual	5/1/2024	Management	4.	Amendment to the 2022 Incentive Compensation Program	For	For	
Carlisle Companies Inc.	United States	Annual	5/1/2024	Management	5.	Advisory Vote on Executive Compensation	For	For	
Carlisle Companies Inc.	United States	Annual	5/1/2024	Management	6.	Ratification of Auditor	For	For	
Carrier Global Corp	United States	Annual	4/18/2024	Management	1a.	Elect Jean-Pierre Garnier	For	For	
Carrier Global Corp	United States	Annual	4/18/2024	Management	1j.	Elect Beth A. Wozniak	For	For	
Carrier Global Corp	United States	Annual	4/18/2024	Management	2.	Advisory Vote on Executive Compensation	For	Against	Excessive one-off awards granted to CEO and CFO in FY2024 without sufficient disclosure or rationale for their quantum, estimated at \$61m and \$6m in aggregate respectively. CEO continued to receive half of regular LTIP in time-based equity.
Carrier Global Corp	United States	Annual	4/18/2024	Management	3.	Ratification of Auditor	For	For	
Carrier Global Corp	United States	Annual	4/18/2024	ShareHolder	4.	Shareholder Proposal Regarding Lobbying Report	Against	For	Increased disclosure would allow shareholders to more fully assess risks presented by the Company's indirect lobbying.
Carrier Global Corp	United States	Annual	4/18/2024	Management	1b.	Elect David L. Gitlin	For	For	
Carrier Global Corp	United States	Annual	4/18/2024	Management	1c.	Elect John J. Greisch	For	For	
Carrier Global Corp	United States	Annual	4/18/2024	Management	1d.	Elect Charles M. Holley, Jr.	For	For	
Carrier Global Corp	United States	Annual	4/18/2024	Management	1e.	Elect Michael M. McNamara	For	For	
Carrier Global Corp	United States	Annual	4/18/2024	Management	1f.	Elect Susan N. Story	For	For	
Carrier Global Corp	United States	Annual	4/18/2024	Management	1g.	Elect Michael A. Todman	For	For	
Carrier Global Corp	United States	Annual	4/18/2024	Management	1h.	Elect Maximilian Viessmann	For	Against	Nominee has a business relationship, or has a family member who has a business relationship, with the Company.



Carrier Global Corp	United States	Annual	4/18/2024	Management	1i.	Elect Virginia M. Wilson	For	For	
Centre Testing International Group Co Ltd	China	Special	3/8/2024	Management	1	2024 1ST PHASE EMPLOYEE STOCK OWNERSHIP PLAN (DRAFT) AND ITS SUMMARY	For	Against	Purchase price not disclosed; administrator includes insiders/interested parties.
Centre Testing International Group Co Ltd	China	Annual	5/10/2024	Management	1.	2023 ANNUAL REPORT AND ITS SUMMARY	For	For	
Centre Testing International Group Co Ltd	China	Special	3/8/2024	Management	2	MANAGEMENT MEASURES FOR THE 2024 1ST PHASE EMPLOYEE STOCK OWNERSHIP PLAN	For	Against	As above, ESOP purchase price not disclosed; administrator includes insiders/interested parties.
Centre Testing International Group Co Ltd	China	Annual	5/10/2024	Management	2.	2023 Directors' Report	For	For	
Centre Testing International Group Co Ltd	China	Annual	5/10/2024	Management	3.	2023 Supervisors' Report	For	For	
Centre Testing International Group Co Ltd	China	Annual	5/10/2024	Management	6.	2024 Appointment of Auditor	For	For	
Centre Testing International Group Co Ltd	China	Annual	5/10/2024	Management	7.	Amendments to Articles	For	For	
Chemed Corp.	United States	Annual	5/20/2024	Management	1a.	Elect Kevin J. McNamara	For	For	
Chemed Corp.	United States	Annual	5/20/2024	Management	1j.	Elect George J. Walsh III	For	Against	Vote against board chair when there are less than three or 33% women on the board of directors.
Chemed Corp.	United States	Annual	5/20/2024	Management	2.	Ratification of Auditor	For	For	
Chemed Corp.	United States	Annual	5/20/2024	Management	3.	Advisory Vote on Executive Compensation	For	Against	Disconnect between pay and performance; Similar metrics used under STIP and LTIP; Insufficient disclosure of executive ownership requirements; Lack of response to shareholder dissent (22.5% against votes at 2023 AGM); Excise tax gross-ups still in place but the company does not intend to include such provisions in future agreements.
Chemed Corp.	United States	Annual	5/20/2024	ShareHolder	4.	Shareholder Proposal Regarding Severance Approval Policy	Against	Against	Following a similar proposal last year, the company has adopted a policy under which it states that in the event that the company adopts a new severance arrangement with or for the benefit of an executive officer that provides for cash severance payments exceeding 2.99 times the sum of the base salary and target bonus, the company will seek shareholder approval, on an advisory basis, no later than at its next annual meeting of shareholders. This demonstrates appropriate responsiveness to the matter.
Chemed Corp.	United States	Annual	5/20/2024	Management	1b.	Elect Ron DeLyons	For	For	

Chemed Corp.	United States	Annual	5/20/2024	Management	1c.	Elect Patrick Grace	For	Against	Vote against nominating/governance committee chair when there are less than three or 33% women on the board of directors.
Chemed Corp.	United States	Annual	5/20/2024	Management	1d.	Elect Christopher J. Heaney	For	For	
Chemed Corp.	United States	Annual	5/20/2024	Management	1e.	Elect Thomas C. Hutton	For	For	
Chemed Corp.	United States	Annual	5/20/2024	Management	1f.	Elect Andrea R. Lindell	For	For	
Chemed Corp.	United States	Annual	5/20/2024	Management	1g.	Elect Eileen P. McCarthy	For	For	
Chemed Corp.	United States	Annual	5/20/2024	Management	1h.	Elect John M. Mount, Jr.	For	For	
Chemed Corp.	United States	Annual	5/20/2024	Management	1i.	Elect Thomas P. Rice	For	For	
China Longyuan Power Group Corporation Limited	China	Annual	6/6/2024	Management	9	Appointment of International Auditor and Authority to Set Fees	For	For	
China Longyuan Power Group Corporation Limited	China	Annual	6/6/2024	Management	10	Provision of Financial Assistance to Controlled Subsidiaries	For	For	
China Longyuan Power Group Corporation Limited	China	Annual	6/6/2024	Management	11	General Mandate to Register and Issue Debt Financing Instruments in the PRC	For	Against	Excessive debt.
China Longyuan Power Group Corporation Limited	China	Annual	6/6/2024	Management	12	General Mandate to Register and Issue Debt Financing Instruments Overseas	For	Against	Excessive debt.
China Longyuan Power Group Corporation Limited	China	Annual	6/6/2024	Management	13	Authority to Issue A Shares and/or H Shares w/o Preemptive Rights	For	Against	Excessively dilutive and issue price discount not disclosed.
China Longyuan Power Group Corporation Limited	China	Annual	6/6/2024	Management	14	Authority to Repurchase H Shares	For	For	
China Longyuan Power Group Corporation Limited	China	Annual	6/6/2024	Management	15	Elect WANG Xuelian	For	For	
China Longyuan Power Group Corporation Limited	China	Annual	6/6/2024	Management	16	Elect CHEN Jie	For	For	
China Longyuan Power Group Corporation Limited	China	Annual	6/6/2024	Management	1	Annual Report	For	For	
China Longyuan Power Group Corporation Limited	China	Special	6/27/2024	Management	1	Elect WANG Liqiang	For	For	

China Longyuan Power Group Corporation Limited	China	Special	8/28/2024	Management	1	Elect ZHANG Tong	For	For	
China Longyuan Power Group Corporation Limited	China	Other	6/6/2024	Management	1	Authority to Repurchase H Shares	For	For	
China Longyuan Power Group Corporation Limited	China	Special	12/20/2024	Management	1	Supplemental Undertaking Letter in Relation to Non-Competition	For	For	
China Longyuan Power Group Corporation Limited	China	Annual	6/6/2024	Management	2	Directors' Report	For	Against	Company identified as net zero "non-aligned" with insufficient climate risk management processes and performance. Relevant directors not up for election, expressing vote through Director's report.
China Longyuan Power Group Corporation Limited	China	Special	12/20/2024	Management	2	Elect WANG Yong	For	For	
China Longyuan Power Group Corporation Limited	China	Annual	6/6/2024	Management	3	Supervisors' Report	For	For	
China Longyuan Power Group Corporation Limited	China	Special	12/20/2024	Management	3	Authority to Give Guarantees	For	For	
China Longyuan Power Group Corporation Limited	China	Annual	6/6/2024	Management	6	2024 Budget Report	For	For	
China Longyuan Power Group Corporation Limited	China	Annual	6/6/2024	Management	7	Directors' and Supervisors' Fees	For	For	
China Longyuan Power Group Corporation Limited	China	Annual	6/6/2024	Management	8	Appointment of Domestic Auditor and Authority to Set Fees	For	For	
Cintas Corporation	United States	Annual	10/29/2024	Management	1a.	Elect Melanie W. Barstad	For	For	
Cintas Corporation	United States	Annual	10/29/2024	Management	2.	Advisory Vote on Executive Compensation	For	For	
Cintas Corporation	United States	Annual	10/29/2024	Management	3.	Amendment to the 2016 Equity and Incentive Compensation Plan	For	For	
Cintas Corporation	United States	Annual	10/29/2024	Management	4.	Ratification of Auditor	For	For	
Cintas Corporation	United States	Annual	10/29/2024	ShareHolder	5.	Shareholder Proposal Regarding Diversity and Inclusion Report	Against	For	Noting recent improvements in board level gender diversity in the past year, this remains 0% at top management level, hence increased focus on the effectiveness of the company's ED&I efforts is appropriate (including beyond top leadership levels).

Cintas Corporation	United States	Annual	10/29/2024	ShareHolder	6.	Shareholder Proposal Regarding GHG Targets and Alignment with the Paris Agreement	Against	For	As last year, company does not have any target-setting for GHG emissions reductions, despite a longer-term commitment to Net Zero emissions by 2050, hence the ask of setting interim GHG targets is appropriate. Note company does also not yet align its disclosures with the TCFD framework.
Cintas Corporation	United States	Annual	10/29/2024	ShareHolder	7.	Shareholder Proposal Regarding Political Contributions and Expenditures Report	Against	For	Increased disclosure would allow shareholders to more fully assess risks presented by the Company's political spending.
Cintas Corporation	United States	Annual	10/29/2024	Management	1b.	Elect Beverly K. Carmichael	For	For	
Cintas Corporation	United States	Annual	10/29/2024	Management	1c.	Elect Karen L. Carnahan	For	For	
Cintas Corporation	United States	Annual	10/29/2024	Management	1d.	Elect Robert E. Coletti	For	For	
Cintas Corporation	United States	Annual	10/29/2024	Management	1e.	Elect Scott D. Farmer	For	For	
Cintas Corporation	United States	Annual	10/29/2024	Management	1f.	Elect Martin Mucci	For	For	
Cintas Corporation	United States	Annual	10/29/2024	Management	1g.	Elect Joseph Scaminace	For	For	
Cintas Corporation	United States	Annual	10/29/2024	Management	1h.	Elect Todd M. Schneider	For	For	
Cintas Corporation	United States	Annual	10/29/2024	Management	1i.	Elect Ronald W. Tysoe	For	For	
Cipla Ltd.	India	Other	5/16/2024	Management	1	Elect Balram Bhargava	For	For	
Cipla Ltd.	India	Other	10/13/2024	Management	1	Elect Sharmila Paranjpe	For	For	
Cipla Ltd.	India	Other	10/13/2024	Management	2	Elect Maya Hari	For	For	
Cipla Ltd.	India	Other	5/16/2024	Management	2	Approve One-Time Long-Term Incentive to Umang Vohra (Managing Director and Global CEO)	For	Against	Structure of award is not tied to performance conditions, and only subject to continued employment. Not aligned with long term interests of shareholders.
Cipla Ltd.	India	Other	10/13/2024	Management	3	Elect Adil Zainulbhai	For	For	
Cipla Ltd.	India	Annual	8/20/2024	Management	4	Retirement of Radhakrishnan Sethuraman; Board Vacancy	For	For	
Cipla Ltd.	India	Other	10/13/2024	Management	4	Elect Abhijit J. Joshi	For	For	
Cipla Ltd.	India	Annual	8/20/2024	Management	5	Elect Yusuf K. Hamied	For	For	
Cipla Ltd.	India	Other	10/13/2024	Management	5	Elect Kamil Hamied	For	For	
Cipla Ltd.	India	Annual	8/20/2024	Management	6	Approve Payment of Fees to Cost Auditors	For	For	
Clean Harbors, Inc.	United States	Annual	5/22/2024	Management		Elect Alan S. McKim	For	Withhold	Company has been identified as climate "non-aligned" and has made insufficient progress in improving its climate risk management processes and performance. Engagement priority but progress has been limited. Vote against Chair of the Board, responsible for climate risk oversight.

Clean Harbors, Inc.	United States	Annual	5/22/2024	Management		Elect Karyn Polito	For	For	
Clean Harbors, Inc.	United States	Annual	5/22/2024	Management		Elect John T. Preston	For	For	
Clean Harbors, Inc.	United States	Annual	5/22/2024	Management		Elect Marcy L. Reed	For	Withhold	Company has been identified as climate "non-aligned" and has made insufficient progress in improving its climate risk management processes and performance. Engagement priority but progress has been limited. Vote against Chair of the Audit/Risk committee, responsible for climate risk oversight.
Clean Harbors, Inc.	United States	Annual	5/22/2024	Management	2.	Advisory Vote on Executive Compensation	For	For	
Clean Harbors, Inc.	United States	Annual	5/22/2024	Management	3.	Approval of the Employee Stock Purchase Plan	For	For	
Clean Harbors, Inc.	United States	Annual	5/22/2024	Management	4.	Ratification of Auditor	For	For	
Cleanaway Waste Management Limited	Australia	Annual	10/25/2024	Management	2	REMUNERATION REPORT	For	For	
Cleanaway Waste Management Limited	Australia	Annual	10/25/2024	Management	3a	Re-elect Ingrid Player	For	For	
Cleanaway Waste Management Limited	Australia	Annual	10/25/2024	Management	3b	Elect Robert (Rob) J. Cole	For	For	
Cleanaway Waste Management Limited	Australia	Annual	10/25/2024	Management	4a	Equity Grant - LTI (MD/CEO Mark Schubert)	For	For	
Cleanaway Waste Management Limited	Australia	Annual	10/25/2024	Management	4b	Equity Grant - STI (MD/CEO Mark Schubert)	For	For	
Cleanaway Waste Management Limited	Australia	Annual	10/25/2024	Management	5	Renew Proportional Takeover Provisions	For	For	
CNH Industrial NV	Netherlands	Annual	5/3/2024	Management	1a.	Elect Suzanne Heywood to the Board of Directors	For	For	
CNH Industrial NV	Netherlands	Annual	5/3/2024	Management	2a.	Remuneration Policy	For	For	
CNH Industrial NV	Netherlands	Annual	5/3/2024	Management	2b.	Non-Executive Remuneration Policy (Equity Grant)	For	For	
CNH Industrial NV	Netherlands	Annual	5/3/2024	Management	3d.	Ratification of Board of Directors Acts	For	For	
CNH Industrial NV	Netherlands	Annual	5/3/2024	Management	4.	Appointment of Auditor	For	For	
CNH Industrial NV	Netherlands	Annual	5/3/2024	Management	5a.	Authority to Issue Shares w/ Preemptive Rights	For	For	

CNH Industrial NV	Netherlands	Annual	5/3/2024	Management	5b.	Authority to Suppress Preemptive Rights	For	For	
CNH Industrial NV	Netherlands	Annual	5/3/2024	Management	5c.	Authority to Repurchase Shares	For	For	
CNH Industrial NV	Netherlands	Annual	5/3/2024	Management	1b.	Elect Scott W. Wine to the Board of Directors	For	For	
CNH Industrial NV	Netherlands	Annual	5/3/2024	Management	1c.	Elect Elizabeth A. Bastoni to the Board of Directors	For	For	
CNH Industrial NV	Netherlands	Annual	5/3/2024	Management	1d.	Elect Howard W. Buffett to the Board of Directors	For	For	
CNH Industrial NV	Netherlands	Annual	5/3/2024	Management	1e.	Elect Richard J. Kramer to the Board of Directors	For	For	
CNH Industrial NV	Netherlands	Annual	5/3/2024	Management	1f.	Elect Karen Linehan to the Board of Directors	For	For	
CNH Industrial NV	Netherlands	Annual	5/3/2024	Management	1g.	Elect Alessandro Nasi to the Board of Directors	For	Against	Director is affiliated (member of the Agnelli family and director of Giovanni Agnelli BV, which beneficially owns approximately 53.6% of Exor N.V.'s issued share capital) and sits on the compensation committee, does not hit our independence standards.
CNH Industrial NV	Netherlands	Annual	5/3/2024	Management	1h.	Elect Vagn Sørensen to the Board of Directors	For	For	
CNH Industrial NV	Netherlands	Annual	5/3/2024	Management	1i.	Elect Āsa Tamsons to the Board of Directors	For	For	
Cognex Corp.	United States	Annual	5/1/2024	Management	1.1	Elect Sachin S. Lawande	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 (note CoB or Chair of Audit Committee is not up for election). 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	5/1/2024	Management	1.2	Elect Marjorie T. Sennett	For	For	
Cognex Corp.	United States	Annual	5/1/2024	Management	2.	Ratification of Auditor	For	For	
Cognex Corp.	United States	Annual	5/1/2024	Management	3.	Advisory Vote on Executive Compensation	For	Abstain	- Insufficient disclosure of STIP performance goals- Overreliance on time-vesting LTIP awards with only a single performance metric used
Colgate-Palmolive Co.	United States	Annual	5/10/2024	Management	1a.	Elect John P. Bilbrey	For	For	
Colgate-Palmolive Co.	United States	Annual	5/10/2024	Management	1j.	Elect Noel R. Wallace	For	For	
Colgate-Palmolive Co.	United States	Annual	5/10/2024	Management	2.	Ratification of Auditor	For	For	
Colgate-Palmolive Co.	United States	Annual	5/10/2024	Management	3.	Advisory Vote on Executive Compensation	For	For	
Colgate-Palmolive Co.	United States	Annual	5/10/2024	ShareHolder	4.	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 without the management conflicts that a CEO or other executive insiders often face.

Colgate-Palmolive Co.	United States	Annual	5/10/2024	Management	1b.	Elect John T. Cahill	For	For	
Colgate-Palmolive Co.	United States	Annual	5/10/2024	Management	1c.	Elect Steve A. Cahillane	For	For	
Colgate-Palmolive Co.	United States	Annual	5/10/2024	Management	1d.	Elect Lisa M. Edwards	For	For	
Colgate-Palmolive Co.	United States	Annual	5/10/2024	Management	1e.	Elect C. Martin Harris	For	For	
Colgate-Palmolive Co.	United States	Annual	5/10/2024	Management	1f.	Elect Martina Hund-Mejean	For	For	
Colgate-Palmolive Co.	United States	Annual	5/10/2024	Management	1g.	Elect Kimberly A. Nelson	For	For	
Colgate-Palmolive Co.	United States	Annual	5/10/2024	Management	1h.	Elect Brian Newman	For	For	
Colgate-Palmolive Co.	United States	Annual	5/10/2024	Management	1i.	Elect Lorrie M. Norrington	For	For	
Companhia de Saneamento Basico do Estado de Sao Paulo.	Brazil	Special	9/27/2024	Management	I	Election of Directors	For	For	
Companhia de Saneamento Basico do Estado de Sao Paulo.	Brazil	Special	5/27/2024	Management	I	Amendments to Articles (Pre-Public Offer)	For	Against	Amendment is not in best interests of shareholders.
Companhia de Saneamento Basico do Estado de Sao Paulo.	Brazil	Annual	4/25/2024	Management	A10	Election of Supervisory Council	For	Abstain	Minority candidate is supported over management/controller candidate/s.

Companhia de Saneamento Basico do Estado de Sao Paulo.	Brazil	Annual	4/25/2024	Management	A11	Elect Gisomar Francisco de Bittencourt Marinho to the Supervisory Council Presented by Minority Shareholders	For	For	
Companhia de Saneamento Basico do Estado de Sao Paulo.	Brazil	Annual	4/25/2024	Management	E1	Ratify Eduardo Person Pardini Independence Status	For	For	
Companhia de Saneamento Basico do Estado de Sao Paulo.	Brazil	Annual	4/25/2024	Management	E2A	Elect Jardel Rolando Almeida Garcia as Member of the Nomination Committee	For	For	



Companhia de Saneamento Basico do Estado de Sao Paulo.	Brazil	Annual	4/25/2024	Management	E2B	Elect Michael Breslin as Member of the Nomination Committee	For	For	
Companhia de Saneamento Basico do Estado de Sao Paulo.	Brazil	Annual	4/25/2024	Management	E2C	Elect Nilton João dos Santos as Member of the Nomination Committee	For	For	
Companhia de Saneamento Basico do Estado de Sao Paulo.	Brazil	Annual	4/25/2024	Management	E3	Remuneration Policy	For	Against	Poor overall design, with no link to performance. STIP is not performance based. No long-term incentive plan. No share ownership guidelines.
Companhia de Saneamento Basico do Estado de Sao Paulo.	Brazil	Special	5/27/2024	Management	II	Amendments to Articles (Condition for the Public Offer)	For	For	

Companhia de Saneamento Basico do Estado de Sao Paulo.	Brazil	Annual	4/25/2024	Management	A3	Board Size	For	For	
Companhia de Saneamento Basico do Estado de Sao Paulo.	Brazil	Special	5/27/2024	Management	III	Conversion of a Common Share to a Special Class of Preferred Share	For	For	
Companhia de Saneamento Basico do Estado de Sao Paulo.	Brazil	Annual	4/25/2024	Management	A4	Election of Directors	For	For	
Companhia de Saneamento Basico do Estado de Sao Paulo.	Brazil	Special	5/27/2024	Management	IV	Elect Cleber Stefani to the Supervisory Council	For	Against	Insufficient independence, less than 33% independence on the Supervisory Council. Nominee is affiliated.
Companhia de Saneamento Basico do Estado de Sao Paulo.	Brazil	Special	9/27/2024	Management	IVa	Ratify Alexandre Gonçalves Silva's Independence Status	For	For	
Companhia de Saneamento Basico do Estado de Sao Paulo.	Brazil	Special	9/27/2024	Management	IVb	Ratify Gustavo Rocha Gattass's Independence Status	For	For	

Companhia de Saneamento Basico do Estado de Sao Paulo.	Brazil	Special	9/27/2024	Management	IVc	Ratify Mateus Affonso Bandeira's Independence Status	For	For	
Companhia de Saneamento Basico do Estado de Sao Paulo.	Brazil	Annual	4/25/2024	Management	A7	Elect Gustavo Rocha Gattass as Board Member Presented by Minority Shareholders	For	For	
Companhia de Saneamento Basico do Estado de Sao Paulo.	Brazil	Special	9/27/2024	Management	V	Election of Supervisory Council	For	For	
Companhia de Saneamento Basico do Estado de Sao Paulo.	Brazil	Annual	4/25/2024	Management	A8	Ratify Directors' Independence Status	For	For	
Companhia de Saneamento Basico do Estado de Sao Paulo.	Brazil	Special	9/27/2024	Management	VI	Approve Recasting of Votes for Amended Supervisory Council Slate	Undetermined	Against	Potential for unknown nominees; not in shareholders' best interests.

Companhia de Saneamento Basico do Estado de Sao Paulo.	Brazil	Annual	4/25/2024	Management	A9	Supervisory Council Size	For	For	
Compass Group Plc	United Kingdom	Annual	2/8/2024	Management	10	Elect John A. Bryant	For	For	
Compass Group Plc	United Kingdom	Annual	2/8/2024	Management	11	Elect Arlene Isaacs-Lowe	For	For	
Compass Group Plc	United Kingdom	Annual	2/8/2024	Management	12	Elect Anne-Francoise Nesmes	For	For	
Compass Group Plc	United Kingdom	Annual	2/8/2024	Management	13	Elect Sundar Raman	For	For	
Compass Group Plc	United Kingdom	Annual	2/8/2024	Management	14	Elect Nelson Luíz Costa Silva	For	For	
Compass Group Plc	United Kingdom	Annual	2/8/2024	Management	15	Elect Ireena Vittal	For	For	
Compass Group Plc	United Kingdom	Annual	2/8/2024	Management	16	Appointment of Auditor	For	For	
Compass Group Plc	United Kingdom	Annual	2/8/2024	Management	17	Authority to Set Auditor's Fees	For	For	
Compass Group Plc	United Kingdom	Annual	2/8/2024	Management	18	Authorisation of Political Donations	For	For	
Compass Group Plc	United Kingdom	Annual	2/8/2024	Management	19	Authority to Issue Shares w/ Preemptive Rights	For	For	
Compass Group Plc	United Kingdom	Annual	2/8/2024	Management	2	Remuneration Report	For	For	
Compass Group Plc	United Kingdom	Annual	2/8/2024	Management	20	Authority to Issue Shares w/o Preemptive Rights	For	For	
Compass Group Plc	United Kingdom	Annual	2/8/2024	Management	21	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For	
Compass Group Plc	United Kingdom	Annual	2/8/2024	Management	22	Authority to Repurchase Shares	For	For	
Compass Group Plc	United Kingdom	Annual	2/8/2024	Management	23	Authority to Set General Meeting Notice Period at 14 Days	For	For	
Compass Group Plc	United Kingdom	Annual	2/8/2024	Management	4	Elect Petros Parras	For	For	
Compass Group Plc	United Kingdom	Annual	2/8/2024	Management	5	Elect Leanne Wood	For	For	
Compass Group Plc	United Kingdom	Annual	2/8/2024	Management	6	Elect Ian K. Meakins	For	For	

Compass Group Plc	United Kingdom	Annual	2/8/2024	Management	7	Elect Dominic Blakemore	For	For	
Compass Group Plc	United Kingdom	Annual	2/8/2024	Management	8	Elect Palmer Brown	For	For	
Compass Group Plc	United Kingdom	Annual	2/8/2024	Management	9	Elect Stefan Bomhard	For	For	
Contemporary Amperex Technology Co. Limited	China	Annual	4/19/2024	Management	1	2023 ANNUAL REPORT AND ITS SUMMARY	For	For	
Contemporary Amperex Technology Co. Limited	China	Annual	4/19/2024	Management	10	2024 ESTIMATED GUARANTEE QUOTA	For	Against	Guarantees exceed net assets.
Contemporary Amperex Technology Co. Limited	China	Special	12/26/2024	Management	2.2.	Elect LIN Xiaoxiong	For	For	
Contemporary Amperex Technology Co. Limited	China	Annual	4/19/2024	Management	11	2024 HEDGING BUSINESS PLAN	For	For	
Contemporary Amperex Technology Co. Limited	China	Special	12/26/2024	Management	2.3.	Elect ZHAO Bei	For	For	
Contemporary Amperex Technology Co. Limited	China	Annual	4/19/2024	Management	12	Repurchase and Cancellation of Performance Shares and Adjustment of Repurchase Price and Repurchase Quantity Deliberated at the 23rd Meeting of the Board of Directors	For	For	
Contemporary Amperex Technology Co. Limited	China	Annual	4/19/2024	Management	13	Repurchase and Cancellation of Performance Shares and Adjustment of Repurchase Price and Repurchase Quantity Deliberated at the 27th Meeting of the Board of Directors	For	For	
Contemporary Amperex Technology Co. Limited	China	Special	12/26/2024	Management	3.1.	Elect WU Yingming	For	Against	Board of supervisors not sufficiently independent.
Contemporary Amperex Technology Co. Limited	China	Annual	4/19/2024	Management	14	Amendments to Articles	For	For	
Contemporary Amperex Technology Co. Limited	China	Special	12/26/2024	Management	3.2.	Elect FENG Chunyan	For	For	

Contemporary Amperex Technology Co. Limited	China	Special	12/26/2024	Management	5.	Repurchase and Cancellation of Some Restricted Stocks and Adjustment of the Repurchase Volume and Price	For	For	
Contemporary Amperex Technology Co. Limited	China	Special	12/26/2024	Management	6.	Amendments to Articles	For	For	
Contemporary Amperex Technology Co. Limited	China	Special	12/26/2024	Management	1.1.	Elect ZENG Yuqun	For	Against	An executive sits on the nominating committee.
Contemporary Amperex Technology Co. Limited	China	Annual	4/19/2024	Management	2	2023 Directors' Report	For	For	
Contemporary Amperex Technology Co. Limited	China	Special	12/26/2024	Management	1.2.	Elect LI Ping	For	For	
Contemporary Amperex Technology Co. Limited	China	Annual	4/19/2024	Management	3	2023 Supervisors' Report	For	For	
Contemporary Amperex Technology Co. Limited	China	Special	12/26/2024	Management	1.3.	Elect ZHOU Jia	For	For	
Contemporary Amperex Technology Co. Limited	China	Special	12/26/2024	Management	1.4.	Elect PAN Jian	For	Against	Affiliated director on the audit committee (<100%).
Contemporary Amperex Technology Co. Limited	China	Annual	4/19/2024	Management	5	Confirmation of 2023 Remuneration for Directors and Determination of 2024 Remuneration Plan	For	For	
Contemporary Amperex Technology Co. Limited	China	Special	12/26/2024	Management	1.5.	Elect OUYANG Chuying	For	For	
Contemporary Amperex Technology Co. Limited	China	Annual	4/19/2024	Management	6	Confirmation of 2023 Remuneration for Supervisors and Determination of 2024 Remuneration Plan	For	For	
Contemporary Amperex Technology Co. Limited	China	Special	12/26/2024	Management	1.6.	Elect ZHAO Fenggang	For	For	
Contemporary Amperex Technology Co. Limited	China	Annual	4/19/2024	Management	7	Purchase of Liability Insurance for Directors, Supervisors and Senior Management Members	For	For	

Contemporary Amperex Technology Co. Limited	China	Annual	4/19/2024	Management	8	REAPPOINTMENT OF 2024 AUDIT FIRM	For	For	
Contemporary Amperex Technology Co. Limited	China	Special	12/26/2024	Management	2.1.	Elect WU Yuhui	For	For	
Contemporary Amperex Technology Co. Limited	China	Annual	4/19/2024	Management	9	2024 APPLICATION FOR COMPREHENSIVE CREDIT LINE TO FINANCIAL INSTITUTIONS	For	For	
Cooper Companies, Inc.	United States	Annual	3/19/2024	Management	1.1	Elect Colleen E. Jay	For	For	
Cooper Companies, Inc.	United States	Annual	3/19/2024	Management	3.	Advisory Vote on Executive Compensation	For	For	
Cooper Companies, Inc.	United States	Annual	3/19/2024	Management	1.2	Elect William A. Kozy	For	For	
Cooper Companies, Inc.	United States	Annual	3/19/2024	Management	1.3	Elect Lawrence E. Kurzius	For	Against	Director is a public company executive and serves on more than 2 public boards.
Cooper Companies, Inc.	United States	Annual	3/19/2024	Management	1.4	Elect Cynthia L. Lucchese	For	For	
Cooper Companies, Inc.	United States	Annual	3/19/2024	Management	1.5	Elect Teresa S. Madden	For	For	
Cooper Companies, Inc.	United States	Annual	3/19/2024	Management	1.6	Elect Maria Rivas	For	For	
Cooper Companies, Inc.	United States	Annual	3/19/2024	Management	1.7	Elect Robert S. Weiss	For	For	
Cooper Companies, Inc.	United States	Annual	3/19/2024	Management	1.8	Elect Albert G. White III	For	For	
Cooper Companies, Inc.	United States	Annual	3/19/2024	Management	2.	Ratification of Auditor	For	For	
Corbion N.V.	Netherlands	Annual	5/15/2024	Management	8.	Ratification of Management Board Acts	For	For	
Corbion N.V.	Netherlands	Annual	5/15/2024	Management	9.	Ratification of Supervisory Board Acts	For	For	
Corbion N.V.	Netherlands	Annual	5/15/2024	Management	10.	Management Board Remuneration Policy	For	For	
Corbion N.V.	Netherlands	Annual	5/15/2024	Management	11.	Supervisory Board Remuneration Policy	For	For	
Corbion N.V.	Netherlands	Annual	5/15/2024	Management	12.	Elect Peter Kazius to the Management Board	For	For	
Corbion N.V.	Netherlands	Annual	5/15/2024	Management	13.	Elect Steen Riisgaard to the Supervisory Board	For	For	
Corbion N.V.	Netherlands	Annual	5/15/2024	Management	14.	Elect Ilona Haaijer to the Supervisory Board	For	For	
Corbion N.V.	Netherlands	Annual	5/15/2024	Management	15.	Authority to Issue Shares w/ Preemptive Rights	For	For	
Corbion N.V.	Netherlands	Annual	5/15/2024	Management	16.	Authority to Suppress Preemptive Rights	For	For	
Corbion N.V.	Netherlands	Annual	5/15/2024	Management	17.	Additional Authority to Issue Shares w/ Preemptive	For	For	

						Rights (Mergers and Acquisitions)			
Corbion N.V.	Netherlands	Annual	5/15/2024	Management	18.	Authority to Repurchase Shares	For	For	
Corbion N.V.	Netherlands	Annual	5/15/2024	Management	19.	Cancellation of Shares	For	For	
Corbion N.V.	Netherlands	Annual	5/15/2024	Management	20.	Amendments to Articles	Abstain	For	
Corbion N.V.	Netherlands	Annual	5/15/2024	Management	21.	Appointment of Auditor	For	For	
Corbion N.V.	Netherlands	Annual	5/15/2024	Management	4.	Remuneration Report	For	For	
Coway	Korea, Republic of	Special	3/22/2024	Management	1	Spin-off	For	For	
Coway	Korea, Republic of	Annual	3/22/2024	Management	2	Directors' Fees	For	For	
Croda International plc	United Kingdom	Annual	4/24/2024	Management	10	Elect Julie Kim	For	For	
Croda International plc	United Kingdom	Annual	4/24/2024	Management	11	Elect Keith Layden	For	For	
Croda International plc	United Kingdom	Annual	4/24/2024	Management	12	Elect Nawal Ouzren	For	For	
Croda International plc	United Kingdom	Annual	4/24/2024	Management	13	Elect John Ramsay	For	For	
Croda International plc	United Kingdom	Annual	4/24/2024	Management	14	Appointment of Auditor	For	For	
Croda International plc	United Kingdom	Annual	4/24/2024	Management	15	Authority to Set Auditor's Fees	For	For	
Croda International plc	United Kingdom	Annual	4/24/2024	Management	16	Authorisation of Political Donations	For	For	
Croda International plc	United Kingdom	Annual	4/24/2024	Management	17	Authority to Issue Shares w/ Preemptive Rights	For	For	
Croda International plc	United Kingdom	Annual	4/24/2024	Management	18	Authority to Issue Shares w/o Preemptive Rights	For	For	
Croda International plc	United Kingdom	Annual	4/24/2024	Management	19	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For	
Croda International plc	United Kingdom	Annual	4/24/2024	Management	2	Remuneration Report	For	For	
Croda International plc	United Kingdom	Annual	4/24/2024	Management	20	Authority to Repurchase Shares	For	For	
Croda International plc	United Kingdom	Annual	4/24/2024	Management	21	Authority to Set General Meeting Notice Period at 14 Days	For	For	
Croda International plc	United Kingdom	Annual	4/24/2024	Management	22	Amendment to Performance Share Plan	For	For	
Croda International plc	United Kingdom	Annual	4/24/2024	Management	4	Elect Chris Good	For	For	
Croda International plc	United Kingdom	Annual	4/24/2024	Management	5	Elect Danuta Gray	For	For	
Croda International plc	United Kingdom	Annual	4/24/2024	Management	6	Elect Louisa Burdett	For	For	
Croda International plc	United Kingdom	Annual	4/24/2024	Management	7	Elect Roberto Cirillo	For	For	



Croda International plc	United Kingdom	Annual	4/24/2024	Management	8	Elect Jacqui Ferguson	For	For	
Croda International plc	United Kingdom	Annual	4/24/2024	Management	9	Elect Steve E. Fouts	For	For	
Crompton Greaves Consumer Electricals Ltd.	India	Other	11/10/2024	Management	1	Approval of Restricted Stock Units Plan 2024	For	For	
Crompton Greaves Consumer Electricals Ltd.	India	Other	11/10/2024	Management	2	Extension of Restricted Stock Units Plan 2024 to Subsidiaries	For	For	
Crompton Greaves Consumer Electricals Ltd.	India	Annual	7/26/2024	Management	3	Elect Shantanu Khosla	For	Against	Only director up for election and Vice Chair of the board; company has been identified as net zero 'non-aligned', with insufficient climate risk management processes.
Crompton Greaves Consumer Electricals Ltd.	India	Other	11/10/2024	Management	3	Approval of Amendments to Remuneration of Promeet Ghosh (Managing Director and CEO) for ESOP 2019	For	For	
Crompton Greaves Consumer Electricals Ltd.	India	Annual	7/26/2024	Management	4	Approve Payment of Fees to Cost Auditor	For	For	
Crompton Greaves Consumer Electricals Ltd.	India	Other	11/10/2024	Management	4	Approval of Amendments to Remuneration of Promeet Ghosh (Managing Director and CEO) for Restricted Stock Units Plan 2024	For	For	
Crompton Greaves Consumer Electricals Ltd.	India	Other	11/10/2024	Management	5	Increase in Authorized Capital	For	For	
Crown Holdings, Inc.	United States	Annual	5/2/2024	Management		Elect Timothy J. Donahue	For	For	
Crown Holdings, Inc.	United States	Annual	5/2/2024	Management		Elect Richard H. Fearon	For	For	
Crown Holdings, Inc.	United States	Annual	5/2/2024	Management		Elect Andrea Funk	For	For	
Crown Holdings, Inc.	United States	Annual	5/2/2024	Management		Elect Stephen J. Hagge	For	For	
Crown Holdings, Inc.	United States	Annual	5/2/2024	Management		Elect James H. Miller	For	For	
Crown Holdings, Inc.	United States	Annual	5/2/2024	Management		Elect B. Craig Owens	For	For	
Crown Holdings, Inc.	United States	Annual	5/2/2024	Management		Elect Angela M. Snyder	For	For	
Crown Holdings, Inc.	United States	Annual	5/2/2024	Management		Elect Caesar F. Sweitzer	For	For	
Crown Holdings, Inc.	United States	Annual	5/2/2024	Management		Elect Marsha C. Williams	For	For	
Crown Holdings, Inc.	United States	Annual	5/2/2024	Management		Elect Dwayne A. Wilson	For	For	
Crown Holdings, Inc.	United States	Annual	5/2/2024	Management	2.	Ratification of Auditor	For	For	

Crown Holdings, Inc.	United States	Annual	5/2/2024	Management	3.	Advisory Vote on Executive Compensation	For	For	
Crown Holdings, Inc.	United States	Annual	5/2/2024	Management	4.	Change in Board Size	For	For	
Crown Holdings, Inc.	United States	Annual	5/2/2024	ShareHolder	5.	Shareholder Proposal Regarding Political Contributions and Expenditures Report	Against	For	Supportive of increased disclosure, enabling shareholders to more fully assess risks presented by the Company's political spending.
CryoPort Inc	United States	Annual	5/17/2024	Management		Elect Linda Baddour	For	Withhold	Vote against nominating/governance committee chair and board chair when there are less than three women on the board of directors, unless more than 33% of the directors are women.
CryoPort Inc	United States	Annual	5/17/2024	Management		Elect Richard J. Berman	For	Withhold	Withhold votes from a nominee who serves on a total of 6 public company boards.
CryoPort Inc	United States	Annual	5/17/2024	Management		Elect Daniel M. Hancock	For	For	
CryoPort Inc	United States	Annual	5/17/2024	Management		Elect Robert J. Hariri	For	Withhold	Director is a public company executive and serves on more than 2 public boards.
CryoPort Inc	United States	Annual	5/17/2024	Management		Elect Ram M. Jagannath	For	For	
CryoPort Inc	United States	Annual	5/17/2024	Management		Elect Ramkumar Mandalam	For	For	
CryoPort Inc	United States	Annual	5/17/2024	Management		Elect Jerrell W. Shelton	For	Withhold	Vote against board chair when there are less than three women on the board of directors, unless more than 33% of the directors are women.
CryoPort Inc	United States	Annual	5/17/2024	Management	2.	Ratification of Auditor	For	For	
CryoPort Inc	United States	Annual	5/17/2024	Management	3.	Advisory Vote on Executive Compensation	For	For	
CryoPort Inc	United States	Annual	5/17/2024	Management	4.	Amendment to the 2018 Omnibus Equity Incentive Plan	For	For	
CVS Health Corp	United States	Annual	5/16/2024	Management	1a.	Elect Fernando Aguirre	For	For	
CVS Health Corp	United States	Annual	5/16/2024	Management	1j.	Elect Michael F. Mahoney	For	For	
CVS Health Corp	United States	Annual	5/16/2024	Management	1k.	Elect Jean-Pierre Millon	For	For	
CVS Health Corp	United States	Annual	5/16/2024	Management	1l.	Elect Mary L. Schapiro	For	For	
CVS Health Corp	United States	Annual	5/16/2024	Management	2.	Ratification of Auditor	For	For	
CVS Health Corp	United States	Annual	5/16/2024	Management	3.	Advisory Vote on Executive Compensation	For	For	
CVS Health Corp	United States	Annual	5/16/2024	Management	4.	Amendment to the 2017 Incentive Compensation Plan	For	For	
CVS Health Corp	United States	Annual	5/16/2024	ShareHolder	5.	Shareholder Proposal Regarding Third-Party Assessment of Freedom of Association	Against	For	Improves transparency and could help enhance human capital management efforts.

CVS Health Corp	United States	Annual	5/16/2024	ShareHolder	6.	Shareholder Proposal Regarding Mandatory Director Resignation Policy	Against	For	Resolved: Adopt a Corporate Governance Guideline, rule or bylaw provision to state that that [sic] a director who fails to obtain a majority vote in an uncontested election shall not be nominated by the Board at the next annual shareholder meeting. Improves accountability to shareholders.
CVS Health Corp	United States	Annual	5/16/2024	ShareHolder	7.	Shareholder Proposal Regarding Severance Approval Policy	Against	Against	The Company has already adopted a policy that is sufficient. It will not enter into any new employment agreement, severance agreement, or separation agreement with any Section 16 officer, which would include all of its named executive officers, or establish any new severance plan or policy covering any executive officer that provides for cash severance benefits exceeding 2.99 times the sum of such executive officer's base salary plus target annual bonus opportunity, without seeking shareholder ratification of such an agreement.
CVS Health Corp	United States	Annual	5/16/2024	ShareHolder	8.	Shareholder Proposal Regarding Disclosure of Allocation of Hours For All Formal Director Commitments	Against	Against	The proponent, the National Center for Public Policy Research, has not provided a compelling rationale for the proposal.
CVS Health Corp	United States	Annual	5/16/2024	Management	1b.	Elect Jeffrey R. Balsler	For	For	
CVS Health Corp	United States	Annual	5/16/2024	Management	1c.	Elect C. David Brown II	For	For	
CVS Health Corp	United States	Annual	5/16/2024	Management	1d.	Elect Alecia A. DeCoudreaux	For	For	
CVS Health Corp	United States	Annual	5/16/2024	Management	1e.	Elect Nancy-Ann DeParle	For	For	
CVS Health Corp	United States	Annual	5/16/2024	Management	1f.	Elect Roger N. Farah	For	For	
CVS Health Corp	United States	Annual	5/16/2024	Management	1g.	Elect Anne M. Finucane	For	For	
CVS Health Corp	United States	Annual	5/16/2024	Management	1h.	Elect J. Scott Kirby	For	For	
CVS Health Corp	United States	Annual	5/16/2024	Management	1i.	Elect Karen S. Lynch	For	For	
Dabur India Ltd.	India	Other	5/4/2024	Management	1	Elect Romesh Sobti	For	For	
Dabur India Ltd.	India	Annual	8/8/2024	Management	4	Elect Aditya Burman	For	For	
Dabur India Ltd.	India	Annual	8/8/2024	Management	5	Approve Payment of Fees to Cost Auditors	For	For	
Dabur India Ltd.	India	Annual	8/8/2024	Management	6	Independent Directors' Commission	For	For	
Dabur India Ltd.	India	Annual	8/8/2024	Management	7	Elect Ravi Kapoor	For	For	
Daifuku Co. Ltd	Japan	Annual	6/21/2024	Management	2.8	Elect Kaku Kato	For	For	
Daifuku Co. Ltd	Japan	Annual	6/21/2024	Management	2.9	Elect Keiko Kaneko	For	For	
Daifuku Co. Ltd	Japan	Annual	6/21/2024	Management	2.10	Elect Gideon Franklin	For	For	
Daifuku Co. Ltd	Japan	Annual	6/21/2024	Management	3	Elect Eiko Hakoda as Statutory Auditor	For	For	

Daifuku Co. Ltd	Japan	Annual	6/21/2024	Management	2.1	Elect Hiroshi Geshiro	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. Fewer than 2 or less than 15% female directors.
Daifuku Co. Ltd	Japan	Annual	6/21/2024	Management	2.2	Elect Seiji Sato	For	For	
Daifuku Co. Ltd	Japan	Annual	6/21/2024	Management	2.3	Elect Hiroshi Nobuta	For	For	
Daifuku Co. Ltd	Japan	Annual	6/21/2024	Management	2.4	Elect Hideaki Takubo	For	For	
Daifuku Co. Ltd	Japan	Annual	6/21/2024	Management	2.5	Elect Tomoaki Terai	For	For	
Daifuku Co. Ltd	Japan	Annual	6/21/2024	Management	2.6	Elect Yoshiaki Ozawa	For	For	
Daifuku Co. Ltd	Japan	Annual	6/21/2024	Management	2.7	Elect Mineo Sakai	For	For	
Danaher Corp.	United States	Annual	5/7/2024	Management	1a.	Elect Rainer M. Blair	For	For	
Danaher Corp.	United States	Annual	5/7/2024	Management	1j.	Elect John T. Schwieters	For	For	
Danaher Corp.	United States	Annual	5/7/2024	Management	1k.	Elect Alan G. Spoon	For	For	
Danaher Corp.	United States	Annual	5/7/2024	Management	1l.	Elect Raymond C. Stevens	For	For	
Danaher Corp.	United States	Annual	5/7/2024	Management	1m.	Elect Elias A. Zerhouni	For	For	
Danaher Corp.	United States	Annual	5/7/2024	Management	2.	Ratification of Auditor	For	For	
Danaher Corp.	United States	Annual	5/7/2024	Management	3.	Advisory Vote on Executive Compensation	For	For	
Danaher Corp.	United States	Annual	5/7/2024	ShareHolder	4.	Shareholder Proposal Regarding Right to Call Special Meeting	Against	For	15% threshold for calling a special meeting is appropriate given the Company's size and shareholder base. Vote For.
Danaher Corp.	United States	Annual	5/7/2024	ShareHolder	5.	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.
Danaher Corp.	United States	Annual	5/7/2024	Management	1b.	Elect Feroz Dewan	For	For	
Danaher Corp.	United States	Annual	5/7/2024	Management	1c.	Elect Linda P. Hefner Filler	For	For	
Danaher Corp.	United States	Annual	5/7/2024	Management	1d.	Elect Teri L. List	For	For	
Danaher Corp.	United States	Annual	5/7/2024	Management	1e.	Elect Jessica L. Mega	For	For	
Danaher Corp.	United States	Annual	5/7/2024	Management	1f.	Elect Mitchell P. Rales	For	For	
Danaher Corp.	United States	Annual	5/7/2024	Management	1g.	Elect Steven M. Rales	For	For	
Danaher Corp.	United States	Annual	5/7/2024	Management	1h.	Elect Pardis C. Sabeti	For	For	
Danaher Corp.	United States	Annual	5/7/2024	Management	1i.	Elect A. Shane Sanders	For	For	

Danone	France	Mix	4/25/2024	Management	6	Appointment of Auditor for Sustainability Reporting (Mazars)	For	For	
Danone	France	Mix	4/25/2024	Management	7	2023 Remuneration Report	For	For	
Danone	France	Mix	4/25/2024	Management	8	2023 Remuneration of Antoine Saint-Affrique, CEO	For	For	
Danone	France	Mix	4/25/2024	Management	9	2023 Remuneration of Gilles Schnepf, Chair	For	For	
Danone	France	Mix	4/25/2024	Management	10	2024 Remuneration Policy (Executives)	For	For	
Danone	France	Mix	4/25/2024	Management	11	2024 Remuneration Policy (Chair)	For	For	
Danone	France	Mix	4/25/2024	Management	12	2024 Remuneration Policy (Board of Directors)	For	For	
Danone	France	Mix	4/25/2024	Management	13	Authority to Repurchase and Reissue Shares	For	For	
Danone	France	Mix	4/25/2024	Management	14	Stock Purchase Plan for Overseas Employees	For	For	
Danone	France	Mix	4/25/2024	Management	15	Amendment to Articles Regarding the Removal of Voting Rights Cap	For	For	
Danone	France	Mix	4/25/2024	Management	4	Elect Gilbert Ghostine	For	For	
Danone	France	Mix	4/25/2024	Management	5	Elect Lise Kingo	For	For	
Darling Ingredients Inc	United States	Annual	5/7/2024	Management	1a.	Elect Randall C. Stuewe	For	For	
Darling Ingredients Inc	United States	Annual	5/7/2024	Management	1j.	Elect Kurt Stoffel	For	For	
Darling Ingredients Inc	United States	Annual	5/7/2024	Management	2.	Ratification of Auditor	For	For	
Darling Ingredients Inc	United States	Annual	5/7/2024	Management	3.	Advisory Vote on Executive Compensation	For	For	
Darling Ingredients Inc	United States	Annual	5/7/2024	Management	4A.	Amendment to Articles Regarding Officer Exculpation	For	Against	Proposed amendment would remove personal liability for an officer's breach of his or her duty of care.
Darling Ingredients Inc	United States	Annual	5/7/2024	Management	1b.	Elect Charles Adair	For	For	
Darling Ingredients Inc	United States	Annual	5/7/2024	Management	1c.	Elect Beth Albright	For	For	
Darling Ingredients Inc	United States	Annual	5/7/2024	Management	1d.	Elect Larry A. Barden	For	For	
Darling Ingredients Inc	United States	Annual	5/7/2024	Management	1e.	Elect Celeste A. Clark	For	For	
Darling Ingredients Inc	United States	Annual	5/7/2024	Management	1f.	Elect Linda A. Goodspeed	For	For	
Darling Ingredients Inc	United States	Annual	5/7/2024	Management	1g.	Elect Enderson Guimaraes	For	For	
Darling Ingredients Inc	United States	Annual	5/7/2024	Management	1h.	Elect Gary W. Mize	For	For	
Darling Ingredients Inc	United States	Annual	5/7/2024	Management	1i.	Elect Michael Rescoe	For	For	
Deere & Co.	United States	Annual	2/28/2024	Management	1a.	Elect Leanne G. Caret	For	For	

Deere & Co.	United States	Annual	2/28/2024	Management	1j.	Elect Dmitri L. Stockton	For	For	
Deere & Co.	United States	Annual	2/28/2024	Management	1k.	Elect Sheila G. Talton	For	For	
Deere & Co.	United States	Annual	2/28/2024	Management	2.	Advisory Vote on Executive Compensation	For	For	
Deere & Co.	United States	Annual	2/28/2024	Management	3.	Ratification of Auditor	For	For	
Deere & Co.	United States	Annual	2/28/2024	ShareHolder	4.	Shareholder Proposal Regarding Sustainability Congruency 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.
Deere & Co.	United States	Annual	2/28/2024	ShareHolder	5.	Shareholder Proposal Regarding Civil Rights Audit	Against	Against	The shareholder proposal is seeking to undermine, rather than strengthen, the company's ESG efforts. The proponent is the National Center for Public Policy Research.
Deere & Co.	United States	Annual	2/28/2024	ShareHolder	6.	Shareholder Proposal Regarding Severance Approval Policy	Against	For	In line with last year's vote decision. Supportive of shareholders being consulted before the Company enters into severance agreements that provide benefits exceeding 2.99 times salary and bonus
Deere & Co.	United States	Annual	2/28/2024	Management	1b.	Elect Tamra A. Erwin	For	For	
Deere & Co.	United States	Annual	2/28/2024	Management	1c.	Elect Alan C. Heuberger	For	For	
Deere & Co.	United States	Annual	2/28/2024	Management	1d.	Elect L. Neil Hunn	For	For	
Deere & Co.	United States	Annual	2/28/2024	Management	1e.	Elect Michael O. Johanns	For	For	
Deere & Co.	United States	Annual	2/28/2024	Management	1f.	Elect Clayton M. Jones	For	For	
Deere & Co.	United States	Annual	2/28/2024	Management	1g.	Elect John C. May	For	For	
Deere & Co.	United States	Annual	2/28/2024	Management	1h.	Elect Gregory R. Page	For	For	
Deere & Co.	United States	Annual	2/28/2024	Management	1i.	Elect Sherry M. Smith	For	For	
Delta Electronic	Taiwan	Annual	5/30/2024	Management	5.6	Elect Victor CHENG	For	Against	Director is a public company executive and serves on more than 2 public boards.
Delta Electronic	Taiwan	Annual	5/30/2024	Management	5.7	Elect GUO Shan-Shan	For	For	
Delta Electronic	Taiwan	Annual	5/30/2024	Management	5.8	Elect Audrey TSENG	For	Against	Withhold votes from a nominee who serves on a total of 7 public company boards.
Delta Electronic	Taiwan	Annual	5/30/2024	Management	5.9	Elect LU Shyue-Ching	For	For	
Delta Electronic	Taiwan	Annual	5/30/2024	Management	5.10	Elect Jack J.T. HUANG	For	For	
Delta Electronic	Taiwan	Annual	5/30/2024	Management	5.11	Elect Rose TSOU	For	For	
Delta Electronic	Taiwan	Annual	5/30/2024	Management	5.12	Elect Doris HSU	For	Against	Withhold votes from a nominee who serves on a total of 6 public company boards.
Delta Electronic	Taiwan	Annual	5/30/2024	Management	6	Release from Non-competition Restrictions on the Company's Directors	For	For	
Delta Electronic	Taiwan	Annual	5/30/2024	Management	3	Amendments to Articles	For	For	
Delta Electronic	Taiwan	Annual	5/30/2024	Management	5.1	Elect Yancey HAI	For	For	

Delta Electronic	Taiwan	Annual	5/30/2024	Management	5.2	Elect Bruce C.H. CHENG	For	For	
Delta Electronic	Taiwan	Annual	5/30/2024	Management	5.3	Elect CHENG Ping	For	For	
Delta Electronic	Taiwan	Annual	5/30/2024	Management	5.4	Elect Mark KO	For	For	
Delta Electronic	Taiwan	Annual	5/30/2024	Management	5.5	Elect Simon CHANG	For	For	
Denso Corporation	Japan	Annual	6/20/2024	Management	2	Elect Hiromi Kitagawa @ Hiromi Mizuno as Alternate Statutory Auditor	For	For	
Denso Corporation	Japan	Annual	6/20/2024	Management	3	Amendments to Restricted Stock Plan	For	Abstain	No disclosure of performance targets. Noting also the increase in shares granted with dilution effects.
Denso Corporation	Japan	Annual	6/20/2024	Management	1.1	Elect Koji Arima	For	Against	Fewer than 2 or less than 15% female directors.
Denso Corporation	Japan	Annual	6/20/2024	Management	1.2	Elect Shinnosuke Hayashi	For	For	
Denso Corporation	Japan	Annual	6/20/2024	Management	1.3	Elect Yasushi Matsui	For	Against	CFO on board.
Denso Corporation	Japan	Annual	6/20/2024	Management	1.4	Elect Yasuhiko Yamazaki	For	For	
Denso Corporation	Japan	Annual	6/20/2024	Management	1.5	Elect Akio Toyoda	For	For	
Denso Corporation	Japan	Annual	6/20/2024	Management	1.6	Elect Shigeki Kushida	For	For	
Denso Corporation	Japan	Annual	6/20/2024	Management	1.7	Elect Yuko Mitsuya	For	For	
Denso Corporation	Japan	Annual	6/20/2024	Management	1.8	Elect Joseph P. Schmelzeis, Jr.	For	For	
Descartes Systems Group Inc	Canada	Annual	6/13/2024	Management	1A	Elect Deepak Chopra	For	For	
Descartes Systems Group Inc	Canada	Annual	6/13/2024	Management	1A	Elect Deepak Chopra	For	For	
Descartes Systems Group Inc	Canada	Annual	6/13/2024	Management	1.9	Elect Edward J. Ryan	For	For	
Descartes Systems Group Inc	Canada	Annual	6/13/2024	Management	1J	Elect John J. Walker	For	For	
Descartes Systems Group Inc	Canada	Annual	6/13/2024	Management	1J	Elect John J. Walker	For	For	
Descartes Systems Group Inc	Canada	Annual	6/13/2024	Management	1.10	Elect John J. Walker	For	For	
Descartes Systems Group Inc	Canada	Annual	6/13/2024	Management	2	Appointment of Auditor	For	For	
Descartes Systems Group Inc	Canada	Annual	6/13/2024	Management	2	Appointment of Auditor	For	For	
Descartes Systems Group Inc	Canada	Annual	6/13/2024	Management	2	Appointment of Auditor	For	For	

Descartes Systems Group Inc	Canada	Annual	6/13/2024	Management	3	Amendment to the Performance and Restricted Share Unit Plan	For	For	
Descartes Systems Group Inc	Canada	Annual	6/13/2024	Management	3	Amendment to the Performance and Restricted Share Unit Plan	For	For	
Descartes Systems Group Inc	Canada	Annual	6/13/2024	Management	3	Amendment to the Performance and Restricted Share Unit Plan	For	For	
Descartes Systems Group Inc	Canada	Annual	6/13/2024	Management	4	Advisory Vote on Executive Compensation	For	For	
Descartes Systems Group Inc	Canada	Annual	6/13/2024	Management	4	Advisory Vote on Executive Compensation	For	For	
Descartes Systems Group Inc	Canada	Annual	6/13/2024	Management	4	Advisory Vote on Executive Compensation	For	For	
Descartes Systems Group Inc	Canada	Annual	6/13/2024	Management	1.1	Elect Deepak Chopra	For	For	
Descartes Systems Group Inc	Canada	Annual	6/13/2024	Management	1B	Elect Deborah Close	For	For	
Descartes Systems Group Inc	Canada	Annual	6/13/2024	Management	1B	Elect Deborah Close	For	For	
Descartes Systems Group Inc	Canada	Annual	6/13/2024	Management	1.2	Elect Deborah Close	For	For	
Descartes Systems Group Inc	Canada	Annual	6/13/2024	Management	1C	Elect Eric Demirian	For	For	
Descartes Systems Group Inc	Canada	Annual	6/13/2024	Management	1C	Elect Eric Demirian	For	For	
Descartes Systems Group Inc	Canada	Annual	6/13/2024	Management	1.3	Elect Eric Demirian	For	For	
Descartes Systems Group Inc	Canada	Annual	6/13/2024	Management	1D	Elect Sandra L. Hanington	For	For	
Descartes Systems Group Inc	Canada	Annual	6/13/2024	Management	1D	Elect Sandra L. Hanington	For	For	
Descartes Systems Group Inc	Canada	Annual	6/13/2024	Management	1.4	Elect Sandra L. Hanington	For	For	
Descartes Systems Group Inc	Canada	Annual	6/13/2024	Management	1E	Elect Kelley Irwin	For	For	
Descartes Systems Group Inc	Canada	Annual	6/13/2024	Management	1E	Elect Kelley Irwin	For	For	



Descartes Systems Group Inc	Canada	Annual	6/13/2024	Management	1.5	Elect Kelley Irwin	For	For	
Descartes Systems Group Inc	Canada	Annual	6/13/2024	Management	1F	Elect Dennis Maple	For	For	
Descartes Systems Group Inc	Canada	Annual	6/13/2024	Management	1F	Elect Dennis Maple	For	For	
Descartes Systems Group Inc	Canada	Annual	6/13/2024	Management	1.6	Elect Dennis Maple	For	For	
Descartes Systems Group Inc	Canada	Annual	6/13/2024	Management	1G	Elect Chris E. Muntwyler	For	For	
Descartes Systems Group Inc	Canada	Annual	6/13/2024	Management	1G	Elect Chris E. Muntwyler	For	For	
Descartes Systems Group Inc	Canada	Annual	6/13/2024	Management	1.7	Elect Chris E. Muntwyler	For	For	
Descartes Systems Group Inc	Canada	Annual	6/13/2024	Management	1H	Elect Jane O'Hagan	For	For	
Descartes Systems Group Inc	Canada	Annual	6/13/2024	Management	1H	Elect Jane O'Hagan	For	For	
Descartes Systems Group Inc	Canada	Annual	6/13/2024	Management	1.8	Elect Jane O'Hagan	For	For	
Descartes Systems Group Inc	Canada	Annual	6/13/2024	Management	1I	Elect Edward J. Ryan	For	For	
Descartes Systems Group Inc	Canada	Annual	6/13/2024	Management	1I	Elect Edward J. Ryan	For	For	
Dexcom Inc	United States	Annual	5/22/2024	Management	1a.	Elect Kevin Sayer	For	For	
Dexcom Inc	United States	Annual	5/22/2024	Management	1j.	Elect Eric J. Topol	For	For	
Dexcom Inc	United States	Annual	5/22/2024	Management	2.	Ratification of Auditor	For	For	
Dexcom Inc	United States	Annual	5/22/2024	Management	3.	Advisory Vote on Executive Compensation	For	For	
Dexcom Inc	United States	Annual	5/22/2024	ShareHolder	4.	Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report	Against	For	Supportive of further analysis and disclosure to assess the company's pay gap and pay equity practices.
Dexcom Inc	United States	Annual	5/22/2024	ShareHolder	5.	Shareholder Proposal Regarding Political Contributions and Expenditures Report	Against	For	Shareholders would benefit from a more complete and comprehensive picture of the company's political spending activities
Dexcom Inc	United States	Annual	5/22/2024	Management	1b.	Elect Steven R. Altman	For	For	

Dexcom Inc	United States	Annual	5/22/2024	Management	1c.	Elect Nicholas Augustinos	For	For	
Dexcom Inc	United States	Annual	5/22/2024	Management	1d.	Elect Richard A. Collins	For	For	
Dexcom Inc	United States	Annual	5/22/2024	Management	1e.	Elect Karen M. Dahut	For	For	
Dexcom Inc	United States	Annual	5/22/2024	Management	1f.	Elect Rimma Driscoll	For	For	
Dexcom Inc	United States	Annual	5/22/2024	Management	1g.	Elect Mark G. Foletta	For	For	
Dexcom Inc	United States	Annual	5/22/2024	Management	1h.	Elect Bridgette P. Heller	For	For	
Dexcom Inc	United States	Annual	5/22/2024	Management	1i.	Elect Kyle Malady	For	For	
Diasorin S.p.A.	Italy	Mix	9/4/2024	Management	0010	Appointment of Auditor and Authority to Set Fees	For	For	
Diasorin S.p.A.	Italy	Mix	9/4/2024	Management	0020	Amendments to Articles (Closed-Door Meetings)	For	Against	Amendment is not in best interests of shareholders
Diasorin S.p.A.	Italy	Mix	9/4/2024	Management	0030	Amendments to Articles	For	For	
Diasorin S.p.A.	Italy	Annual	4/24/2024	Management	0030	Remuneration Policy	For	Against	The structure and disclosure of the remuneration plan are lacking. No performance-based long-term incentive awards. Remuneration policy allows grant of equity awards to CEO and CCO (major shareholders of the company). Excessive severance agreements.
Diasorin S.p.A.	Italy	Annual	4/24/2024	Management	0040	Remuneration Report	For	Against	Positive introduction of ESG metrics into the STIP, however, long-term stock plan is not performance-based, determined on purely discretionary basis. Not set payout limits with respect to base salary. Equity awards to major shareholder.
Diasorin S.p.A.	Italy	Annual	4/24/2024	Management	0050	Appointment of Auditor and Authority to Set Fees	For	For	
Dino Polska SA	Poland	Annual	6/26/2024	Management	11	Ratification of Management Acts	For	For	
Dino Polska SA	Poland	Annual	6/26/2024	Management	12	Ratification of Supervisory Board Acts	For	For	
Dino Polska SA	Poland	Annual	6/26/2024	Management	13	Remuneration Report	For	Against	Insufficient response to shareholder dissent on remuneration structure last year. Multiple structural and disclosure concerns. Compensation structure focused on short-term incentives and plan does not utilize any long term incentives. No set payout limits in terms of base salary and targets not disclosed under the STIP.
Dino Polska SA	Poland	Annual	6/26/2024	Management	14	Remuneration Policy	For	Against	As above, multiple structural and disclosure concerns. compensation structure focused on short-term incentives and plan does not utilize any long term incentives.
Dino Polska SA	Poland	Annual	6/26/2024	Management	15	Board Size	For	Against	Proposed minimum board size is too small.
Dino Polska SA	Poland	Annual	6/26/2024	Management	16	Changes to Supervisory Board Composition	For	Against	Insufficient independence (40%) and board gender diversity (0%).
Dino Polska SA	Poland	Annual	6/26/2024	Management	17	Supervisory Board Fees	For	Abstain	Insufficient information provided.
DiscoverIE Group Plc	United Kingdom	Annual	7/26/2024	Management	10	Elect Rosalind Kainyah	For	For	

DiscoverIE Group Plc	United Kingdom	Annual	7/26/2024	Management	11	Elect Celia Baxter	For	For	
DiscoverIE Group Plc	United Kingdom	Annual	7/26/2024	Management	12	Appointment of Auditor	For	For	
DiscoverIE Group Plc	United Kingdom	Annual	7/26/2024	Management	13	Authority to Set Auditor's Fees	For	For	
DiscoverIE Group Plc	United Kingdom	Annual	7/26/2024	Management	14	Authority to Issue Shares w/ Preemptive Rights	For	For	
DiscoverIE Group Plc	United Kingdom	Annual	7/26/2024	Management	15	Authority to Issue Shares w/ Preemptive Rights (Rights Issue)	For	For	
DiscoverIE Group Plc	United Kingdom	Annual	7/26/2024	Management	16	Authority to Issue Shares w/o Preemptive Rights	For	For	
DiscoverIE Group Plc	United Kingdom	Annual	7/26/2024	Management	17	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For	
DiscoverIE Group Plc	United Kingdom	Annual	7/26/2024	Management	18	Authority to Issue Shares w/o Preemptive Rights (Rights Issue)	For	For	
DiscoverIE Group Plc	United Kingdom	Annual	7/26/2024	Management	19	Authority to Repurchase Shares	For	For	
DiscoverIE Group Plc	United Kingdom	Annual	7/26/2024	Management	20	Authority to Set General Meeting Notice Period at 14 Days	For	For	
DiscoverIE Group Plc	United Kingdom	Annual	7/26/2024	Management	21	Authorisation of Political Donations	For	For	
DiscoverIE Group Plc	United Kingdom	Annual	7/26/2024	Management	22	Amendment to Long-Term Incentive Plan	For	For	
DiscoverIE Group Plc	United Kingdom	Annual	7/26/2024	Management	23	Deferred Bonus Share Plan	For	For	
DiscoverIE Group Plc	United Kingdom	Annual	7/26/2024	Management	3	Remuneration Report	For	For	
DiscoverIE Group Plc	United Kingdom	Annual	7/26/2024	Management	4	Remuneration Policy	For	For	
DiscoverIE Group Plc	United Kingdom	Annual	7/26/2024	Management	5	Elect Bruce M. Thompson	For	For	
DiscoverIE Group Plc	United Kingdom	Annual	7/26/2024	Management	6	Elect Nick Jefferies	For	For	
DiscoverIE Group Plc	United Kingdom	Annual	7/26/2024	Management	7	Elect Simon Gibbins	For	For	
DiscoverIE Group Plc	United Kingdom	Annual	7/26/2024	Management	8	Elect Tracey Graham	For	For	
DiscoverIE Group Plc	United Kingdom	Annual	7/26/2024	Management	9	Elect Clive Watson	For	For	
Dole plc	Ireland	Annual	5/29/2024	Management	1.1	Elect Rory P. Byrne	For	For	
Dole plc	Ireland	Annual	5/29/2024	Management	1.2	Elect Timothy M. George	For	For	
Dole plc	Ireland	Annual	5/29/2024	Management	1.3	Elect Imelda Hurley	For	For	
Dole plc	Ireland	Annual	5/29/2024	Management	1.1	Elect Rory P. Byrne	For	For	
Dole plc	Ireland	Annual	5/29/2024	Management	2.	Appointment of Auditor and Authority to Set Fees	For	For	
Dole plc	Ireland	Annual	5/29/2024	Management	1.2	Elect Timothy M. George	For	For	

Dole plc	Ireland	Annual	5/29/2024	Management	1.3	Elect Imelda Hurley	For	For	
Dole plc	Ireland	Annual	5/29/2024	Management	2	Appointment of Auditor and Authority to Set Fees	For	For	
Donaldson Co. Inc.	United States	Annual	11/22/2024	Management		Elect Christopher M. Hilger	For	For	
Donaldson Co. Inc.	United States	Annual	11/22/2024	Management		Elect James J. Owens	For	For	
Donaldson Co. Inc.	United States	Annual	11/22/2024	Management		Elect Trudy A. Rautio	For	For	
Donaldson Co. Inc.	United States	Annual	11/22/2024	Management	2.	Advisory Vote on Executive Compensation	For	For	
Donaldson Co. Inc.	United States	Annual	11/22/2024	Management	3.	Ratification of Auditor	For	For	
DSM-Firmenich AG	Switzerland	Annual	5/7/2024	Management	4.1.5	Elect Erica L. Mann	For	For	
DSM-Firmenich AG	Switzerland	Annual	5/7/2024	Management	4.1.6	Elect Carla M.C. Mahieu	For	For	
DSM-Firmenich AG	Switzerland	Annual	5/7/2024	Management	4.1.7	Elect Frits Dirk van Paasschen	For	For	
DSM-Firmenich AG	Switzerland	Annual	5/7/2024	Management	4.1.8	Elect André Pometta	For	For	
DSM-Firmenich AG	Switzerland	Annual	5/7/2024	Management	4.1.9	Elect John Ramsay	For	For	
DSM-Firmenich AG	Switzerland	Annual	5/7/2024	Management	4.110	Elect Richard Ridinger	For	For	
DSM-Firmenich AG	Switzerland	Annual	5/7/2024	Management	4.111	Elect Corien M. Wortmann-Kool	For	For	
DSM-Firmenich AG	Switzerland	Annual	5/7/2024	Management	4.2.1	Elect Carla M.C. Mahieu as Compensation Committee Member	For	For	
DSM-Firmenich AG	Switzerland	Annual	5/7/2024	Management	4.2.2	Elect Thomas Leysen as Compensation Committee Member	For	For	
DSM-Firmenich AG	Switzerland	Annual	5/7/2024	Management	4.2.3	Elect Frits Dirk van Paasschen as Compensation Committee Member	For	For	
DSM-Firmenich AG	Switzerland	Annual	5/7/2024	Management	4.2.4	Elect André Pometta as Compensation Committee Member	For	For	
DSM-Firmenich AG	Switzerland	Annual	5/7/2024	Management	5.1	Board Compensation	For	For	
DSM-Firmenich AG	Switzerland	Annual	5/7/2024	Management	5.2	Executive Compensation (Total)	For	For	
DSM-Firmenich AG	Switzerland	Annual	5/7/2024	Management	5.3	Compensation Report	For	For	
DSM-Firmenich AG	Switzerland	Annual	5/7/2024	Management	6	Appointment of Auditor	For	For	
DSM-Firmenich AG	Switzerland	Annual	5/7/2024	Management	1.2	Report on Non-Financial Matters	For	For	
DSM-Firmenich AG	Switzerland	Annual	5/7/2024	Management	2	Ratification of Board and Management Acts	For	For	
DSM-Firmenich AG	Switzerland	Annual	5/7/2024	Management	4.1.1	Elect Thomas Leysen	For	For	

DSM-Firmenich AG	Switzerland	Annual	5/7/2024	Management	4.1.2	Elect Patrick Firmenich	For	Against	The nom/gov committee chair is not independent.
DSM-Firmenich AG	Switzerland	Annual	5/7/2024	Management	4.1.3	Elect Sze Cotte-Tan	For	For	
DSM-Firmenich AG	Switzerland	Annual	5/7/2024	Management	4.1.4	Elect Antoine A. Firmenich	For	Against	The audit committee does not hit independence standards (<100%).
Duolingo Inc	United States	Annual	6/12/2024	Management		Elect Luis von Ahn	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.
Duolingo Inc	United States	Annual	6/12/2024	Management		Elect Sara Clemens	For	For	
Duolingo Inc	United States	Annual	6/12/2024	Management		Elect Severin Hacker	For	For	
Duolingo Inc	United States	Annual	6/12/2024	Management	2.	Ratification of Auditor	For	For	
Duolingo Inc	United States	Annual	6/12/2024	Management	3.	Advisory Vote on Executive Compensation	For	Against	LTI plan is not performance based. No executive stock ownership requirements. No STI plan.
EBay Inc.	United States	Annual	6/20/2024	Management	1a.	Elect Adriane M. Brown	For	For	
EBay Inc.	United States	Annual	6/20/2024	Management	1j.	Elect Perry M. Traquina	For	For	
EBay Inc.	United States	Annual	6/20/2024	Management	2.	Ratification of Auditor	For	For	
EBay Inc.	United States	Annual	6/20/2024	Management	3.	Advisory Vote on Executive Compensation	For	For	
EBay Inc.	United States	Annual	6/20/2024	Management	1b.	Elect Aparna Chennapragda	For	For	
EBay Inc.	United States	Annual	6/20/2024	Management	1c.	Elect Logan D. Green	For	For	
EBay Inc.	United States	Annual	6/20/2024	Management	1d.	Elect E. Carol Hayles	For	For	
EBay Inc.	United States	Annual	6/20/2024	Management	1e.	Elect Jamie Iannone	For	For	
EBay Inc.	United States	Annual	6/20/2024	Management	1f.	Elect Shripriya Mahesh	For	For	
EBay Inc.	United States	Annual	6/20/2024	Management	1g.	Elect Paul S. Pressler	For	For	
EBay Inc.	United States	Annual	6/20/2024	Management	1h.	Elect Zane Rowe	For	For	
EBay Inc.	United States	Annual	6/20/2024	Management	1i.	Elect Mohak Shroff	For	For	
Ecolab, Inc.	United States	Annual	5/2/2024	Management	1a.	Elect Judson Althoff	For	For	
Ecolab, Inc.	United States	Annual	5/2/2024	Management	1j.	Elect Victoria J. Reich	For	For	
Ecolab, Inc.	United States	Annual	5/2/2024	Management	1k.	Elect Suzanne M. Vautrinot	For	For	
Ecolab, Inc.	United States	Annual	5/2/2024	Management	1l.	Elect John J. Zillmer	For	Against	Director is a public company executive and serves on more than 2 public boards.

Ecolab, Inc.	United States	Annual	5/2/2024	Management	2.	Advisory Vote on Executive Compensation	For	Abstain	Continued granting of sizeable one-off awards (third consecutive year). In FY2023, one executive received an RSU grant with a value of approximately \$2 million (vesting over four years), noting that the value of the award was greater than the target value set for his LTIP award for 2023. Otherwise, recognise improvements in the compensation structure.
Ecolab, Inc.	United States	Annual	5/2/2024	Management	3.	Ratification of Auditor	For	For	
Ecolab, Inc.	United States	Annual	5/2/2024	ShareHolder	4.	Shareholder Proposal Regarding Independent Chair	Against	For	Supportive of separation of CEO/Chair role, and appointment of independent chair.
Ecolab, Inc.	United States	Annual	5/2/2024	Management	1b.	Elect Shari L Ballard	For	For	
Ecolab, Inc.	United States	Annual	5/2/2024	Management	1c.	Elect Christophe Beck	For	For	
Ecolab, Inc.	United States	Annual	5/2/2024	Management	1d.	Elect Eric M. Green	For	For	
Ecolab, Inc.	United States	Annual	5/2/2024	Management	1e.	Elect Arthur J. Higgins	For	For	
Ecolab, Inc.	United States	Annual	5/2/2024	Management	1f.	Elect Michael Larson	For	For	
Ecolab, Inc.	United States	Annual	5/2/2024	Management	1g.	Elect David W. MacLennan	For	For	
Ecolab, Inc.	United States	Annual	5/2/2024	Management	1h.	Elect Tracy B. McKibben	For	For	
Ecolab, Inc.	United States	Annual	5/2/2024	Management	1i.	Elect Lionel L. Nowell, III	For	For	
EDP Renovaveis S.A.	Spain	Annual	4/4/2024	Management	8.a	Resignation of Director (Vera Pinto Pereira)	For	For	
EDP Renovaveis S.A.	Spain	Annual	4/4/2024	Management	8.b	Resignation of Director (Ana Paula Marques)	For	For	
EDP Renovaveis S.A.	Spain	Annual	4/4/2024	Management	8.c	Resignation of Director (Acácio Piloto)	For	For	
EDP Renovaveis S.A.	Spain	Annual	4/4/2024	Management	8.d	Board Size	For	For	
EDP Renovaveis S.A.	Spain	Annual	4/4/2024	Management	8.e	Elect Miguel Stilwell de Andrade	For	For	
EDP Renovaveis S.A.	Spain	Annual	4/4/2024	Management	8.f	Elect Rui Manuel Rodrigues Lopes Teixeira	For	Against	CFO on board.
EDP Renovaveis S.A.	Spain	Annual	4/4/2024	Management	8.g	Elect Manuel Menéndez Menéndez	For	For	
EDP Renovaveis S.A.	Spain	Annual	4/4/2024	Management	8.h	Elect António Sarmiento Gomes Mota	For	For	
EDP Renovaveis S.A.	Spain	Annual	4/4/2024	Management	8.i	Elect Rosa María García García	For	For	
EDP Renovaveis S.A.	Spain	Annual	4/4/2024	Management	8.j	Elect José Manuel Félix Morgado	For	For	
EDP Renovaveis S.A.	Spain	Annual	4/4/2024	Management	8.k	Elect Allan J Katz	For	For	
EDP Renovaveis S.A.	Spain	Annual	4/4/2024	Management	8.l	Elect Cynthia Kay McCall	For	For	

EDP Renovaveis S.A.	Spain	Annual	4/4/2024	Management	8.m	Elect Ana Paula de Sousa Freitas Madureira Serra	For	For	
EDP Renovaveis S.A.	Spain	Annual	4/4/2024	Management	9	Amendment to Remuneration Policy	For	For	
EDP Renovaveis S.A.	Spain	Annual	4/4/2024	Management	3	Capitalisation of Reserves for Scrip Dividend	For	For	
EDP Renovaveis S.A.	Spain	Annual	4/4/2024	Management	4	Management Report; Corporate Governance Report; Remuneration Report	For	For	
EDP Renovaveis S.A.	Spain	Annual	4/4/2024	Management	5	Report on Non Financial Information	For	For	
EDP Renovaveis S.A.	Spain	Annual	4/4/2024	Management	6	Ratification of Board Acts	For	For	
EDP Renovaveis S.A.	Spain	Annual	4/4/2024	Management	7	Appointment of Auditor	For	For	
Elisa Oyj	Finland	Annual	4/12/2024	Management	9	Ratification of Board and CEO Acts	For	For	
Elisa Oyj	Finland	Annual	4/12/2024	Management	10	REMUNERATION REPORT	For	Against	-No response to 2023 dissent, or previous years -Performance targets not disclosed (STI and LTI) -No relative metrics under the LTI
Elisa Oyj	Finland	Annual	4/12/2024	Management	11	REMUNERATION POLICY	For	Against	Increase in quantum and maximum opportunity for the CEO under the short- and long-term incentive awards without reasonable rationale. As above, STI/LTI performance targets not disclosed and no relative metrics under the LTIP.
Elisa Oyj	Finland	Annual	4/12/2024	Management	12	Directors' Fees	For	For	
Elisa Oyj	Finland	Annual	4/12/2024	Management	13	Board Size	For	For	
Elisa Oyj	Finland	Annual	4/12/2024	Management	14	Election of Directors	For	For	
Elisa Oyj	Finland	Annual	4/12/2024	Management	15	Authority to Set Auditor's Fees	For	For	
Elisa Oyj	Finland	Annual	4/12/2024	Management	16	Appointment of Auditor	For	For	
Elisa Oyj	Finland	Annual	4/12/2024	Management	17	Authority to Repurchase Shares	For	For	
Elisa Oyj	Finland	Annual	4/12/2024	Management	18	Authority to Issue Shares w/ or w/o Preemptive Rights	For	For	
Elisa Oyj	Finland	Annual	4/12/2024	Management	19	Forfeiture of Unclaimed Merger Consideration (Kymen Puhelin Oy)	For	For	
Elisa Oyj	Finland	Annual	4/12/2024	Management	20	Forfeiture of Unclaimed Merger Consideration (Telekarelia Oy)	For	For	
Emerson Electric Co.	United States	Annual	2/6/2024	Management	1a.	Elect Mark A. Blinn	For	For	
Emerson Electric Co.	United States	Annual	2/6/2024	Management	1b.	Elect Leticia Gonçalves Lourenco	For	For	
Emerson Electric Co.	United States	Annual	2/6/2024	Management	1c.	Elect James M. McKelvey	For	For	
Emerson Electric Co.	United States	Annual	2/6/2024	Management	1d.	Elect James S. Turley	For	For	

Emerson Electric Co.	United States	Annual	2/6/2024	Management	2.	Advisory Vote on Executive Compensation	For	Abstain	Sustained disconnect between pay and performance (as last year), LTI vesting below median, short performance period and insufficient disclosure of STIP/LTIP performance goals. Noted that beginning in fiscal year 2024, the Company will re-organize the structure of the long-term incentive plan in order to include the grant of RSUs and performance shares with performance measured annually and year one's results assigned the heaviest weighting in payout determination.
Emerson Electric Co.	United States	Annual	2/6/2024	Management	3.	Repeal of Classified Board	For	For	
Emerson Electric Co.	United States	Annual	2/6/2024	Management	4.	Approval of the 2024 Equity Incentive Plan	For	For	
Emerson Electric Co.	United States	Annual	2/6/2024	Management	5.	Ratification of Auditor	For	For	
Emerson Electric Co.	United States	Annual	2/6/2024	ShareHolder	6.	Shareholder Proposal Regarding Simple Majority Vote	Against	For	Supportive of eliminating supermajority vote provisions, which can act to impede shareholder's abilities to approve ballot items in their interests.
Equinix, Inc.	United States	Annual	5/23/2024	Management	1a.	Elect Nanci E. Caldwell	For	For	
Equinix, Inc.	United States	Annual	5/23/2024	Management	1j.	Elect Peter F. Van Camp	For	For	
Equinix, Inc.	United States	Annual	5/23/2024	Management	2.	Advisory Vote on Executive Compensation	For	For	The company has successfully aligned pay with performance and modest positive developments with regard to the LTIP in 2024 are noted.
Equinix, Inc.	United States	Annual	5/23/2024	Management	3.	Amendment to the 2004 Employee Stock Purchase Plan	For	For	
Equinix, Inc.	United States	Annual	5/23/2024	Management	4.	Ratification of Auditor	For	For	
Equinix, Inc.	United States	Annual	5/23/2024	Management	1b.	Elect Adaire Fox-Martin	For	For	
Equinix, Inc.	United States	Annual	5/23/2024	Management	1c.	Elect Gary F. Hromadko	For	For	
Equinix, Inc.	United States	Annual	5/23/2024	Management	1d.	Elect Charles Meyers	For	For	
Equinix, Inc.	United States	Annual	5/23/2024	Management	1e.	Elect Thomas S. Olinger	For	For	
Equinix, Inc.	United States	Annual	5/23/2024	Management	1f.	Elect Christopher B. Paisley	For	For	
Equinix, Inc.	United States	Annual	5/23/2024	Management	1g.	Elect Jeetendra I. Patel	For	For	
Equinix, Inc.	United States	Annual	5/23/2024	Management	1h.	Elect Sandra Rivera	For	For	
Equinix, Inc.	United States	Annual	5/23/2024	Management	1i.	Elect Fidelma Russo	For	For	
Essential Utilities Inc	United States	Annual	5/1/2024	Management		Elect Elizabeth B. Amato	For	For	
Essential Utilities Inc	United States	Annual	5/1/2024	Management		Elect Christopher L. Bruner	For	Withhold	Related Party Transaction. Audit partner and senior advisory partner of Ernst & Young, which received \$5.8 million from the Company for non-audit services involving tax and transaction advisory services in fiscal year 2023.



Essential Utilities Inc	United States	Annual	5/1/2024	Management		Elect David A. Ciesinski	For	For	
Essential Utilities Inc	United States	Annual	5/1/2024	Management		Elect Christopher H. Franklin	For	For	
Essential Utilities Inc	United States	Annual	5/1/2024	Management		Elect Daniel J. Hilferty	For	For	
Essential Utilities Inc	United States	Annual	5/1/2024	Management		Elect Edwina Kelly	For	For	
Essential Utilities Inc	United States	Annual	5/1/2024	Management		Elect W. Bryan Lewis	For	For	
Essential Utilities Inc	United States	Annual	5/1/2024	Management		Elect Tamara L. Linde	For	For	
Essential Utilities Inc	United States	Annual	5/1/2024	Management		Elect Roderick K. West	For	For	
Essential Utilities Inc	United States	Annual	5/1/2024	Management	2.	Advisory Vote on Executive Compensation	For	For	
Essential Utilities Inc	United States	Annual	5/1/2024	Management	3.	Ratification of Auditor	For	For	
Essential Utilities Inc	United States	Annual	5/1/2024	Management	4.	Amendment to By-Laws Regarding Universal Proxy Rules	For	For	
Eurofins Scientific S.E.	Luxembourg	Mix	4/25/2024	Management	10	Remuneration Report	For	For	
Eurofins Scientific S.E.	Luxembourg	Mix	4/25/2024	Management	11	Elect Gilles G. Martin to the Board of Directors	For	For	
Eurofins Scientific S.E.	Luxembourg	Mix	4/25/2024	Management	12	Elect Yves-Loïc Martin to the Board of Directors	For	For	
Eurofins Scientific S.E.	Luxembourg	Mix	4/25/2024	Management	13	Elect Valérie Hanote to the Board of Directors	For	For	
Eurofins Scientific S.E.	Luxembourg	Mix	4/25/2024	Management	14	Elect Pascal Rakovsky to the Board of Directors	For	For	
Eurofins Scientific S.E.	Luxembourg	Mix	4/25/2024	Management	15	Elect Patrizia Luchettato the Board of Directors	For	For	
Eurofins Scientific S.E.	Luxembourg	Mix	4/25/2024	Management	16	Elect Evie Roos to the Board of Directors	For	For	
Eurofins Scientific S.E.	Luxembourg	Mix	4/25/2024	Management	17	Elect Erica Monfardini to the Board of Directors	For	For	
Eurofins Scientific S.E.	Luxembourg	Mix	4/25/2024	Management	18	Appointment of Auditor	For	For	
Eurofins Scientific S.E.	Luxembourg	Mix	4/25/2024	Management	19	Directors' Fees	For	For	
Eurofins Scientific S.E.	Luxembourg	Mix	4/25/2024	Management	21	Authority to Repurchase and Reissue Shares	For	For	
Eurofins Scientific S.E.	Luxembourg	Mix	4/25/2024	Management	E.1	Cancellation of Shares	For	For	
Eurofins Scientific S.E.	Luxembourg	Mix	4/25/2024	Management	E.2	Increase in Authorised Capital	For	Against	Potential dilution exceeds recommended threshold.
Eurofins Scientific S.E.	Luxembourg	Mix	4/25/2024	Management	7	Ratification of Board Acts	For	For	
Eurofins Scientific S.E.	Luxembourg	Mix	4/25/2024	Management	8	Ratification of Auditor's Acts	For	For	

Eurofins Scientific S.E.	Luxembourg	Mix	4/25/2024	Management	9	Remuneration Policy	For	For	
Experian Plc	Jersey	Annual	7/17/2024	Management	10	Elect Esther S. Lee	For	For	
Experian Plc	Jersey	Annual	7/17/2024	Management	11	Elect Louise Pentland	For	For	
Experian Plc	Jersey	Annual	7/17/2024	Management	12	Elect Lloyd Pitchford	For	For	
Experian Plc	Jersey	Annual	7/17/2024	Management	13	Elect Mike Rogers	For	For	
Experian Plc	Jersey	Annual	7/17/2024	Management	14	Appointment of Auditor	For	For	
Experian Plc	Jersey	Annual	7/17/2024	Management	15	Authority to Set Auditor's Fees	For	For	
Experian Plc	Jersey	Annual	7/17/2024	Management	16	Authority to Issue Shares w/ Preemptive Rights	For	For	
Experian Plc	Jersey	Annual	7/17/2024	Management	17	Authority to Issue Shares w/o Preemptive Rights	For	For	
Experian Plc	Jersey	Annual	7/17/2024	Management	18	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For	
Experian Plc	Jersey	Annual	7/17/2024	Management	19	Authority to Repurchase Shares	For	For	
Experian Plc	Jersey	Annual	7/17/2024	Management	2	Remuneration Report	For	For	
Experian Plc	Jersey	Annual	7/17/2024	Management	3	Elect Craig Boundy	For	For	
Experian Plc	Jersey	Annual	7/17/2024	Management	4	Elect Alison Brittain	For	For	
Experian Plc	Jersey	Annual	7/17/2024	Management	5	Elect Brian Cassin	For	For	
Experian Plc	Jersey	Annual	7/17/2024	Management	6	Elect Kathleen DeRose	For	For	
Experian Plc	Jersey	Annual	7/17/2024	Management	7	Elect Caroline F. Donahue	For	For	
Experian Plc	Jersey	Annual	7/17/2024	Management	8	Elect Luiz Fernando Vendramini Fleury	For	For	
Experian Plc	Jersey	Annual	7/17/2024	Management	9	Elect Jonathan Howell	For	For	
Ferguson Enterprises Inc.	United States	Annual	12/5/2024	Management	1a	Elect Rekha Agrawal	For	For	
Ferguson Enterprises Inc.	United States	Annual	12/5/2024	Management	1a.	Elect Rekha Agrawal	For	For	
Ferguson Enterprises Inc.	United States	Annual	12/5/2024	Management	1j	Elect Alan J. Murray	For	For	
Ferguson Enterprises Inc.	United States	Annual	12/5/2024	Management	1j.	Elect Alan J. Murray	For	For	
Ferguson Enterprises Inc.	United States	Annual	12/5/2024	Management	1k	Elect Suzanne H. Wood	For	For	
Ferguson Enterprises Inc.	United States	Annual	12/5/2024	Management	1k.	Elect Suzanne H. Wood	For	For	
Ferguson Enterprises Inc.	United States	Annual	12/5/2024	Management	2	Ratification of Auditor	For	For	
Ferguson Enterprises Inc.	United States	Annual	12/5/2024	Management	2.	Ratification of Auditor	For	For	
Ferguson Enterprises Inc.	United States	Annual	12/5/2024	Management	3	Advisory Vote on Executive Compensation	For	For	

Ferguson Enterprises Inc.	United States	Annual	12/5/2024	Management	3.	Advisory Vote on Executive Compensation	For	For	
Ferguson Enterprises Inc.	United States	Annual	12/5/2024	Management	4.	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
Ferguson Enterprises Inc.	United States	Annual	12/5/2024	Management	4.1	Advisory vote on the frequency of future advisory votes on executive compensation: please vote on this resolution to approve 1 year	For	For	
Ferguson Enterprises Inc.	United States	Annual	12/5/2024	Management	4.2	Advisory vote on the frequency of future advisory votes on executive compensation: please vote on this resolution to approve 2 years	Do Not Vote	Mixed	
Ferguson Enterprises Inc.	United States	Annual	12/5/2024	Management	4.3	Advisory vote on the frequency of future advisory votes on executive compensation: please vote on this resolution to approve 3 years	Do Not Vote	Mixed	
Ferguson Enterprises Inc.	United States	Annual	12/5/2024	Management	4.4	Advisory vote on the frequency of future advisory votes on executive compensation: please vote on this resolution to approve abstain	Do Not Vote	Mixed	
Ferguson Enterprises Inc.	United States	Annual	12/5/2024	Management	1b	Elect Kelly Baker	For	For	
Ferguson Enterprises Inc.	United States	Annual	12/5/2024	Management	1b.	Elect Kelly Baker	For	For	
Ferguson Enterprises Inc.	United States	Annual	12/5/2024	Management	1c	Elect Rick Beckwitt	For	For	
Ferguson Enterprises Inc.	United States	Annual	12/5/2024	Management	1c.	Elect Rick Beckwitt	For	For	
Ferguson Enterprises Inc.	United States	Annual	12/5/2024	Management	1d	Elect Bill Brundage	For	Against	Company CFO serving on their own board.
Ferguson Enterprises Inc.	United States	Annual	12/5/2024	Management	1d.	Elect Bill Brundage	For	Against	Company CFO serving on their own board.
Ferguson Enterprises Inc.	United States	Annual	12/5/2024	Management	1e	Elect Geoff Drabble	For	For	
Ferguson Enterprises Inc.	United States	Annual	12/5/2024	Management	1e.	Elect Geoff Drabble	For	For	
Ferguson Enterprises Inc.	United States	Annual	12/5/2024	Management	1f	Elect Catherine Halligan	For	For	
Ferguson Enterprises Inc.	United States	Annual	12/5/2024	Management	1f.	Elect Catherine Halligan	For	For	
Ferguson Enterprises Inc.	United States	Annual	12/5/2024	Management	1g	Elect Brian May	For	For	
Ferguson Enterprises Inc.	United States	Annual	12/5/2024	Management	1g.	Elect Brian May	For	For	

Ferguson Enterprises Inc.	United States	Annual	12/5/2024	Management	1h	Elect James S. Metcalf	For	For	
Ferguson Enterprises Inc.	United States	Annual	12/5/2024	Management	1h.	Elect James S. Metcalf	For	For	
Ferguson Enterprises Inc.	United States	Annual	12/5/2024	Management	1i	Elect Kevin Murphy	For	For	
Ferguson Enterprises Inc.	United States	Annual	12/5/2024	Management	1i.	Elect Kevin Murphy	For	For	
Ferguson Plc.	Jersey	Special	5/30/2024	Management	S1	Reincorporation Merger	For	For	
Ferguson Plc.	Jersey	Special	5/30/2024	Management	02H	Authority to Issue Shares w/o Preemptive Rights	For	For	
Ferguson Plc.	Jersey	Special	5/30/2024	Management	01	Reincorporation Merger	For	For	
Ferguson Plc.	Jersey	Special	5/30/2024	Management	O2a	Requirements to Amend Charter and Bylaws	For	For	
Ferguson Plc.	Jersey	Special	5/30/2024	Management	O2A	Requirements to Amend Charter and Bylaws	For	For	
Ferguson Plc.	Jersey	Special	5/30/2024	Management	O2b	Authorize the Board to Amend Bylaws	For	For	
Ferguson Plc.	Jersey	Special	5/30/2024	Management	O2B	Authorize the Board to Amend Bylaws	For	For	
Ferguson Plc.	Jersey	Special	5/30/2024	Management	O2c	Board Vacancies	For	Against	The proposed governing documents only permit the board (but not shareholders) to fill board vacancies, which is counter to shareholder interests.
Ferguson Plc.	Jersey	Special	5/30/2024	Management	O2C	Board Vacancies	For	Against	The proposed governing documents only permit the board (but not shareholders) to fill board vacancies, which is counter to shareholder interests.
Ferguson Plc.	Jersey	Special	5/30/2024	Management	O2d	Right to Call a Special Meeting	For	Against	Increasing threshold for shareholders to call special meetings from 10% of outstanding shares to 15% would reduce the rights of shareholders.
Ferguson Plc.	Jersey	Special	5/30/2024	Management	O2D	Right to Call a Special Meeting	For	Against	Increasing threshold for shareholders to call special meetings from 10% of outstanding shares to 15% would reduce the rights of shareholders.
Ferguson Plc.	Jersey	Special	5/30/2024	Management	O2e	Indemnification of Directors and Officers	For	Against	Approving expansive indemnification provisions without compelling evidence that it will benefit shareholders is not in shareholders' best interests.
Ferguson Plc.	Jersey	Special	5/30/2024	Management	O2E	Indemnification of Directors and Officers	For	Against	Approving expansive indemnification provisions without compelling evidence that it will benefit shareholders is not in shareholders' best interests.
Ferguson Plc.	Jersey	Special	5/30/2024	Management	O2f	Approval of Exclusive Forum Provisions	For	Against	Forum selection clauses are generally not in shareholders' best interests.
Ferguson Plc.	Jersey	Special	5/30/2024	Management	O2F	Approval of Exclusive Forum Provisions	For	Against	Forum selection clauses are generally not in shareholders' best interests.
Ferguson Plc.	Jersey	Special	5/30/2024	Management	O2g	Authorize Preferred Stock	For	Against	Blank-check preferred stock could be used as an anti-takeover device or in some other fashion that adversely affects the voting power or financial interests of common shareholders.

Ferguson Plc.	Jersey	Special	5/30/2024	Management	02G	Authorize Preferred Stock	For	Against	Blank-check preferred stock could be used as an anti-takeover device or in some other fashion that adversely affects the voting power or financial interests of common shareholders.
Ferguson Plc.	Jersey	Special	5/30/2024	Management	O2h	Authority to Issue Shares w/o Preemptive Rights	For	For	
Foresea Holding S.A.	Brazil	Special	12/3/2024	Management	1	Removal of Class A Director Roberto Ramos	Undetermined	For	
Foresea Holding S.A.	Brazil	Special	12/3/2024	Management	2	Ratification of Board Acts	Undetermined	For	
Foresea Holding S.A.	Brazil	Special	12/3/2024	Management	3.01	Elect Luis Fontoura de Oliveria Reis Filho	For	For	No women on the board but no Nomination Committee and Chair not up for election. New director nominee.
Foresea Holding S.A.	Brazil	Special	12/3/2024	Management	3.02	Elect Flávio Bernardo Luna do Valle	Against	Unvoted	Unable to vote this item.
Franklin Electric Co., Inc.	United States	Annual	5/3/2024	Management	1a.	Elect Gregg C. Sengstack	For	Against	The nominee is the chairman of the board and is held accountable for less than 33%/three women on the board of directors. The chairman of the board is also held accountable for insufficient progress made on climate risk management.
Franklin Electric Co., Inc.	United States	Annual	5/3/2024	Management	1b.	Elect David M. Wathen	For	For	
Franklin Electric Co., Inc.	United States	Annual	5/3/2024	Management	2.	Ratification of Auditor	For	For	
Franklin Electric Co., Inc.	United States	Annual	5/3/2024	Management	3.	Advisory Vote on Executive Compensation	For	For	
GEA Group AG	Germany	Annual	4/30/2024	Management	8.1	Amendments to Articles (Record Date)	For	For	
GEA Group AG	Germany	Annual	4/30/2024	Management	8.2	Amendments to Articles (Supervisory Board Terms)	For	For	
GEA Group AG	Germany	Annual	4/30/2024	Management	9	Approval of Climate Transition Plan	For	For	SBTi-approved targets set.
GEA Group AG	Germany	Annual	4/30/2024	Management	3	Remuneration Report	For	For	
GEA Group AG	Germany	Annual	4/30/2024	Management	4	Ratification of Management Board Acts	For	For	
GEA Group AG	Germany	Annual	4/30/2024	Management	5	Ratification of Supervisory Board Acts	For	For	
GEA Group AG	Germany	Annual	4/30/2024	Management	6	Appointment of Auditor	For	For	
GEA Group AG	Germany	Annual	4/30/2024	Management	7.1	Elect Andreas Renschler	For	For	
GEA Group AG	Germany	Annual	4/30/2024	Management	7.2	Elect Axel Stepken	For	For	
Geberit AG	Switzerland	Annual	4/17/2024	Management	5.1.3	Elect Felix R. Ehrat	For	For	
Geberit AG	Switzerland	Annual	4/17/2024	Management	5.1.4	Elect Werner Karlen	For	For	
Geberit AG	Switzerland	Annual	4/17/2024	Management	5.1.5	Elect Bernadette Koch	For	For	
Geberit AG	Switzerland	Annual	4/17/2024	Management	5.1.6	Elect Eunice Zehnder-Lai	For	For	
Geberit AG	Switzerland	Annual	4/17/2024	Management	5.2.1	Elect Eunice Zehnder-Lai as Nominating and Compensation Committee Member	For	For	Vote case-by-case on compensation committee members when Glass Lewis recommends voting against the Say on Pay proposal.

Geberit AG	Switzerland	Annual	4/17/2024	Management	5.2.2	Elect Thomas Bachmann as Nominating and Compensation Committee Member	For	For	Vote case-by-case on compensation committee members when Glass Lewis recommends voting against the Say on Pay proposal.
Geberit AG	Switzerland	Annual	4/17/2024	Management	5.2.3	Elect Werner Karlen as Nominating and Compensation Committee Member	For	For	Vote case-by-case on compensation committee members when Glass Lewis recommends voting against the Say on Pay proposal.
Geberit AG	Switzerland	Annual	4/17/2024	Management	7	Appointment of Auditor	For	For	
Geberit AG	Switzerland	Annual	4/17/2024	Management	8.1	Compensation Report	For	Abstain	As last year, STIP & LTIP performance targets not disclosed; STIP and LTIP largely based on the same absolute metric (ROIC); 20% of STIP based on undisclosed "individual" metrics. E&S metrics also not disclosed.
Geberit AG	Switzerland	Annual	4/17/2024	Management	8.2	Board Compensation	For	For	
Geberit AG	Switzerland	Annual	4/17/2024	Management	8.3	Executive Compensation (Total)	For	For	
Geberit AG	Switzerland	Annual	4/17/2024	Management	3	Report on Non-Financial Matters	For	For	
Geberit AG	Switzerland	Annual	4/17/2024	Management	4	Ratification of Board Acts	For	For	
Geberit AG	Switzerland	Annual	4/17/2024	Management	5.1.1	Elect Albert M. Baehny as Board Chair	For	For	
Geberit AG	Switzerland	Annual	4/17/2024	Management	5.1.2	Elect Thomas Bachmann	For	For	
Generac Holdings Inc	United States	Annual	6/13/2024	Management	1.1	Elect Robert D. Dixon	For	For	

Generac Holdings Inc	United States	Annual	6/13/2024	Management	1.2	Elect William D. Jenkins, Jr.	For	For	
Generac Holdings Inc	United States	Annual	6/13/2024	Management	1.3	Elect David A. Ramon	For	For	
Generac Holdings Inc	United States	Annual	6/13/2024	Management	1.4	Elect Kathryn V. Roedel	For	For	

Generac Holdings Inc	United States	Annual	6/13/2024	Management	2.	Ratification of Auditor	For	For	
Generac Holdings Inc	United States	Annual	6/13/2024	Management	3.	Advisory Vote on Executive Compensation	For	For	
Generac Holdings Inc	United States	Annual	6/13/2024	Management	4.	Amendment to the 2019 Equity Incentive Plan	For	For	
Genuit Group Plc	United Kingdom	Annual	5/28/2024	Management	10	Elect Lisa Scenna	For	For	
Genuit Group Plc	United Kingdom	Annual	5/28/2024	Management	11	Elect Louise Brooke-Smith	For	For	
Genuit Group Plc	United Kingdom	Annual	5/28/2024	Management	12	Appointment of Auditor	For	For	



Genuit Group Plc	United Kingdom	Annual	5/28/2024	Management	13	Authority to Set Auditor's Fees	For	For	
Genuit Group Plc	United Kingdom	Annual	5/28/2024	Management	14	Approval of the Sharesave Plan	For	For	
Genuit Group Plc	United Kingdom	Annual	5/28/2024	Management	15	Long-Term Incentive Plan	For	For	
Genuit Group Plc	United Kingdom	Annual	5/28/2024	Management	16	Deferred Bonus Plan	For	For	
Genuit Group Plc	United Kingdom	Annual	5/28/2024	Management	17	Authority to Issue Shares w/ Preemptive Rights	For	For	
Genuit Group Plc	United Kingdom	Annual	5/28/2024	Management	18	Authority to Issue Shares w/o Preemptive Rights	For	For	
Genuit Group Plc	United Kingdom	Annual	5/28/2024	Management	19	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For	
Genuit Group Plc	United Kingdom	Annual	5/28/2024	Management	2	Remuneration Policy	For	For	
Genuit Group Plc	United Kingdom	Annual	5/28/2024	Management	20	Authority to Repurchase Shares	For	For	
Genuit Group Plc	United Kingdom	Annual	5/28/2024	Management	21	Authority to Set General Meeting Notice Period at 14 Days	For	For	
Genuit Group Plc	United Kingdom	Annual	5/28/2024	Management	3	Remuneration Report	For	For	
Genuit Group Plc	United Kingdom	Annual	5/28/2024	Management	5	Elect Tim Pullen	For	For	
Genuit Group Plc	United Kingdom	Annual	5/28/2024	Management	6	Elect Bronagh Kennedy	For	For	
Genuit Group Plc	United Kingdom	Annual	5/28/2024	Management	7	Elect Joe Vorih	For	For	
Genuit Group Plc	United Kingdom	Annual	5/28/2024	Management	8	Elect Kevin J. Boyd	For	For	
Genuit Group Plc	United Kingdom	Annual	5/28/2024	Management	9	Elect Shatish Dasani	For	For	
Georg Fischer AG	Switzerland	Annual	4/17/2024	Management	4.3	Elect Ayano Senaha	For	For	
Georg Fischer AG	Switzerland	Annual	4/17/2024	Management	4.4	Elect Yves Serra	For	For	
Georg Fischer AG	Switzerland	Annual	4/17/2024	Management	4.5	Elect Monica de Virgiliis	For	For	
Georg Fischer AG	Switzerland	Annual	4/17/2024	Management	4.6	Elect Michelle Wen	For	For	
Georg Fischer AG	Switzerland	Annual	4/17/2024	Management	4.7	Elect Annika Paasikivi	For	For	
Georg Fischer AG	Switzerland	Annual	4/17/2024	Management	4.8	Elect Stefan Räbsamen	For	For	
Georg Fischer AG	Switzerland	Annual	4/17/2024	Management	5.1	Appoint Yves Serra as Board Chair	For	For	
Georg Fischer AG	Switzerland	Annual	4/17/2024	Management	5.2.1	Elect Annika Paasikivi as Compensation Committee Member	For	For	
Georg Fischer AG	Switzerland	Annual	4/17/2024	Management	5.2.2	Elect Eveline Saupper as Compensation Committee Member	For	For	

Georg Fischer AG	Switzerland	Annual	4/17/2024	Management	5.2.3	Elect Michelle Wen as Compensation Committee Member	For	For	
Georg Fischer AG	Switzerland	Annual	4/17/2024	Management	6	Board Compensation	For	For	
Georg Fischer AG	Switzerland	Annual	4/17/2024	Management	7	Executive Compensation (Total)	For	For	
Georg Fischer AG	Switzerland	Annual	4/17/2024	Management	8	Appointment of Auditor	For	For	
Georg Fischer AG	Switzerland	Annual	4/17/2024	Management	1.2	Compensation Report	For	For	
Georg Fischer AG	Switzerland	Annual	4/17/2024	Management	1.3	Report on Non-Financial Matters	For	For	
Georg Fischer AG	Switzerland	Annual	4/17/2024	Management	3	Ratification of Board and Management Acts	For	For	
Georg Fischer AG	Switzerland	Annual	4/17/2024	Management	4.1	Elect Peter Hackel	For	For	
Georg Fischer AG	Switzerland	Annual	4/17/2024	Management	4.2	Elect Eveline Saupper	For	For	
Giant Mfg.	Taiwan	Annual	6/21/2024	Management	3.7	Elect Representative Director of Yen Sing Investment Co., Ltd.	For	Against	Insufficient information.
Giant Mfg.	Taiwan	Annual	6/21/2024	Management	3.8	Elect CHIU Ta-Wei	For	For	
Giant Mfg.	Taiwan	Annual	6/21/2024	Management	3.9	Elect THO Tzu-Chien	For	Unvoted	Director has attended less than 75% of meetings.
Giant Mfg.	Taiwan	Annual	6/21/2024	Management	3.10	Elect Chaney HO Chun-Sheng	For	For	
Giant Mfg.	Taiwan	Annual	6/21/2024	Management	3.11	Elect Rose TSOU Kai-Lien	For	For	
Giant Mfg.	Taiwan	Annual	6/21/2024	Management	3.12	Elect Dora CHANG Chi-Wen	For	For	
Giant Mfg.	Taiwan	Annual	6/21/2024	Management	4	Non-Compete Restrictions of Directors	For	For	
Giant Mfg.	Taiwan	Annual	6/21/2024	Management	3.1	Elect Bonnie THO TU Hsiu-Chen	For	For	
Giant Mfg.	Taiwan	Annual	6/21/2024	Management	3.2	Elect Young LIU Yuon-Chan	For	For	
Giant Mfg.	Taiwan	Annual	6/21/2024	Management	3.3	Elect CHIU Ta-Peng	For	For	
Giant Mfg.	Taiwan	Annual	6/21/2024	Management	3.4	Elect Phoebe LIU Su-Chuan	For	For	
Giant Mfg.	Taiwan	Annual	6/21/2024	Management	3.5	Elect Marcel YANG Meng-Hsueh	For	For	
Giant Mfg.	Taiwan	Annual	6/21/2024	Management	3.6	Elect Representative Director of Kinabalu Holding Company	For	Against	Insufficient information.
Glanbia Plc	Ireland	Annual	5/1/2024	Management	3F	Elect Iona Haaijer	For	For	
Glanbia Plc	Ireland	Annual	5/1/2024	Management	3G	Elect Brendan Hayes	For	For	
Glanbia Plc	Ireland	Annual	5/1/2024	Management	3H	Elect Jane Lodge	For	For	
Glanbia Plc	Ireland	Annual	5/1/2024	Management	3I	Elect John G. Murphy	For	For	
Glanbia Plc	Ireland	Annual	5/1/2024	Management	3J	Elect Patrick Murphy	For	For	
Glanbia Plc	Ireland	Annual	5/1/2024	Management	3K	Elect Dan O'Connor	For	For	

Glanbia Plc	Ireland	Annual	5/1/2024	Management	3L	Elect Gabriella Parisse	For	For	
Glanbia Plc	Ireland	Annual	5/1/2024	Management	3M	Elect Kimberly Underhill	For	For	
Glanbia Plc	Ireland	Annual	5/1/2024	Management	4	Authority to Set Auditor's Fees	For	For	
Glanbia Plc	Ireland	Annual	5/1/2024	Management	5	Remuneration Report	For	For	
Glanbia Plc	Ireland	Annual	5/1/2024	Management	6	Remuneration Policy	For	Against	The company are keen to introduce a one-off award for the Group CFO for retention purposes. Due to changes in executive leadership and a strong performance from the CFO, the company are keen to incentivise the CFO to stay longer term. However, the one-off award, shares awarded at 100% of base salary, are subject to no performance conditions. The company has not adequately explained why the current incentive structure is insufficient to encourage retention. Therefore due to the size of the one-off award, the lack of performance conditions and the lack of explanation of why the current incentive structure is insufficient, vote AGAINST.
Glanbia Plc	Ireland	Annual	5/1/2024	Management	7	Authority to Set General Meeting Notice Period at 14 Days	For	For	
Glanbia Plc	Ireland	Annual	5/1/2024	Management	8	Authority to Issue Shares w/ Preemptive Rights	For	For	
Glanbia Plc	Ireland	Annual	5/1/2024	Management	9	Authority to Issue Shares w/o Preemptive Rights	For	For	
Glanbia Plc	Ireland	Annual	5/1/2024	Management	10	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For	
Glanbia Plc	Ireland	Annual	5/1/2024	Management	11	Authority to Repurchase Shares	For	For	
Glanbia Plc	Ireland	Annual	5/1/2024	Management	12	Authority to Set Price Range for Reissuance of Treasury Shares	For	For	
Glanbia Plc	Ireland	Annual	5/1/2024	Management	3A	Elect Donard Gaynor	For	For	
Glanbia Plc	Ireland	Annual	5/1/2024	Management	3B	Elect Hugh McGuire	For	For	
Glanbia Plc	Ireland	Annual	5/1/2024	Management	3C	Elect Roisin Brennan	For	For	
Glanbia Plc	Ireland	Annual	5/1/2024	Management	3D	Elect Paul Duffy	For	For	
Glanbia Plc	Ireland	Annual	5/1/2024	Management	3E	Elect Mark Garvey	For	For	
Globant S.A.	Luxembourg	Annual	5/10/2024	Management	11.	Elect Andrew McLaughlin to the Board of Directors	For	For	
Globant S.A.	Luxembourg	Annual	5/10/2024	Management	12.	Elect Alejandro Nicolas Aguzin to the Board of Directors	For	For	
Globant S.A.	Luxembourg	Annual	5/10/2024	Management	13.	Authority to Repurchase Shares	For	For	
Globant S.A.	Luxembourg	Annual	5/10/2024	Management	E1.	Increase in Authorized Capital	For	For	
Globant S.A.	Luxembourg	Annual	5/10/2024	Management	5.	Ratification of Board Acts	For	For	

Globant S.A.	Luxembourg	Annual	5/10/2024	Management	6.	Directors' Fees (FY2023)	For	For	
Globant S.A.	Luxembourg	Annual	5/10/2024	Management	7.	Directors' Fees (FY2024)	For	For	
Globant S.A.	Luxembourg	Annual	5/10/2024	Management	8.	Appointment of Auditor	For	For	
Globant S.A.	Luxembourg	Annual	5/10/2024	Management	9.	Appointment of Auditor (Consolidated)	For	For	
Globant S.A.	Luxembourg	Annual	5/10/2024	Management	10.	Elect Martin Migoya to the Board of Directors	For	For	
Glodon Company Limited	China	Annual	4/24/2024	Management	1	2023 Directors' Report	For	For	
Glodon Company Limited	China	Special	7/2/2024	Management	1.	Elect XU Jinghong	For	For	
Glodon Company Limited	China	Special	5/27/2024	Management	1.	Termination of 2021 Restricted Stocks Incentive Plan and Repurchase and Cancellation of Restricted Stocks	For	For	
Glodon Company Limited	China	Annual	4/24/2024	Management	11	2024 Appointment of Auditor	For	For	
Glodon Company Limited	China	Annual	4/24/2024	Management	2	2023 Supervisors' Report	For	For	
Glodon Company Limited	China	Special	5/27/2024	Management	2.	Termination of 2022 Restricted Stocks Incentive Plan and Repurchase and Cancellation of Restricted Stocks	For	For	
Glodon Company Limited	China	Annual	4/24/2024	Management	3	2023 ANNUAL REPORT AND ITS SUMMARY	For	For	

Glodon Company Limited	China	Annual	4/24/2024	Management	5	2024 Financial Budget	For	For	
Glodon Company Limited	China	Annual	4/24/2024	Management	7	Repurchase and Cancellation of Partial Restricted Stocks in the 2021 Restricted Stock Incentive Plan	For	For	
Glodon Company Limited	China	Annual	4/24/2024	Management	8	Repurchase and Cancellation of Partial Restricted Stocks in the 2022 Restricted Stock Incentive Plan	For	For	
Glodon Company Limited	China	Annual	4/24/2024	Management	9	Amendments to Articles	For	For	
Graphic Packaging Holding Co	United States	Annual	5/23/2024	Management		Elect Aziz S. Aghili	For	For	
Graphic Packaging Holding Co	United States	Annual	5/23/2024	Management		Elect Philip R. Martens	For	For	
Graphic Packaging Holding Co	United States	Annual	5/23/2024	Management		Elect Lynn A. Wentworth	For	For	
Graphic Packaging Holding Co	United States	Annual	5/23/2024	Management	2.	Ratification of Auditor	For	For	
Graphic Packaging Holding Co	United States	Annual	5/23/2024	Management	3.	Advisory Vote on Executive Compensation	For	For	
Graphic Packaging Holding Co	United States	Annual	5/23/2024	Management	4.	Approval of the 2024 Omnibus Incentive Compensation Plan	For	For	
Graphic Packaging Holding Co	United States	Annual	5/23/2024	ShareHolder	5.	Shareholder Proposal Regarding Simple Majority Vote	Against	For	Supermajority vote requirements can impede shareholders' ability to approve ballot items that are in their interests. A simple majority is appropriate to approve all matters presented to shareholders and would be an improvement to the Company's corporate governance principles.

Haleon plc	United Kingdom	Annual	5/8/2024	Management	10	Elect Vivienne Cox	For	For	
Haleon plc	United Kingdom	Annual	5/8/2024	Management	11	Elect Asmita Dubey	For	For	
Haleon plc	United Kingdom	Annual	5/8/2024	Management	12	Elect Deirdre Mahlan	For	For	
Haleon plc	United Kingdom	Annual	5/8/2024	Management	13	Elect David Denton	For	For	
Haleon plc	United Kingdom	Annual	5/8/2024	Management	14	Elect Bryan Supran	For	For	
Haleon plc	United Kingdom	Annual	5/8/2024	Management	15	Appointment of Auditor	For	For	
Haleon plc	United Kingdom	Annual	5/8/2024	Management	16	Authority to Set Auditor's Fees	For	For	
Haleon plc	United Kingdom	Annual	5/8/2024	Management	17	Authorisation of Political Donations	For	For	
Haleon plc	United Kingdom	Annual	5/8/2024	Management	18	Authority to Issue Shares w/ Preemptive Rights	For	For	
Haleon plc	United Kingdom	Annual	5/8/2024	Management	19	Authority to Issue Shares w/o Preemptive Rights	For	For	
Haleon plc	United Kingdom	Annual	5/8/2024	Management	02	Remuneration Report	For	For	
Haleon plc	United Kingdom	Annual	5/8/2024	Management	20	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For	
Haleon plc	United Kingdom	Annual	5/8/2024	Management	21	Authority to Set General Meeting Notice Period at 14 Days	For	For	
Haleon plc	United Kingdom	Annual	5/8/2024	Management	22	Authority to Repurchase Shares	For	For	
Haleon plc	United Kingdom	Annual	5/8/2024	Management	23	Authority to Repurchase Shares Off-market	For	For	
Haleon plc	United Kingdom	Annual	5/8/2024	Management	04	Elect Dave J. Lewis	For	For	
Haleon plc	United Kingdom	Annual	5/8/2024	Management	05	Elect Brian McNamara	For	For	
Haleon plc	United Kingdom	Annual	5/8/2024	Management	06	Elect Tobias Hestler	For	For	
Haleon plc	United Kingdom	Annual	5/8/2024	Management	07	Elect Manvinder Singh Banga	For	For	
Haleon plc	United Kingdom	Annual	5/8/2024	Management	08	Elect Marie-Anne Aymerich	For	For	
Haleon plc	United Kingdom	Annual	5/8/2024	Management	09	Elect Tracy Clarke	For	For	
Halma plc	United Kingdom	Annual	7/25/2024	Management	10	Elect Jennifer Ward	For	For	
Halma plc	United Kingdom	Annual	7/25/2024	Management	11	Elect Carole Cran	For	For	
Halma plc	United Kingdom	Annual	7/25/2024	Management	12	Elect Jo Harlow	For	For	
Halma plc	United Kingdom	Annual	7/25/2024	Management	13	Elect Dharmash Mistry	For	For	
Halma plc	United Kingdom	Annual	7/25/2024	Management	14	Elect Sharmila Nebhrajani	For	For	

Halma plc	United Kingdom	Annual	7/25/2024	Management	15	Appointment of Auditor	For	For	
Halma plc	United Kingdom	Annual	7/25/2024	Management	16	Authority to Set Auditor's Fees	For	For	
Halma plc	United Kingdom	Annual	7/25/2024	Management	17	Authority to Issue Shares w/ Preemptive Rights	For	For	
Halma plc	United Kingdom	Annual	7/25/2024	Management	18	Authorisation of Political Donations	For	For	
Halma plc	United Kingdom	Annual	7/25/2024	Management	19	Authority to Issue Shares w/o Preemptive Rights	For	For	
Halma plc	United Kingdom	Annual	7/25/2024	Management	20	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For	
Halma plc	United Kingdom	Annual	7/25/2024	Management	21	Authority to Repurchase Shares	For	For	
Halma plc	United Kingdom	Annual	7/25/2024	Management	22	Authority to Set General Meeting Notice Period at 14 Days	For	For	
Halma plc	United Kingdom	Annual	7/25/2024	Management	03	Remuneration Report	For	For	
Halma plc	United Kingdom	Annual	7/25/2024	Management	04	Remuneration Policy	For	For	
Halma plc	United Kingdom	Annual	7/25/2024	Management	05	Elect Liam Condon	For	For	
Halma plc	United Kingdom	Annual	7/25/2024	Management	06	Elect Giles Kerr	For	For	
Halma plc	United Kingdom	Annual	7/25/2024	Management	07	Elect Dame Louise Makin	For	For	
Halma plc	United Kingdom	Annual	7/25/2024	Management	08	Elect Marc Ronchetti	For	For	
Halma plc	United Kingdom	Annual	7/25/2024	Management	09	Elect Stephen Gunning	For	For	
Hannover Ruck SE	Germany	Annual	5/6/2024	Management	3.2	Ratify Sven Althoff	For	For	
Hannover Ruck SE	Germany	Annual	5/6/2024	Management	3.3	Ratify Claude Chèvre	For	For	
Hannover Ruck SE	Germany	Annual	5/6/2024	Management	3.4	Ratify Clemens Jungsthöfel	For	For	
Hannover Ruck SE	Germany	Annual	5/6/2024	Management	3.5	Ratify Klaus Miller	For	For	
Hannover Ruck SE	Germany	Annual	5/6/2024	Management	3.6	Ratify Sharon Ooi	For	For	
Hannover Ruck SE	Germany	Annual	5/6/2024	Management	3.7	Ratify Michael Pickel	For	For	
Hannover Ruck SE	Germany	Annual	5/6/2024	Management	3.8	Ratify Silke Sehm	For	For	
Hannover Ruck SE	Germany	Annual	5/6/2024	Management	4.1	Ratify Torsten Leue	For	For	
Hannover Ruck SE	Germany	Annual	5/6/2024	Management	4.2	Ratify Natalie Ardalan	For	For	
Hannover Ruck SE	Germany	Annual	5/6/2024	Management	4.3	Ratify Herbert Haas	For	For	
Hannover Ruck SE	Germany	Annual	5/6/2024	Management	4.4	Ratify Frauke Heitmüller	For	For	

Hannover Ruck SE	Germany	Annual	5/6/2024	Management	4.5	Ratify Ilka Hundeshagen	For	For	
Hannover Ruck SE	Germany	Annual	5/6/2024	Management	4.6	Ratify Ursula Lipowsky	For	For	
Hannover Ruck SE	Germany	Annual	5/6/2024	Management	4.7	Ratify Michael Ollmann	For	For	
Hannover Ruck SE	Germany	Annual	5/6/2024	Management	4.8	Ratify Andrea Pollak	For	For	
Hannover Ruck SE	Germany	Annual	5/6/2024	Management	4.9	Ratify Erhard Schipporeit	For	For	
Hannover Ruck SE	Germany	Annual	5/6/2024	Management	5	Appointment of Auditor	For	For	
Hannover Ruck SE	Germany	Annual	5/6/2024	Management	6	Remuneration Report	For	For	
Hannover Ruck SE	Germany	Annual	5/6/2024	Management	7.1	Elect Herbert K. Haas	For	Against	Affiliated director sitting on the compensation, audit and nomination committees, which do not hit our independence standards.
Hannover Ruck SE	Germany	Annual	5/6/2024	Management	7.2	Elect Harald Kayser	For	For	
Hannover Ruck SE	Germany	Annual	5/6/2024	Management	7.3	Elect Alena Kouba	For	For	
Hannover Ruck SE	Germany	Annual	5/6/2024	Management	7.4	Elect Torsten Leue	For	Against	Nominee is Chair of the board and Chair of the Nomination Committee, board is not majority independent. Nominee also chairs the comp. committee, which does not meet our independence standards and sits on the Audit committee, which is <100% independent.
Hannover Ruck SE	Germany	Annual	5/6/2024	Management	7.5	Elect Ursula Lipowsky	For	For	
Hannover Ruck SE	Germany	Annual	5/6/2024	Management	7.6	Elect Michael Ollmann	For	For	
Hannover Ruck SE	Germany	Annual	5/6/2024	Management	3.1	Ratify Jean-Jacques Henchoz	For	For	
HCL Technologies Ltd.	India	Other	7/3/2024	Management	1	Elect LEE Fang Chew	For	For	
HCL Technologies Ltd.	India	Annual	8/13/2024	Management	2	Elect C. Vijayakumar	For	For	
HCL Technologies Ltd.	India	Other	7/3/2024	Management	2	Approval of HCL Technologies Limited - Restricted Stock Unit Plan 2024 ("RSU Plan 2024") and Grant Of Restricted Stock Units	For	For	
HCL Technologies Ltd.	India	Annual	8/13/2024	Management	3	Appointment of Auditor and Authority to Set Fees	For	For	
HCL Technologies Ltd.	India	Other	7/3/2024	Management	3	Extension of RSU Plan 2024 to Subsidiaries And/or Associate Companies	For	For	
HCL Technologies Ltd.	India	Annual	8/13/2024	Management	4	Non-Executive Directors' Commission	For	For	



HCL Technologies Ltd.	India	Other	7/3/2024	Management	4	Secondary Acquisition of Shares Through Trust Route for Implementation of RSU Plan 2024	For	For	
HCL Technologies Ltd.	India	Annual	8/13/2024	Management	5	Elect Simon John England	For	For	
HDFC Bank Ltd.	India	Other	5/3/2024	Management	1	Elect and Appoint Atanu Chakraborty (Non-Executive Chair); Approval of Remuneration	For	For	
HDFC Bank Ltd.	India	Annual	8/9/2024	Management	4	Elect Bhavesh Zaveri	For	For	
HDFC Bank Ltd.	India	Annual	8/9/2024	Management	5	Elect Keki M. Mistry	For	For	
HDFC Bank Ltd.	India	Annual	8/9/2024	Management	6	Appointment of Auditor and Authority to Set Fees	For	For	
HDFC Bank Ltd.	India	Annual	8/9/2024	Management	7	Authority to Issue Debt Instruments	For	For	
HDFC Bank Ltd.	India	Annual	8/9/2024	Management	8	Approval of the Employees Stock Option Master Scheme - 2024	For	For	
HelloFresh SE	Germany	Annual	5/2/2024	Management	9	Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	For	For	
HelloFresh SE	Germany	Annual	5/2/2024	Management	10	Authority to Repurchase and Reissue Shares	For	For	
HelloFresh SE	Germany	Annual	5/2/2024	Management	11	Amendments to Articles (Record Date)	For	For	
HelloFresh SE	Germany	Annual	5/2/2024	Management	3	Ratification of Management Board Acts	For	For	
HelloFresh SE	Germany	Annual	5/2/2024	Management	4	Ratification of Supervisory Board Acts	For	Against	Insufficient response to shareholder dissent on executive remuneration at the 2023 AGM.
HelloFresh SE	Germany	Annual	5/2/2024	Management	5	Appointment of Auditor	For	For	
HelloFresh SE	Germany	Annual	5/2/2024	Management	6	Elect Michael Roth as Supervisory Board Member	For	For	
HelloFresh SE	Germany	Annual	5/2/2024	Management	7	Remuneration Report	For	Against	Insufficient response to continued shareholder dissent (~63% votes against at 2023 AGM). Short-term incentive awards are not performance-based.
HelloFresh SE	Germany	Annual	5/2/2024	Management	8	Increase in Authorised Capital	For	For	
Herc Holdings Inc	United States	Annual	5/16/2024	Management	1a.	Elect Patrick D. Campbell	For	Against	Vote against nominating/governance committee chair and board chair when there are less than three women on the board of directors, unless more than 33% of the directors are women.
Herc Holdings Inc	United States	Annual	5/16/2024	Management	3.	Ratification of Auditor	For	For	
Herc Holdings Inc	United States	Annual	5/16/2024	Management	1b.	Elect Lawrence H. Silber	For	For	
Herc Holdings Inc	United States	Annual	5/16/2024	Management	1c.	Elect James H. Browning	For	For	
Herc Holdings Inc	United States	Annual	5/16/2024	Management	1d.	Elect Shari L. Burgess	For	For	

Herc Holdings Inc	United States	Annual	5/16/2024	Management	1e.	Elect Lorin Crenshaw	For	For	
Herc Holdings Inc	United States	Annual	5/16/2024	Management	1f.	Elect Jean K. Holley	For	For	
Herc Holdings Inc	United States	Annual	5/16/2024	Management	1g.	Elect Michael A. Kelly	For	For	
Herc Holdings Inc	United States	Annual	5/16/2024	Management	1h.	Elect Rakesh Sachdev	For	For	
Herc Holdings Inc	United States	Annual	5/16/2024	Management	2.	Advisory Vote on Executive Compensation	For	For	
Home Depot, Inc.	United States	Annual	5/16/2024	Management	1a.	Elect Gerard J. Arpey	For	For	
Home Depot, Inc.	United States	Annual	5/16/2024	Management	1j.	Elect Paula Santilli	For	For	
Home Depot, Inc.	United States	Annual	5/16/2024	Management	1k.	Elect Caryn Seidman-Becker	For	For	
Home Depot, Inc.	United States	Annual	5/16/2024	Management	2.	Ratification of Auditor	For	For	
Home Depot, Inc.	United States	Annual	5/16/2024	Management	3.	Advisory Vote on Executive Compensation	For	For	
Home Depot, Inc.	United States	Annual	5/16/2024	ShareHolder	4.	Shareholder Proposal Regarding Disclosure of Director Donations	Against	Against	The proponent, the National Legal and Policy Center, has not provided a compelling rationale for the proposal.
Home Depot, Inc.	United States	Annual	5/16/2024	ShareHolder	5.	Shareholder Proposal Regarding Report on Political Expenditures and Values Congruency	Against	For	May help to reduce reputational risks.
Home Depot, Inc.	United States	Annual	5/16/2024	ShareHolder	6.	Shareholder Proposal Regarding Charitable Contributions Disclosure	Against	Against	The proponent, the National Center for Public Policy Research, has not provided a compelling rationale for the proposal.
Home Depot, Inc.	United States	Annual	5/16/2024	ShareHolder	7.	Shareholder Proposal Regarding Report on Civil Rights and Non-Discrimination	Against	Against	The shareholder proposal is seeking to undermine rather than strengthen the company's efforts in this area. The proponent is the American Family Association.
Home Depot, Inc.	United States	Annual	5/16/2024	ShareHolder	8.	Shareholder Proposal Regarding Biodiversity Assessment	Against	For	Supportive of disclosure concerning biodiversity dependencies and impacts.
Home Depot, Inc.	United States	Annual	5/16/2024	ShareHolder	9.	Shareholder Proposal Regarding Amendment to Clawback Policy	Against	Abstain	The company's current clawback policy appears sufficient.
Home Depot, Inc.	United States	Annual	5/16/2024	Management	1b.	Elect Ari Bousbib	For	For	
Home Depot, Inc.	United States	Annual	5/16/2024	Management	1c.	Elect Jeffery H. Boyd	For	For	
Home Depot, Inc.	United States	Annual	5/16/2024	Management	1d.	Elect Gregory D. Brenneman	For	For	
Home Depot, Inc.	United States	Annual	5/16/2024	Management	1e.	Elect J. Frank Brown	For	For	
Home Depot, Inc.	United States	Annual	5/16/2024	Management	1f.	Elect Edward P. Decker	For	For	
Home Depot, Inc.	United States	Annual	5/16/2024	Management	1g.	Elect Wayne M. Hewett	For	For	
Home Depot, Inc.	United States	Annual	5/16/2024	Management	1h.	Elect Manuel Kadre	For	For	

Home Depot, Inc.	United States	Annual	5/16/2024	Management	1i.	Elect Stephanie C. Linnartz	For	For	
Home Product Center Public Co. Ltd	Thailand	Annual	4/10/2024	Management	7	Directors' Bonus	For	Against	Excessive bonus.
Home Product Center Public Co. Ltd	Thailand	Annual	4/10/2024	Management	8	Appointment of Auditor and Authority to Set Fees	For	For	
Home Product Center Public Co. Ltd	Thailand	Annual	4/10/2024	Management	9	Amendments to Company's Objectives	For	For	
Home Product Center Public Co. Ltd	Thailand	Annual	4/10/2024	Management	2	Results of Operations	For	For	
Home Product Center Public Co. Ltd	Thailand	Annual	4/10/2024	Management	5.1	Elect Weerapun Ungsumalee	For	For	
Home Product Center Public Co. Ltd	Thailand	Annual	4/10/2024	Management	5.2	Elect Boonsom Lerdhirunwong	For	Against	The audit committee chair is not independent. The audit committee does not hit independence standards.
Home Product Center Public Co. Ltd	Thailand	Annual	4/10/2024	Management	5.3	Elect Suwana Bhuddhprasart	For	Against	Director is a public company executive and serves on more than 2 public boards. Withhold votes from a nominee who serves on a total of 6 public company boards.
Home Product Center Public Co. Ltd	Thailand	Annual	4/10/2024	Management	5.4	Elect Vareeporn Udomkunnatum	For	For	
Home Product Center Public Co. Ltd	Thailand	Annual	4/10/2024	Management	6	Directors' Fees	For	For	
Hong Kong Exchanges and Clearing Ltd.	Hong Kong	Annual	4/24/2024	Management	2A	Elect Nicholas Charles Allen	For	For	
Hong Kong Exchanges and Clearing Ltd.	Hong Kong	Annual	4/24/2024	Management	2B	Elect Anna CHEUNG Ming Ming	For	For	
Hong Kong Exchanges and Clearing Ltd.	Hong Kong	Annual	4/24/2024	Management	2C	Elect ZHANG Yichen	For	For	
Hong Kong Exchanges and Clearing Ltd.	Hong Kong	Annual	4/24/2024	Management	3	Appointment of Auditor and Authority to Set Fees	For	For	
Hong Kong Exchanges and Clearing Ltd.	Hong Kong	Annual	4/24/2024	Management	4	Authority to Repurchase Shares	For	For	
Hong Kong Exchanges and Clearing Ltd.	Hong Kong	Annual	4/24/2024	Management	5	Authority to Issue Shares w/o Preemptive Rights	For	Against	Issuance authority exceeds 10% of outstanding share capital.
Hoya Corporation	Japan	Annual	6/27/2024	Management	1.1	Elect Hiroaki Yoshihara	For	For	
Hoya Corporation	Japan	Annual	6/27/2024	Management	1.2	Elect Yasuyuki Abe	For	For	

Hoya Corporation	Japan	Annual	6/27/2024	Management	1.3	Elect Takayo Hasegawa	For	For	
Hoya Corporation	Japan	Annual	6/27/2024	Management	1.4	Elect Mika Nishimura	For	For	
Hoya Corporation	Japan	Annual	6/27/2024	Management	1.5	Elect Mototsugu Sato	For	For	
Hoya Corporation	Japan	Annual	6/27/2024	Management	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	6/27/2024	Management	1.7	Elect Ryo Hirooka	For	Against	CFO on board.
Hubbell Inc.	United States	Annual	5/7/2024	Management		Elect Gerben W. Bakker	For	For	
Hubbell Inc.	United States	Annual	5/7/2024	Management		Elect Carlos M. Cardoso	For	For	
Hubbell Inc.	United States	Annual	5/7/2024	Management		Elect Debra L. Dial	For	For	
Hubbell Inc.	United States	Annual	5/7/2024	Management		Elect Anthony J. Guzzi	For	For	
Hubbell Inc.	United States	Annual	5/7/2024	Management		Elect Rhett A. Hernandez	For	For	
Hubbell Inc.	United States	Annual	5/7/2024	Management		Elect Neal J. Keating	For	For	
Hubbell Inc.	United States	Annual	5/7/2024	Management		Elect Bonnie C. Lind	For	For	
Hubbell Inc.	United States	Annual	5/7/2024	Management		Elect John F. Malloy	For	For	
Hubbell Inc.	United States	Annual	5/7/2024	Management		Elect Jennifer M. Pollino	For	For	
Hubbell Inc.	United States	Annual	5/7/2024	Management	2.	Advisory Vote on Executive Compensation	For	For	
Hubbell Inc.	United States	Annual	5/7/2024	Management	3.	Ratification of Auditor	For	For	
Hundsun Technologies Inc	China	Annual	4/15/2024	Management	1	2023 ANNUAL REPORT AND ITS SUMMARY	For	For	
Hundsun Technologies Inc	China	Special	8/27/2024	Management	1	Amendments to Articles	For	For	
Hundsun Technologies Inc	China	Special	5/15/2024	Management	1.	Decrease of the Company's Registered Capital and Amendments to the Company's Articles of Association	For	For	
Hundsun Technologies Inc	China	Annual	4/15/2024	Management	2	2023 WORK REPORT OF THE BOARD OF DIRECTORS	For	For	
Hundsun Technologies Inc	China	Annual	4/15/2024	Management	3	2023 WORK REPORT OF THE SUPERVISORY COMMITTEE	For	For	
Hundsun Technologies Inc	China	Annual	4/15/2024	Management	5	2023 Internal Control Self-Assessment Report	For	For	
Hundsun Technologies Inc	China	Annual	4/15/2024	Management	7	Re-Appointment of Auditor and Authority to Set Fees	For	For	

Hundsun Technologies Inc	China	Annual	4/15/2024	Management	8	Overall Plan of Securities Investment and Entrusted Assets Management	For	For	
Iberdrola S.A.	Spain	Ordinary	5/17/2024	Management	9	Remuneration Policy	For	For	
Iberdrola S.A.	Spain	Ordinary	5/17/2024	Management	10	Special Dividend (Engagement Dividend)	For	For	
Iberdrola S.A.	Spain	Ordinary	5/17/2024	Management	12	First Scrip Dividend	For	For	
Iberdrola S.A.	Spain	Ordinary	5/17/2024	Management	13	Second Scrip Dividend	For	For	
Iberdrola S.A.	Spain	Ordinary	5/17/2024	Management	14	Authority to Cancel Treasury Shares and Reduce Capital	For	For	
Iberdrola S.A.	Spain	Ordinary	5/17/2024	Management	15	Remuneration Report	For	For	Continued improvements and decreasing shareholder dissent. Now STIP and LTIP targets are disclosed. However, executive chair's pay still exceeds that of peers and LTIP vesting below index performance remains.
Iberdrola S.A.	Spain	Ordinary	5/17/2024	Management	16	Elect Dame Nicola Mary Brewer	For	For	
Iberdrola S.A.	Spain	Ordinary	5/17/2024	Management	17	Elect Regina Helena Jorge Nunes	For	For	
Iberdrola S.A.	Spain	Ordinary	5/17/2024	Management	18	Elect Iñigo Víctor de Oriol Ibarra	For	For	Not a vote against policy.
Iberdrola S.A.	Spain	Ordinary	5/17/2024	Management	19	Board Size	For	For	
Iberdrola S.A.	Spain	Ordinary	5/17/2024	Management	20	Authority to Issue Shares w/ or w/o Preemptive Rights	For	For	
Iberdrola S.A.	Spain	Ordinary	5/17/2024	Management	21	Authority to Issue Convertible Debt Instruments	For	For	
Iberdrola S.A.	Spain	Ordinary	5/17/2024	Management	2	Management Reports	For	For	
Iberdrola S.A.	Spain	Ordinary	5/17/2024	Management	3	Report on Non-Financial Information	For	For	
Iberdrola S.A.	Spain	Ordinary	5/17/2024	Management	4	Ratification of Board Acts	For	For	
Iberdrola S.A.	Spain	Ordinary	5/17/2024	Management	5	Appointment of Auditor	For	For	
Iberdrola S.A.	Spain	Ordinary	5/17/2024	Management	6	Amendments to Articles (Company vs Group)	For	For	
Iberdrola S.A.	Spain	Ordinary	5/17/2024	Management	7	Amendments to Articles (Shareholders)	For	For	
Iberdrola S.A.	Spain	Ordinary	5/17/2024	Management	8	Amendments to General Shareholders' Meeting Regulations	For	For	
ICICI Bank Ltd.	India	Annual	8/29/2024	Management	10	Revision of Remuneration of Rakesh Jha (Executive Director)	For	For	
ICICI Bank Ltd.	India	Annual	8/29/2024	Management	11	Revision of Remuneration of Ajay Kumar Gupta (Executive Director)	For	For	
ICICI Bank Ltd.	India	Annual	8/29/2024	Management	12	Related Party Transactions (Acceptance of Current Accounts and Saving Accounts Deposits) for FY 2025	For	For	

ICICI Bank Ltd.	India	Annual	8/29/2024	Management	13	Related Party Transactions (Subscription and Purchase of Securities) for FY 2025	For	For	
ICICI Bank Ltd.	India	Annual	8/29/2024	Management	14	Related Party Transactions (Sale of Securities) for FY 2025	For	For	
ICICI Bank Ltd.	India	Annual	8/29/2024	Management	15	Related Party Transactions for Rendering Insurance Services by ICICI Prudential Life Insurance Company Limited for FY 2025	For	For	
ICICI Bank Ltd.	India	Annual	8/29/2024	Management	16	Related Party Transactions for Dividend Payout by ICICI Prudential Asset Management Company Limited for FY 2025	For	For	
ICICI Bank Ltd.	India	Annual	8/29/2024	Management	17	Related Party Transactions (Foreign Exchange and Derivative Transactions) for FY 2025	For	For	
ICICI Bank Ltd.	India	Annual	8/29/2024	Management	18	Related Party Transactions (Acceptance of Current Accounts and Saving Accounts Deposits) for FY 2026	For	For	
ICICI Bank Ltd.	India	Annual	8/29/2024	Management	19	Related Party Transactions (Subscription and Purchase of Securities) for FY 2026	For	For	
ICICI Bank Ltd.	India	Other	5/14/2024	Management	1	Elect Pradeep Kumar Sinha	For	For	
ICICI Bank Ltd.	India	Other	11/29/2024	Management	1	Elect Punit Sood	For	For	
ICICI Bank Ltd.	India	Annual	8/29/2024	Management	20	Related Party Transactions (Sale of Securities) for FY 2026	For	For	
ICICI Bank Ltd.	India	Annual	8/29/2024	Management	21	Related Party Transactions (Granting of Fund/Non-Fund Based Credit Facilities) for FY 2026	For	For	
ICICI Bank Ltd.	India	Annual	8/29/2024	Management	22	Related Party Transactions (Purchase/Sale of Loans) for FY 2026	For	For	
ICICI Bank Ltd.	India	Annual	8/29/2024	Management	23	Related Party Transactions (Undertaking Repurchase Transactions and Other Permitted Short-term Borrowing Transactions) for FY 2026	For	For	
ICICI Bank Ltd.	India	Annual	8/29/2024	Management	24	Related Party Transactions (Undertaking Reverse Repurchase Transactions and Other Permitted Short-term Lending Transactions) for FY 2026	For	For	
ICICI Bank Ltd.	India	Annual	8/29/2024	Management	25	Related Party Transactions (Foreign Exchange and	For	For	

						Derivative Transactions) for FY 2026			
ICICI Bank Ltd.	India	Annual	8/29/2024	Management	26	Related Party Transactions (Availing Insurance Services) for FY 2026	For	For	
ICICI Bank Ltd.	India	Annual	8/29/2024	Management	27	Related Party Transactions for Rendering Insurance Services by ICICI Prudential Life Insurance Company Limited for FY 2026	For	For	
ICICI Bank Ltd.	India	Annual	8/29/2024	Management	28	Related Party Transactions for Dividend Payout by ICICI Prudential Asset Management Company Limited for FY 2026	For	For	
ICICI Bank Ltd.	India	Other	5/14/2024	Management	2	Approve Payment of Remuneration to Pradeep Kumar Sinha (Non-executive Part-Time Chair)	For	For	
ICICI Bank Ltd.	India	Annual	8/29/2024	Management	3	Elect Rakesh Jha	For	For	
ICICI Bank Ltd.	India	Other	5/14/2024	Management	3	Revision of Non-Executive Directors' Remuneration	For	For	
ICICI Bank Ltd.	India	Annual	8/29/2024	Management	4	Appointment of Joint Statutory Auditor (BSR & Co.) and Authority to Set Fees	For	For	
ICICI Bank Ltd.	India	Other	5/14/2024	Management	4	Revision of Fixed Remuneration of Girish Chandra Chaturvedi (Non-executive Part-Time Chair)	For	For	
ICICI Bank Ltd.	India	Annual	8/29/2024	Management	5	Appointment of Joint Statutory Auditor (CNK & Associates) and Authority to Set Fees	For	For	
ICICI Bank Ltd.	India	Other	5/14/2024	Management	5	Elect and Appoint Ajay Kumar Gupta (Whole-time Director); Approval of Remuneration	For	For	
ICICI Bank Ltd.	India	Annual	8/29/2024	Management	6	Authority to Set Current Joint Statutory Auditor's Fees	For	For	
ICICI Bank Ltd.	India	Annual	8/29/2024	Management	7	Elect Rohit Bhasin	For	For	
ICICI Bank Ltd.	India	Annual	8/29/2024	Management	8	Revision of Remuneration of Sandeep Bakhshi (Managing Director and Chief Executive Officer)	For	For	
ICICI Bank Ltd.	India	Annual	8/29/2024	Management	9	Revision of Remuneration of Sandeep Batra (Executive Director)	For	For	
I dex Corporation	United States	Annual	5/7/2024	Management	1a.	Elect Mark A. Buthman	For	For	
I dex Corporation	United States	Annual	5/7/2024	Management	1b.	Elect Lakecia N. Gunter	For	For	

Idex Corporation	United States	Annual	5/7/2024	Management	1c.	Elect L. Paris Watts-Stanfield	For	For	
Idex Corporation	United States	Annual	5/7/2024	Management	2.	Advisory Vote on Executive Compensation	For	For	
Idex Corporation	United States	Annual	5/7/2024	Management	3.	Approval of the 2024 Incentive Award Plan	For	For	
Idex Corporation	United States	Annual	5/7/2024	Management	4.	Ratification of Auditor	For	For	
Idex Corporation	United States	Annual	5/7/2024	ShareHolder	5.	Shareholder Proposal Regarding Report on Hiring Practices for People with Arrest Records	Against	Abstain	Sufficient response to last year's proposal regarding assessment and disclosure of the company's hiring practices related to people with arrest or incarceration records, including training sessions on mitigating bias in hiring practices and specifically discussed "fair chance" hiring practices for candidates with prior criminal history. Company has disclosed that 88% of applicants whose background checks revealed prior convictions were hired in 2023 - improved disclosure since last year.
Indraprastha Gas	India	Other	7/16/2024	Management	1	Elect Mohit Bhatia	For	Against	Insufficient board independence, director is non-independent. Note also this director sits on the Risk Committee and the company has been identified as climate "non-aligned", with insufficient climate risk management processes and disclosures.
Indraprastha Gas	India	Other	12/5/2024	Management	1	Elect Prashant Goyal	For	Against	Low independence of the board (30%) and the new nominee is not independent.
Indraprastha Gas	India	Other	12/5/2024	Management	2	Authority to Advance Loans and/or Give Guarantees and/or Provide Securities	For	For	
Indraprastha Gas	India	Other	7/16/2024	Management	2	Appointment of Mohit Batia, Executive (Director); Approve Remuneration	For	Against	See above.
Indraprastha Gas	India	Annual	9/27/2024	Management	3	Elect Rakesh Kumar Jain	For	Against	Company identified as net zero "non-aligned" with insufficient climate risk management processes. Vote against board chair (noting Chair of the Risk/Audit committee is not up for election). Also voting against Chair at companies that fail to provide explicit disclosure concerning the board's roles and responsibilities in overseeing ESG-related risks.
Indraprastha Gas	India	Other	7/16/2024	Management	3	Elect Pankaj Kumar	For	Against	The audit, compensation and nomination committees do not hit independence standards, non-independent director on these committees.
Indraprastha Gas	India	Annual	9/27/2024	Management	4	Authority to Set Auditor's Fees	For	For	
Indraprastha Gas	India	Other	7/16/2024	Management	4	Elect Rajni Abbi	For	For	
Indraprastha Gas	India	Annual	9/27/2024	Management	5	Approve Payment of Fees to Cost Auditors	For	For	
Indraprastha Gas	India	Other	7/16/2024	Management	5	Elect Simrit Kaur	For	For	
Indraprastha Gas	India	Annual	9/27/2024	Management	6	Elect Namita Pradhan	For	For	



Indraprastha Gas	India	Other	7/16/2024	Management	6	MATERIAL RELATED PARTY TRANSACTIONS WITH GAIL (INDIA) LIMITED	For	For	
Indraprastha Gas	India	Annual	9/27/2024	Management	7	Elect Manish Sitaram Dabhade	For	For	
Indraprastha Gas	India	Other	7/16/2024	Management	7	MATERIAL RELATED PARTY TRANSACTIONS WITH BHARAT PETROLEUM CORPORATION LIMITED	For	For	
International Flavors & Fragrances Inc.	United States	Annual	5/1/2024	Management	1a.	Elect Kathryn J. Boor	For	For	
International Flavors & Fragrances Inc.	United States	Annual	5/1/2024	Management	1j.	Elect Dawn C. Willoughby	For	For	
International Flavors & Fragrances Inc.	United States	Annual	5/1/2024	Management	2.	Ratification of Auditor	For	For	
International Flavors & Fragrances Inc.	United States	Annual	5/1/2024	Management	3.	Advisory Vote on Executive Compensation	For	For	
International Flavors & Fragrances Inc.	United States	Annual	5/1/2024	Management	4.	Amendment to the 2021 Stock Award and Incentive Plan	For	For	
International Flavors & Fragrances Inc.	United States	Annual	5/1/2024	ShareHolder	5.	Shareholder Proposal Regarding Third-Party Assessment of Freedom of Association	Against	For	Supportive of further assessment and disclosure on Freedom of Association.
International Flavors & Fragrances Inc.	United States	Annual	5/1/2024	Management	1b.	Elect Mark J. Costa	For	For	
International Flavors & Fragrances Inc.	United States	Annual	5/1/2024	Management	1c.	Elect Carol Anthony Davidson	For	For	
International Flavors & Fragrances Inc.	United States	Annual	5/1/2024	Management	1d.	Elect Roger W. Ferguson, Jr.	For	For	
International Flavors & Fragrances Inc.	United States	Annual	5/1/2024	Management	1e.	Elect John F. Ferraro	For	For	
International Flavors & Fragrances Inc.	United States	Annual	5/1/2024	Management	1f.	Elect J. Erik Fyrwald	For	For	
International Flavors & Fragrances Inc.	United States	Annual	5/1/2024	Management	1g.	Elect Christina A. Gold	For	For	
International Flavors & Fragrances Inc.	United States	Annual	5/1/2024	Management	1h.	Elect Gary Hu	For	For	
International Flavors & Fragrances Inc.	United States	Annual	5/1/2024	Management	1i.	Elect Kevin O'Byrne	For	For	

Intuitive Surgical Inc	United States	Annual	4/25/2024	Management	1a.	Elect Craig H. Barratt	For	For	
Intuitive Surgical Inc	United States	Annual	4/25/2024	Management	1j.	Elect Monica P. Reed	For	For	
Intuitive Surgical Inc	United States	Annual	4/25/2024	Management	1k.	Elect Mark J. Rubash	For	For	
Intuitive Surgical Inc	United States	Annual	4/25/2024	Management	2.	Advisory Vote on Executive Compensation	For	For	
Intuitive Surgical Inc	United States	Annual	4/25/2024	Management	3.	Ratification of Auditor	For	For	
Intuitive Surgical Inc	United States	Annual	4/25/2024	Management	4.	Amendment to the 2010 Incentive Award Plan	For	Against	Amendment is not in best interests of shareholders. The company plans to authorize an additional five million shares for issuance. This will dilute current shareholders by 1.4%.
Intuitive Surgical Inc	United States	Annual	4/25/2024	Management	5.	Amendment to the 2000 Employee Stock Purchase Plan	For	For	
Intuitive Surgical Inc	United States	Annual	4/25/2024	ShareHolder	6.	Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report	Against	For	While we recognise the company's efforts to assess and disclose its US pay equity analysis, we are supportive of further analysis and disclosure of the company's pay gap across race and gender.
Intuitive Surgical Inc	United States	Annual	4/25/2024	Management	1b.	Elect Joseph C. Beery	For	For	
Intuitive Surgical Inc	United States	Annual	4/25/2024	Management	1c.	Elect Lewis Chew	For	For	
Intuitive Surgical Inc	United States	Annual	4/25/2024	Management	1d.	Elect Gary S. Guthart	For	For	
Intuitive Surgical Inc	United States	Annual	4/25/2024	Management	1e.	Elect Amal M. Johnson	For	For	
Intuitive Surgical Inc	United States	Annual	4/25/2024	Management	1f.	Elect Sreelakshmi Kolli	For	For	
Intuitive Surgical Inc	United States	Annual	4/25/2024	Management	1g.	Elect Amy L. Ladd	For	For	
Intuitive Surgical Inc	United States	Annual	4/25/2024	Management	1h.	Elect Keith R. Leonard, Jr.	For	For	
Intuitive Surgical Inc	United States	Annual	4/25/2024	Management	1i.	Elect Jami Dover Nachtshheim	For	For	
IQVIA Holdings Inc	United States	Annual	4/16/2024	Management	1a.	Elect Ari Bousbib	For	For	
IQVIA Holdings Inc	United States	Annual	4/16/2024	Management	1b.	Elect Carol J. Burt	For	For	
IQVIA Holdings Inc	United States	Annual	4/16/2024	Management	1c.	Elect Colleen A. Goggins	For	For	
IQVIA Holdings Inc	United States	Annual	4/16/2024	Management	1d.	Elect John M. Leonard	For	For	
IQVIA Holdings Inc	United States	Annual	4/16/2024	Management	1e.	Elect Todd B. Sisitsky	For	Against	Director is a public company executive and serves on more than 2 public boards.
IQVIA Holdings Inc	United States	Annual	4/16/2024	Management	1f.	Elect Sheila A. Stamps	For	For	
IQVIA Holdings Inc	United States	Annual	4/16/2024	Management	2.	Advisory Vote on Executive Compensation	For	Against	Continued misalignment between pay and performance. Internal pay inequity. Insufficient disclosure of STIP performance goals.
IQVIA Holdings Inc	United States	Annual	4/16/2024	ShareHolder	3.	Shareholder Proposal Regarding Political	Against	For	Supportive of more comprehensive and transparent reporting on political contributions.

						Contributions and Expenditures Report			
IQVIA Holdings Inc	United States	Annual	4/16/2024	Management	4.	Ratification of Auditor	For	For	
Jeronimo Martins - S.G.P.S., S.A.	Portugal	Annual	4/18/2024	Management	1	Accounts and Reports; Remuneration Report	For	Against	Significant increase in CEO's base salary (+21%) with insufficient rationale. In addition, 50% of of the bonus incentive plan (for CEO) is based on qualitative metrics that have not been clearly defined and disclosed indicating a lack of clear target-setting ahead of the performance period by the board.
Jeronimo Martins - S.G.P.S., S.A.	Portugal	Annual	4/18/2024	Management	3	Ratification of Board Acts	For	For	
Jeronimo Martins - S.G.P.S., S.A.	Portugal	Annual	4/18/2024	Management	4	Amendments to Articles	For	For	
Joyoung Co. Ltd.	China	Annual	4/29/2024	Management	1	2023 Work Report of Directors	For	For	
Joyoung Co. Ltd.	China	Annual	4/29/2024	Management	10	2023 Directors' Fees	For	For	
Joyoung Co. Ltd.	China	Annual	4/29/2024	Management	11	2023 Supervisors' fee	For	For	

Joyoung Co. Ltd.	China	Annual	4/29/2024	Management	2	2023 Work Report of Supervisors	For	For	
Joyoung Co. Ltd.	China	Annual	4/29/2024	Management	4	2023 ANNUAL REPORT AND ITS SUMMARY	For	For	
Joyoung Co. Ltd.	China	Annual	4/29/2024	Management	6	2024 Estimated Related Party Transactions	For	For	
Joyoung Co. Ltd.	China	Annual	4/29/2024	Management	7	Purchase of Wealth Management Products with Idle Proprietary Funds by the Company and Controlled Subsidiaries	For	For	
Joyoung Co. Ltd.	China	Annual	4/29/2024	Management	8	PROVISION OF GUARANTEE FOR DISTRIBUTORS	For	Against	Names of distributors are not disclosed, so insufficient information to assess potential conflicts of interest.

Joyoung Co. Ltd.	China	Annual	4/29/2024	Management	9	Reappointment of Auditor	For	Against	Can't measure the independence of the auditor with no info on the non-audit fee paid.
KDDI Corp.	Japan	Annual	6/19/2024	Management	2.8	Elect Keiji Yamamoto	For	For	
KDDI Corp.	Japan	Annual	6/19/2024	Management	2.9	Elect Tsutomu Tannowa	For	For	
KDDI Corp.	Japan	Annual	6/19/2024	Management	2.10	Elect Junko Okawa	For	For	
KDDI Corp.	Japan	Annual	6/19/2024	Management	2.11	Elect Kyoko Okumiya	For	For	
KDDI Corp.	Japan	Annual	6/19/2024	Management	2.12	Elect Makoto Ando	For	For	
KDDI Corp.	Japan	Annual	6/19/2024	Management	3.1	Elect Kazuyasu Yamashita	For	For	
KDDI Corp.	Japan	Annual	6/19/2024	Management	3.2	Elect Naoki Fukushima	For	For	
KDDI Corp.	Japan	Annual	6/19/2024	Management	3.3	Elect Kazutoshi Kogure	For	For	
KDDI Corp.	Japan	Annual	6/19/2024	Management	3.4	Elect Koji Arima	For	For	
KDDI Corp.	Japan	Annual	6/19/2024	Management	2.1	Elect Takashi Tanaka	For	For	
KDDI Corp.	Japan	Annual	6/19/2024	Management	2.2	Elect Makoto Takahashi	For	For	
KDDI Corp.	Japan	Annual	6/19/2024	Management	2.3	Elect Yasuaki Kuwahara	For	For	
KDDI Corp.	Japan	Annual	6/19/2024	Management	2.4	Elect Hiromichi Matsuda	For	For	
KDDI Corp.	Japan	Annual	6/19/2024	Management	2.5	Elect Nanae Saishoji	For	Against	CFO on board.
KDDI Corp.	Japan	Annual	6/19/2024	Management	2.6	Elect Hiroshi Takezawa	For	For	
KDDI Corp.	Japan	Annual	6/19/2024	Management	2.7	Elect Goro Yamaguchi	For	For	
Kemira Oyj	Finland	Annual	3/20/2024	Management	10	Remuneration Report	For	For	
Kemira Oyj	Finland	Annual	3/20/2024	Management	11	Remuneration Policy	For	For	
Kemira Oyj	Finland	Annual	3/20/2024	Management	12	Directors' Fees	For	For	
Kemira Oyj	Finland	Annual	3/20/2024	Management	13	Election of Directors; Board Size	For	For	
Kemira Oyj	Finland	Annual	3/20/2024	Management	14	Authority to Set Auditor's Fees	For	For	
Kemira Oyj	Finland	Annual	3/20/2024	Management	15	Appointment of Auditor	For	For	
Kemira Oyj	Finland	Annual	3/20/2024	Management	16	Authority to Set Sustainability Reporting Auditor's Fees	For	For	
Kemira Oyj	Finland	Annual	3/20/2024	Management	17	Appointment of Auditor for Sustainability Reporting	For	For	
Kemira Oyj	Finland	Annual	3/20/2024	Management	18	Amendments to Articles	For	For	
Kemira Oyj	Finland	Annual	3/20/2024	Management	19	Authority to Repurchase Shares	For	For	

Kemira Oyj	Finland	Annual	3/20/2024	Management	20	Authority to Issue Shares w/ or w/o Preemptive Rights	For	For	
Kemira Oyj	Finland	Annual	3/20/2024	Management	9	Ratification of Board and Management Acts	For	For	
Keppel DC REIT	Singapore	Special	12/20/2024	Management	1	Acquisition of Keppel DC Singapore 7 and Keppel DC Singapore 8 and Approval of Related Agreements	For	For	
Keppel DC REIT	Singapore	Annual	4/17/2024	Management	2	Appointment of Auditor and Authority to Set Fees	For	For	
Keppel DC REIT	Singapore	Special	12/20/2024	Management	2	Issuance of Sponsor Subscription Units and Acquisition Fee Units	For	For	
Keppel DC REIT	Singapore	Annual	4/17/2024	Management	3	Elect Thomas PANG Thieng Hwi	For	For	
Keppel DC REIT	Singapore	Special	12/20/2024	Management	3	Master Lease Agreement and Facility Management Agreement (Keppel DC Singapore 1)	For	For	
Keppel DC REIT	Singapore	Annual	4/17/2024	Management	4	Elect CHUA Soon Ghee	For	Against	Affiliated director on the Comp and Nom/Gov committees, does not hit independence standards.
Keppel DC REIT	Singapore	Special	12/20/2024	Management	4	Master Lease Agreement and Facility Management Agreement (Keppel DC Singapore 2)	For	For	
Keppel DC REIT	Singapore	Annual	4/17/2024	Management	5	Elect Andrew TAN Kok Kiong	For	For	
Keppel DC REIT	Singapore	Annual	4/17/2024	Management	6	Authority to Issue Units w/ or w/o Preemptive Rights	For	Against	Proposal to issue units w/o preemptive rights >10%.
Kerry Group Plc	Ireland	Annual	5/2/2024	Management	04C	Elect Emer Gilvarry	For	For	
Kerry Group Plc	Ireland	Annual	5/2/2024	Management	04D	Elect Michael T. Kerr	For	For	
Kerry Group Plc	Ireland	Annual	5/2/2024	Management	04E	Elect Marguerite Larkin	For	For	
Kerry Group Plc	Ireland	Annual	5/2/2024	Management	04F	Elect Tom Moran	For	For	
Kerry Group Plc	Ireland	Annual	5/2/2024	Management	04G	Elect Christopher Rogers	For	For	
Kerry Group Plc	Ireland	Annual	5/2/2024	Management	04H	Elect Patrick Rohan	For	For	
Kerry Group Plc	Ireland	Annual	5/2/2024	Management	04I	Elect Edmond Scanlan	For	For	
Kerry Group Plc	Ireland	Annual	5/2/2024	Management	04J	Elect Jinlong Wang	For	For	
Kerry Group Plc	Ireland	Annual	5/2/2024	Management	05	Authority to Set Auditor's Fees	For	For	
Kerry Group Plc	Ireland	Annual	5/2/2024	Management	06	Remuneration Report	For	For	
Kerry Group Plc	Ireland	Annual	5/2/2024	Management	07	Remuneration Policy	For	For	
Kerry Group Plc	Ireland	Annual	5/2/2024	Management	08	Amendment to Long-Term Incentive Plan	For	For	
Kerry Group Plc	Ireland	Annual	5/2/2024	Management	09	Authority to Issue Shares w/ Preemptive Rights	For	For	
Kerry Group Plc	Ireland	Annual	5/2/2024	Management	10	Authority to Issue Shares w/o Preemptive Rights	For	For	

Kerry Group Plc	Ireland	Annual	5/2/2024	Management	11	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For	
Kerry Group Plc	Ireland	Annual	5/2/2024	Management	12	Authority to Repurchase Shares	For	For	
Kerry Group Plc	Ireland	Annual	5/2/2024	Management	13	Authority to Set General Meeting Notice Period at 14 Days	For	For	
Kerry Group Plc	Ireland	Special	12/19/2024	Management	1	Kerry Dairy Transaction	For	For	
Kerry Group Plc	Ireland	Special	12/19/2024	Management	2	Allotment of Shares for the Kerry Dairy Transaction	For	For	
Kerry Group Plc	Ireland	Annual	5/2/2024	Management	03A	Elect Genevieve B Berger	For	For	
Kerry Group Plc	Ireland	Special	12/19/2024	Management	3	Amendments to Articles	For	For	
Kerry Group Plc	Ireland	Annual	5/2/2024	Management	03B	Elect Catherine Godson	For	For	
Kerry Group Plc	Ireland	Special	12/19/2024	Management	4	Reduction in Share Premium Account	For	For	
Kerry Group Plc	Ireland	Annual	5/2/2024	Management	03C	Elect Liz Hewitt	For	For	
Kerry Group Plc	Ireland	Annual	5/2/2024	Management	04A	Elect Gerry Behan	For	For	
Kerry Group Plc	Ireland	Annual	5/2/2024	Management	04B	Elect Fiona Dawson	For	For	
Keyence Corporation	Japan	Annual	6/14/2024	Management	2.8	Elect Kumiko Suenaga @ Kumiko Ukagami	For	For	
Keyence Corporation	Japan	Annual	6/14/2024	Management	2.9	Elect Michifumi Yoshioka	For	For	
Keyence Corporation	Japan	Annual	6/14/2024	Management	3.1	Elect Hiroji Indo	For	For	
Keyence Corporation	Japan	Annual	6/14/2024	Management	3.2	Elect Masaji Daiho	For	For	
Keyence Corporation	Japan	Annual	6/14/2024	Management	4	Elect Masaharu Yamamoto as Alternate Statutory Auditor	For	For	
Keyence Corporation	Japan	Annual	6/14/2024	Management	2.1	Elect Takemitsu Takizaki	For	For	
Keyence Corporation	Japan	Annual	6/14/2024	Management	2.2	Elect Yu Nakata	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. Fewer than 2 or less than 15% female directors.
Keyence Corporation	Japan	Annual	6/14/2024	Management	2.3	Elect Akiji Yamaguchi	For	For	
Keyence Corporation	Japan	Annual	6/14/2024	Management	2.4	Elect Hiroaki Yamamoto	For	For	
Keyence Corporation	Japan	Annual	6/14/2024	Management	2.5	Elect Tetsuya Nakano	For	For	
Keyence Corporation	Japan	Annual	6/14/2024	Management	2.6	Elect Akinori Yamamoto	For	For	
Keyence Corporation	Japan	Annual	6/14/2024	Management	2.7	Elect Seiichi Taniguchi	For	For	
Kingdee Intl Software Group	Cayman Islands	Annual	5/16/2024	Management	5B	Authority to Repurchase Shares	For	For	

Kingdee Intl Software Group	Cayman Islands	Annual	5/16/2024	Management	6	Amendments to Articles of Association	For	For	
Kingdee Intl Software Group	Cayman Islands	Annual	5/16/2024	Management	2A	Elect LIN Bo	For	Against	CFO on board.
Kingdee Intl Software Group	Cayman Islands	Annual	5/16/2024	Management	2B	Elect Gary C. Biddle	For	Against	The audit committee does not hit independence standards.
Kingdee Intl Software Group	Cayman Islands	Annual	5/16/2024	Management	2C	Elect Katherine XIN Rong	For	For	
Kingdee Intl Software Group	Cayman Islands	Annual	5/16/2024	Management	3	Directors' Fees	For	For	
Kingdee Intl Software Group	Cayman Islands	Annual	5/16/2024	Management	4	Appointment of Auditor and Authority to Set Fees	For	For	
Kingdee Intl Software Group	Cayman Islands	Annual	5/16/2024	Management	5A	Authority to Issue Shares w/o Preemptive Rights	For	For	
Kingspan Group Plc	Ireland	Annual	4/26/2024	Management	03F	Elect Linda Hickey	For	For	
Kingspan Group Plc	Ireland	Annual	4/26/2024	Management	03G	Elect Anne Heraty	For	For	
Kingspan Group Plc	Ireland	Annual	4/26/2024	Management	03H	Elect Éimear Moloney	For	For	
Kingspan Group Plc	Ireland	Annual	4/26/2024	Management	03I	Elect Paul Murtagh	For	For	
Kingspan Group Plc	Ireland	Annual	4/26/2024	Management	03J	Elect Senan Murphy	For	For	
Kingspan Group Plc	Ireland	Annual	4/26/2024	Management	03K	Elect Louise Phelan	For	For	
Kingspan Group Plc	Ireland	Annual	4/26/2024	Management	04	Authority to Set Auditor's Fees	For	For	
Kingspan Group Plc	Ireland	Annual	4/26/2024	Management	05	Remuneration Report	For	For	
Kingspan Group Plc	Ireland	Annual	4/26/2024	Management	06	Authority to Issue Shares w/ Preemptive Rights	For	For	
Kingspan Group Plc	Ireland	Annual	4/26/2024	Management	07	Authority to Issue Shares w/o Preemptive Rights	For	For	
Kingspan Group Plc	Ireland	Annual	4/26/2024	Management	08	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For	
Kingspan Group Plc	Ireland	Annual	4/26/2024	Management	09	Authority to Repurchase Shares	For	For	
Kingspan Group Plc	Ireland	Annual	4/26/2024	Management	10	Authority to Set Price Range for Reissuance of Treasury Shares	For	For	
Kingspan Group Plc	Ireland	Annual	4/26/2024	Management	11	Authority to Set General Meeting Notice Period at 14 Days	For	For	
Kingspan Group Plc	Ireland	Annual	4/26/2024	Management	03A	Elect Jost Massenberg	For	Against	1. Board oversight of executives undermined due to excessive number of executives (4) on the board 2. Company has failed to provide explicit disclosure concerning the board's roles and responsibilities in overseeing ESG-related risks.
Kingspan Group Plc	Ireland	Annual	4/26/2024	Management	03B	Elect Gene M. Murtagh	For	For	



Kingspan Group Plc	Ireland	Annual	4/26/2024	Management	03C	Elect Geoff P. Doherty	For	For	
Kingspan Group Plc	Ireland	Annual	4/26/2024	Management	03D	Elect Russell Shiels	For	For	
Kingspan Group Plc	Ireland	Annual	4/26/2024	Management	03E	Elect Gilbert McCarthy	For	For	
KLA Corp.	United States	Annual	11/6/2024	Management	1a.	Elect Robert M. Calderoni	For	Abstain	For the past three years, the company had 30% women on the board. Marie Myers recently announced should would not stand for re-election at the meeting. In the proxy statement, the company notes: "Our Board and Nominating and Governance Committee value gender diversity on the Board and are committed to increasing the number of female Board members. We are actively seeking highly qualified director candidates with the appropriate skills and experience to serve on the Board, and we expect to complete our search and appoint a new director by the next annual meeting." In light of this commitment, we will abstain, rather than vote against The Nominating Committee Chair.
KLA Corp.	United States	Annual	11/6/2024	Management	1j.	Elect Richard P. Wallace	For	For	
KLA Corp.	United States	Annual	11/6/2024	Management	2.	Ratification of Auditor	For	For	
KLA Corp.	United States	Annual	11/6/2024	Management	3.	Advisory Vote on Executive Compensation	For	For	
KLA Corp.	United States	Annual	11/6/2024	Management	1b.	Elect Jeneanne Hanley	For	For	
KLA Corp.	United States	Annual	11/6/2024	Management	1c.	Elect Emiko Higashi	For	For	
KLA Corp.	United States	Annual	11/6/2024	Management	1d.	Elect Kevin J. Kennedy	For	For	
KLA Corp.	United States	Annual	11/6/2024	Management	1e.	Elect Michael R. McMullen	For	For	
KLA Corp.	United States	Annual	11/6/2024	Management	1f.	Elect Gary B. Moore	For	For	
KLA Corp.	United States	Annual	11/6/2024	Management	1g.	Elect Marie Myers	Abstain	Abstain	Ms. Myers is not standing for re-election.
KLA Corp.	United States	Annual	11/6/2024	Management	1h.	Elect Victor Peng	For	For	
KLA Corp.	United States	Annual	11/6/2024	Management	1i.	Elect Robert A. Rango	For	For	
Koninklijke Ahold Delhaize N.V.	Netherlands	Annual	4/10/2024	Management	3.	Remuneration Report	For	For	
Koninklijke Ahold Delhaize N.V.	Netherlands	Annual	4/10/2024	Management	4.1.	Ratification of Management Board Acts	For	For	
Koninklijke Ahold Delhaize N.V.	Netherlands	Annual	4/10/2024	Management	4.2.	Ratification of Supervisory Board Acts	For	For	
Koninklijke Ahold Delhaize N.V.	Netherlands	Annual	4/10/2024	Management	5.1.	Elect Bill McEwan to the Supervisory Board	For	For	

Koninklijke Ahold Delhaize N.V.	Netherlands	Annual	4/10/2024	Management	5.2.	Elect Helen A. Weir to the Supervisory Board	For	For	
Koninklijke Ahold Delhaize N.V.	Netherlands	Annual	4/10/2024	Management	5.3.	Elect Frank van Zanten to the Supervisory Board	For	For	
Koninklijke Ahold Delhaize N.V.	Netherlands	Annual	4/10/2024	Management	5.4.	Elect Robert Jan van de Kraats to the Supervisory Board	For	For	
Koninklijke Ahold Delhaize N.V.	Netherlands	Annual	4/10/2024	Management	5.5.	Elect Laura M. Miller to the Supervisory Board	For	For	
Koninklijke Ahold Delhaize N.V.	Netherlands	Annual	4/10/2024	Management	6.	Appointment of Auditor	For	For	
Koninklijke Ahold Delhaize N.V.	Netherlands	Annual	4/10/2024	Management	7.1	Authority to Issue Shares w/ Preemptive Rights	For	For	
Koninklijke Ahold Delhaize N.V.	Netherlands	Annual	4/10/2024	Management	7.2.	Authority to Suppress Preemptive Rights	For	For	
Koninklijke Ahold Delhaize N.V.	Netherlands	Annual	4/10/2024	Management	7.3.	Authority to Repurchase Shares	For	For	
Koninklijke Ahold Delhaize N.V.	Netherlands	Annual	4/10/2024	Management	7.4.	Cancellation of Shares	For	For	
Koninklijke Ahold Delhaize N.V.	Netherlands	Special	7/10/2024	Management	2.	Elect Claude Sarrailh to the Management Board	For	For	
Koninklijke KPN NV	Netherlands	Annual	4/17/2024	Management	8.	Ratification of Supervisory Board Acts	For	For	
Koninklijke KPN NV	Netherlands	Annual	4/17/2024	Management	10.	Appointment of Auditor	For	For	
Koninklijke KPN NV	Netherlands	Annual	4/17/2024	Management	11.	Management Board Remuneration Policy	For	For	
Koninklijke KPN NV	Netherlands	Annual	4/17/2024	Management	12.	Supervisory Board Remuneration Policy	For	For	
Koninklijke KPN NV	Netherlands	Annual	4/17/2024	Management	15.	Authority to Repurchase Shares	For	For	
Koninklijke KPN NV	Netherlands	Annual	4/17/2024	Management	16.	Cancellation of Shares	For	For	
Koninklijke KPN NV	Netherlands	Annual	4/17/2024	Management	17.	Authority to Issue Shares w/ Preemptive Rights	For	For	
Koninklijke KPN NV	Netherlands	Annual	4/17/2024	Management	18.	Authority to Suppress Preemptive Rights	For	For	
Koninklijke KPN NV	Netherlands	Special	10/1/2024	Management	3.	Elect Rob Shuter to the Supervisory Board	For	For	
Koninklijke KPN NV	Netherlands	Annual	4/17/2024	Management	4.	Remuneration Report	For	For	
Koninklijke KPN NV	Netherlands	Annual	4/17/2024	Management	7.	Ratification of Management Board Acts	For	For	
KPIT Technologies Ltd.	India	Other	12/20/2024	Management	1	Elect Vijay Keshav Gokhale	For	For	

KPIT Technologies Ltd.	India	Other	12/20/2024	Management	2	Preferential Issuance w/o Preemptive Rights (Qualified Institutions Placement)	For	For	
KPIT Technologies Ltd.	India	Annual	8/27/2024	Management	4	Elect Sachin Tikekar	For	For	
KPIT Technologies Ltd.	India	Annual	8/27/2024	Management	5	Elect S.B. (Ravi) Pandit	For	Against	The comp committee does not hit independence standards. The nom/gov committee does not hit independence standards.
KPIT Technologies Ltd.	India	Annual	8/27/2024	Management	6	Continuation of Office of S. B. (Ravi) Pandit, Non-Executive Chairman	For	Against	The board does not hit independence standards. The nom/rem committee does not hit independence standards.
Kubota Corporation	Japan	Annual	3/22/2024	Management	1.9	Elect Kumi Arakane @ Kumi Kameyama	For	For	
Kubota Corporation	Japan	Annual	3/22/2024	Management	1.10	Elect Koichi Kawana	For	For	
Kubota Corporation	Japan	Annual	3/22/2024	Management	2.1	Elect Kazushi Ito	For	Against	The Board of Statutory Auditors is not majority independent. Voting against non-independent auditor on the board.
Kubota Corporation	Japan	Annual	3/22/2024	Management	2.2	Elect Yuichi Yamada	For	For	
Kubota Corporation	Japan	Annual	3/22/2024	Management	3	Elect Hogara Iwamoto as Alternate Statutory Auditor	For	For	
Kubota Corporation	Japan	Annual	3/22/2024	Management	1.1	Elect Yuichi Kitao	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. Fewer than 2 or less than 15% female directors.
Kubota Corporation	Japan	Annual	3/22/2024	Management	1.2	Elect Masato Yoshikawa	For	For	
Kubota Corporation	Japan	Annual	3/22/2024	Management	1.3	Elect Dai Watanabe	For	For	
Kubota Corporation	Japan	Annual	3/22/2024	Management	1.4	Elect Hiroto Kimura	For	For	
Kubota Corporation	Japan	Annual	3/22/2024	Management	1.5	Elect Eiji Yoshioka	For	For	
Kubota Corporation	Japan	Annual	3/22/2024	Management	1.6	Elect Shingo Hanada	For	For	
Kubota Corporation	Japan	Annual	3/22/2024	Management	1.7	Elect Yuzuru Matsuda	For	Against	Candidate is Chair of the Nominations Advisory Committee and there are fewer than 2 or less than 15% female directors.
Kubota Corporation	Japan	Annual	3/22/2024	Management	1.8	Elect Yutaro Shintaku	For	For	
Kurita Water Industries Ltd	Japan	Annual	6/27/2024	Management	2.8	Elect Yoshiko Takayama	For	For	
Kurita Water Industries Ltd	Japan	Annual	6/27/2024	Management	2.1	Elect Michiya Kadota	For	Against	An executive sits on the compensation and nominating committees. Compensation committee does not meet independence standards.
Kurita Water Industries Ltd	Japan	Annual	6/27/2024	Management	2.2	Elect Hirohiko Ejiri	For	Against	An executive sits on the compensation committee. An executive sits on the nominating committee. The comp committee does not hit independence standards.
Kurita Water Industries Ltd	Japan	Annual	6/27/2024	Management	2.3	Elect Shuji Shirode	For	Against	CFO on board.

Kurita Water Industries Ltd	Japan	Annual	6/27/2024	Management	2.4	Elect Yukihiro Mutou	For	Against	The audit committee does not hit independence standards. An executive sits on the audit committee.
Kurita Water Industries Ltd	Japan	Annual	6/27/2024	Management	2.5	Elect Kenjiro Kobayashi	For	For	
Kurita Water Industries Ltd	Japan	Annual	6/27/2024	Management	2.6	Elect Keiko Tanaka	For	For	
Kurita Water Industries Ltd	Japan	Annual	6/27/2024	Management	2.7	Elect Masahiro Miyazaki	For	For	
L G Chemical	Korea, Republic of	Annual	3/25/2024	Management	2	Amendments to Articles	For	For	
L G Chemical	Korea, Republic of	Annual	3/25/2024	Management	3	Elect CHA Dong Seok	For	Against	CFO on board.
L G Chemical	Korea, Republic of	Annual	3/25/2024	Management	4	Election of Independent Director to Be Appointed as Audit Committee Member: LEE Young Han	For	For	
L G Chemical	Korea, Republic of	Annual	3/25/2024	Management	5	Directors' Fees	For	For	
Legal & General Group plc	United Kingdom	Annual	5/23/2024	Management	10	Elect Lesley Knox	For	For	
Legal & General Group plc	United Kingdom	Annual	5/23/2024	Management	11	Elect M. George Lewis	For	For	
Legal & General Group plc	United Kingdom	Annual	5/23/2024	Management	12	Elect Ric Lewis	For	For	
Legal & General Group plc	United Kingdom	Annual	5/23/2024	Management	13	Elect Tushar Morzaria	For	For	
Legal & General Group plc	United Kingdom	Annual	5/23/2024	Management	14	Elect Laura Wade-Gery	For	For	
Legal & General Group plc	United Kingdom	Annual	5/23/2024	Management	15	Appointment of Auditor	For	For	
Legal & General Group plc	United Kingdom	Annual	5/23/2024	Management	16	Authority to Set Auditor's Fees	For	For	
Legal & General Group plc	United Kingdom	Annual	5/23/2024	Management	17	Remuneration Report	For	For	
Legal & General Group plc	United Kingdom	Annual	5/23/2024	Management	18	Performance Share Plan	For	For	
Legal & General Group plc	United Kingdom	Annual	5/23/2024	Management	19	Authority to Issue Shares w/ Preemptive Rights	For	For	
Legal & General Group plc	United Kingdom	Annual	5/23/2024	Management	20	Authority to Issue Contingent Convertible Securities w/ Preemptive Rights	For	For	
Legal & General Group plc	United Kingdom	Annual	5/23/2024	Management	21	Authorisation of Political Donations	For	For	
Legal & General Group plc	United Kingdom	Annual	5/23/2024	Management	22	Authority to Issue Shares w/o Preemptive Rights	For	For	
Legal & General Group plc	United Kingdom	Annual	5/23/2024	Management	23	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For	

Legal & General Group plc	United Kingdom	Annual	5/23/2024	Management	24	Authority to Issue Contingent Convertible Securities w/o Preemptive Rights	For	For	
Legal & General Group plc	United Kingdom	Annual	5/23/2024	Management	25	Authority to Repurchase Shares	For	For	
Legal & General Group plc	United Kingdom	Annual	5/23/2024	Management	26	Authority to Set General Meeting Notice Period at 14 Days	For	For	
Legal & General Group plc	United Kingdom	Annual	5/23/2024	Management	03	Elect António Simões	For	For	
Legal & General Group plc	United Kingdom	Annual	5/23/2024	Management	04	Elect Henrietta Baldock	For	For	
Legal & General Group plc	United Kingdom	Annual	5/23/2024	Management	05	Elect Nilufer von Bismarck	For	For	
Legal & General Group plc	United Kingdom	Annual	5/23/2024	Management	06	Elect Philip Broadley	For	For	
Legal & General Group plc	United Kingdom	Annual	5/23/2024	Management	07	Elect Stuart Jeffrey Davies	For	For	
Legal & General Group plc	United Kingdom	Annual	5/23/2024	Management	08	Elect Carolyn Johnson	For	For	
Legal & General Group plc	United Kingdom	Annual	5/23/2024	Management	09	Elect Sir John Kingman	For	For	
Legrand SA	France	Mix	5/29/2024	Management	4	Appointment of Auditor for Sustainability Reporting (Mazars)	For	For	
Legrand SA	France	Mix	5/29/2024	Management	5	Appointment of Auditor for Sustainability Reporting (PwC)	For	For	
Legrand SA	France	Mix	5/29/2024	Management	6	2023 Remuneration Report	For	For	
Legrand SA	France	Mix	5/29/2024	Management	7	2023 Remuneration of Angeles Garcia-Poveda, Chair	For	For	
Legrand SA	France	Mix	5/29/2024	Management	8	2023 Remuneration of Benoît Coquart, CEO	For	For	
Legrand SA	France	Mix	5/29/2024	Management	9	2024 Remuneration Policy (Chair)	For	For	
Legrand SA	France	Mix	5/29/2024	Management	10	2024 Remuneration Policy (CEO)	For	For	
Legrand SA	France	Mix	5/29/2024	Management	11	2024 Remuneration Policy (Board of Directors)	For	For	
Legrand SA	France	Mix	5/29/2024	Management	12	2024 Directors' Fees	For	For	
Legrand SA	France	Mix	5/29/2024	Management	13	Elect Rekha Mehrotra Menon	For	For	
Legrand SA	France	Mix	5/29/2024	Management	14	Elect Jean-Marc Chéry	For	For	
Legrand SA	France	Mix	5/29/2024	Management	15	Authority to Repurchase and Reissue Shares	For	For	
Legrand SA	France	Mix	5/29/2024	Management	16	Authority to Cancel Shares and Reduce Capital	For	For	
Legrand SA	France	Mix	5/29/2024	Management	17	Authority to Issue Performance Shares	For	For	

Legrand SA	France	Mix	5/29/2024	Management	18	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	For	For	
Legrand SA	France	Mix	5/29/2024	Management	19	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	For	For	
Legrand SA	France	Mix	5/29/2024	Management	20	Authority to Issue Shares and Convertible Debt Through Private Placement	For	For	
Legrand SA	France	Mix	5/29/2024	Management	21	Greenshoe	For	For	
Legrand SA	France	Mix	5/29/2024	Management	22	Authority to Increase Capital Through Capitalisations	For	For	
Legrand SA	France	Mix	5/29/2024	Management	23	Employee Stock Purchase Plan	For	For	
Legrand SA	France	Mix	5/29/2024	Management	24	Authority to Increase Capital in Consideration for Contributions In Kind	For	For	
Legrand SA	France	Mix	5/29/2024	Management	25	Global Ceiling on Capital Increases and Debt Issuances	For	For	
Legrand SA	France	Mix	5/29/2024	Management	26	Amendments to Articles Regarding Staggered Board	For	For	
Legrand SA	France	Mix	5/29/2024	Management	27	Amendments to Articles	For	For	
LEM Holding S.A.	Switzerland	Annual	6/27/2024	Management	5.1	Executive Compensation (Short-Term)	For	For	
LEM Holding S.A.	Switzerland	Annual	6/27/2024	Management	5.2	Executive Compensation (Long-Term)	For	For	
LEM Holding S.A.	Switzerland	Annual	6/27/2024	Management	5.3	Executive Compensation (Fixed)	For	For	
LEM Holding S.A.	Switzerland	Annual	6/27/2024	Management	6.1.1	Elect Ilan Cohen	For	For	
LEM Holding S.A.	Switzerland	Annual	6/27/2024	Management	6.1.2	Elect François Gabella	For	For	
LEM Holding S.A.	Switzerland	Annual	6/27/2024	Management	6.1.3	Elect Andreas Hürlimann	For	Against	Vote against nominating/governance committee chair and board chair when there are less than three women on the board of directors, unless more than 33% of the directors are women. The comp committee does not hit independence standards. The nom/gov committee does not hit independence standards.
LEM Holding S.A.	Switzerland	Annual	6/27/2024	Management	6.1.4	Elect Ulrich Looser	For	Against	Vote against nominating/governance committee chair and board chair when there are less than three women on the board of directors, unless more than 33% of the directors are women.
LEM Holding S.A.	Switzerland	Annual	6/27/2024	Management	6.1.5	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	6/27/2024	Management	6.1.6	Elect Werner C. Weber	For	Against	The comp committee does not hit independence standards. The nom/gov committee does not hit independence standards.
LEM Holding S.A.	Switzerland	Annual	6/27/2024	Management	6.2.1	Elect Libo Zhang	For	For	

LEM Holding S.A.	Switzerland	Annual	6/27/2024	Management	7.1	Elect Andreas Hürlimann as Nominating and Compensation Committee Member	For	Against	Vote against nominating/governance committee chair and board chair when there are less than three women on the board of directors, unless more than 33% of the directors are women.
LEM Holding S.A.	Switzerland	Annual	6/27/2024	Management	7.2	Elect Ulrich Looser as Nominating and Compensation Committee Member	For	Against	Vote against nominating/governance committee chair and board chair when there are less than three women on the board of directors, unless more than 33% of the directors are women.
LEM Holding S.A.	Switzerland	Annual	6/27/2024	Management	7.3	Elect Werner C. Weber as Nominating and Compensation Committee Member	For	Against	The comp committee does not hit independence standards. The nom/gov committee does not hit independence standards.
LEM Holding S.A.	Switzerland	Annual	6/27/2024	Management	9	Appointment of Auditor	For	For	
LEM Holding S.A.	Switzerland	Annual	6/27/2024	Management	1.2	Compensation Report	For	Against	Insufficient response to shareholder dissent. Multiple ongoing issues identified: STIP - payout limits not disclosed; limited disclosure of performance metrics and targets not disclosed. LTIP - targets only partially disclosed. Individual remuneration only disclosed for CEO. No recovery provisions for STI plan. No deferral provisions.
LEM Holding S.A.	Switzerland	Annual	6/27/2024	Management	1.3	Report on Non-Financial Matters	For	For	
LEM Holding S.A.	Switzerland	Annual	6/27/2024	Management	3	Ratification of Board and Management Acts	For	For	
LEM Holding S.A.	Switzerland	Annual	6/27/2024	Management	4	Board Compensation	For	For	
Lennox International Inc	United States	Annual	5/16/2024	Management	1.1	Elect Sherry L. Buck	For	For	
Lennox International Inc	United States	Annual	5/16/2024	Management	1.2	Elect Gregory T. Swinton	For	For	
Lennox International Inc	United States	Annual	5/16/2024	Management	1.3	Elect Todd J. Teske	For	For	
Lennox International Inc	United States	Annual	5/16/2024	Management	2.	Advisory Vote on Executive Compensation	For	For	
Lennox International Inc	United States	Annual	5/16/2024	Management	3.	Ratification of Auditor	For	For	
Lenzing AG	Austria	Annual	4/18/2024	Management	5.2	Elect Cornelius Baur	For	Against	Director is a public company executive and serves on more than 2 public boards.
Lenzing AG	Austria	Annual	4/18/2024	Management	6	Remuneration Report	For	Against	Multiple and ongoing issues. One-off retention bonuses awarded to 3 executives, including the CEO, outside of the regular annual incentive plan. Insufficient response to shareholder dissent from previous year. Company has not provided any further clarity on the specific E&S metrics selected by the board for 2022 and 2023 LTI grants. Furthermore, all incentives are paid out in cash, with no equity payouts or deferral requirements. In addition, the Company has not implemented share ownership guidelines for top executives.
Lenzing AG	Austria	Annual	4/18/2024	Management	7.1	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.

Lenzing AG	Austria	Annual	4/18/2024	Management	7.II	Appointment of Auditor for Sustainability Reporting	For	Against	Concern over auditor independence.
Lenzing AG	Austria	Annual	4/18/2024	Management	8	Amendments to Articles (Shareholder Notifications)	For	For	
Lenzing AG	Austria	Annual	4/18/2024	Management	9	Amendments to Articles (Virtual General Meetings)	For	For	
Lenzing AG	Austria	Annual	4/18/2024	Management	10.A	Authority to Repurchase Shares	For	For	
Lenzing AG	Austria	Annual	4/18/2024	Management	10.B	Authority to Reissue Treasury Shares	For	For	
Lenzing AG	Austria	Special	10/10/2024	ShareHolder	1	Shareholder Proposal Regarding Article Amendment	Undetermined	Abstain	Insufficient rationale for amendment.
Lenzing AG	Austria	Special	10/10/2024	ShareHolder	2.a	Shareholder Proposal Regarding Election of Marcelo Feriozzi Bacci	Undetermined	For	
Lenzing AG	Austria	Special	10/10/2024	ShareHolder	2.b	Shareholder Proposal Regarding Election of Carlos Anibal de Almeida Junior	Undetermined	For	
Lenzing AG	Austria	Annual	4/18/2024	Management	2	Ratification of Management Board Acts	For	For	
Lenzing AG	Austria	Special	10/10/2024	ShareHolder	2.c	Shareholder Proposal Regarding Election of Markus Fürst	Undetermined	Against	Affiliated director. Given significantly reduced board independence (20%), vote against incumbent affiliated director.
Lenzing AG	Austria	Annual	4/18/2024	Management	3	Ratification of Supervisory Board Acts	For	Against	Insufficient response to shareholder dissent in previous years regarding remuneration structure.
Lenzing AG	Austria	Annual	4/18/2024	Management	4	Supervisory Board Members' Fees	For	For	
Lenzing AG	Austria	Annual	4/18/2024	Management	5.1	Elect Melody Harris-Jensbach	For	For	
Leroy Seafood Group	Norway	Annual	5/28/2024	Management	5B	Board Fees 2024/2025	For	For	
Leroy Seafood Group	Norway	Annual	5/28/2024	Management	5C	Audit Committee Fees 2023/2024	For	For	
Leroy Seafood Group	Norway	Annual	5/28/2024	Management	5D	Audit Committee Fees 2024/2025	For	For	
Leroy Seafood Group	Norway	Annual	5/28/2024	Management	5E	Nomination Committee Fees 2023/2024	For	For	
Leroy Seafood Group	Norway	Annual	5/28/2024	Management	5F	Nomination Committee Fees 2024/2025	For	For	
Leroy Seafood Group	Norway	Annual	5/28/2024	Management	5G	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.
Leroy Seafood Group	Norway	Annual	5/28/2024	Management	6	Remuneration Report	For	Against	Multiple issues: - Insufficient response to shareholder dissent. - Compensation plan does not utilize any long term incentives. - The structure and disclosure of the remuneration plan are lacking (STI plan metrics are not disclosed). - The plan lacks a recovery provision, such as clawback or malus.
Leroy Seafood Group	Norway	Annual	5/28/2024	Management	8A	Elect Arne Møgster	For	Against	Nominee is the chairman and the board is not majority independent. The remuneration committee does not hit independence standards.



Leroy Seafood Group	Norway	Annual	5/28/2024	Management	8B	Elect Linda Kidøy Pedersen	For	For	
Leroy Seafood Group	Norway	Annual	5/28/2024	Management	8C	Elect Helge Singelstad as Chair of the Nomination Committee	For	For	
Leroy Seafood Group	Norway	Annual	5/28/2024	Management	8D	Elect Morten Borge as a Member of the Nomination Committee	For	For	
Leroy Seafood Group	Norway	Annual	5/28/2024	Management	8E	Elect Benedicte Schilbred Fasmer as a Member of the Nomination Committee	For	For	
Leroy Seafood Group	Norway	Annual	5/28/2024	Management	9	Authority to Repurchase Shares	For	For	
Leroy Seafood Group	Norway	Annual	5/28/2024	Management	10	Authority to Issue Shares w/ or w/o Preemptive Rights	For	For	
Leroy Seafood Group	Norway	Annual	5/28/2024	Management	5A	Board Fees 2023/2024	For	For	
Lilly(Eli) & Co	United States	Annual	5/6/2024	Management	1a.	Elect Katherine Baicker	For	For	
Lilly(Eli) & Co	United States	Annual	5/6/2024	ShareHolder	7.	Shareholder Proposal Regarding Diversity and Inclusion Report	Against	For	
Lilly(Eli) & Co	United States	Annual	5/6/2024	ShareHolder	8.	Shareholder Proposal Regarding Extended Patent Exclusivities and Application for Secondary and Tertiary Patents	Against	For	Supportive of broader ask to consider access to medicine and appropriate drug pricing.
Lilly(Eli) & Co	United States	Annual	5/6/2024	ShareHolder	9.	Shareholder Proposal Regarding Human Rights Policy	Against	For	Supportive of company improving its policies/processes regarding robust human rights due diligence and access to remedy.
Lilly(Eli) & Co	United States	Annual	5/6/2024	Management	1b.	Elect J. Erik Fyrwald	For	Against	Director is a public company executive and serves on more than 2 public boards.
Lilly(Eli) & Co	United States	Annual	5/6/2024	Management	1c.	Elect Jamere Jackson	For	For	
Lilly(Eli) & Co	United States	Annual	5/6/2024	Management	1d.	Elect Gabrielle Sulzberger	For	For	
Lilly(Eli) & Co	United States	Annual	5/6/2024	Management	2.	Advisory Vote on Executive Compensation	For	For	
Lilly(Eli) & Co	United States	Annual	5/6/2024	Management	3.	Ratification of Auditor	For	For	
Lilly(Eli) & Co	United States	Annual	5/6/2024	Management	4.	Repeal of Classified Board	For	For	
Lilly(Eli) & Co	United States	Annual	5/6/2024	Management	5.	Elimination of Supermajority Requirement	For	For	
Lilly(Eli) & Co	United States	Annual	5/6/2024	ShareHolder	6.	Shareholder Proposal Regarding Lobbying Report	Against	For	
Linde Plc	Ireland	Annual	7/30/2024	Management	1a.	Elect Stephen F. Angel	For	For	
Linde Plc	Ireland	Annual	7/30/2024	Management	1j.	Elect Robert L. Wood	For	For	
Linde Plc	Ireland	Annual	7/30/2024	Management	2a.	Ratification of Auditor	For	For	
Linde Plc	Ireland	Annual	7/30/2024	Management	2b.	Authority to Set Auditor's Fees	For	For	
Linde Plc	Ireland	Annual	7/30/2024	Management	3.	Advisory Vote on Executive Compensation	For	For	

Linde Plc	Ireland	Annual	7/30/2024	Management	4.	Determination of Price Range for Re-allotment of Treasury Shares	For	For	
Linde Plc	Ireland	Annual	7/30/2024	Management	1b.	Elect Sanjiv Lamba	For	For	
Linde Plc	Ireland	Annual	7/30/2024	Management	1c.	Elect Ann-Kristin Achleitner	For	For	
Linde Plc	Ireland	Annual	7/30/2024	Management	1d.	Elect Thomas Enders	For	For	
Linde Plc	Ireland	Annual	7/30/2024	Management	1e.	Elect Hugh Grant	For	For	
Linde Plc	Ireland	Annual	7/30/2024	Management	1f.	Elect Joe Kaeser	For	For	
Linde Plc	Ireland	Annual	7/30/2024	Management	1g.	Elect Victoria E. Ossadnik	For	For	
Linde Plc	Ireland	Annual	7/30/2024	Management	1h.	Elect Paula Rosput Reynolds	For	For	
Linde Plc	Ireland	Annual	7/30/2024	Management	1i.	Elect Alberto Weisser	For	For	
Littelfuse, Inc.	United States	Annual	4/25/2024	Management	1a.	Elect Kristina A. Cerniglia	For	For	
Littelfuse, Inc.	United States	Annual	4/25/2024	Management	2.	Advisory Vote on Executive Compensation	For	Against	No performance based long-term incentive awards. High pay out limit under the STIP with 2024 STIP amended to increase the payout maximum from \$2.5 million to \$5.0 million. Introduction of guaranteed payout minimums upon CIC.
Littelfuse, Inc.	United States	Annual	4/25/2024	Management	3.	Ratification of Auditor	For	For	
Littelfuse, Inc.	United States	Annual	4/25/2024	Management	1b.	Elect Tzau-Jin Chung	For	For	
Littelfuse, Inc.	United States	Annual	4/25/2024	Management	1c.	Elect Gayla J. Delly	For	For	
Littelfuse, Inc.	United States	Annual	4/25/2024	Management	1d.	Elect Maria C. Green	For	For	
Littelfuse, Inc.	United States	Annual	4/25/2024	Management	1e.	Elect Anthony Grillo	For	For	
Littelfuse, Inc.	United States	Annual	4/25/2024	Management	1f.	Elect David W. Heinzmann	For	For	
Littelfuse, Inc.	United States	Annual	4/25/2024	Management	1g.	Elect Gregory N. Henderson	For	For	
Littelfuse, Inc.	United States	Annual	4/25/2024	Management	1h.	Elect Gordon Hunter	For	For	
Littelfuse, Inc.	United States	Annual	4/25/2024	Management	1i.	Elect William P. Noglows	For	For	
Marsh & McLennan Cos., Inc.	United States	Annual	5/16/2024	Management	1a.	Elect Anthony K. Anderson	For	For	
Marsh & McLennan Cos., Inc.	United States	Annual	5/16/2024	Management	1j.	Elect Morton O. Schapiro	For	For	
Marsh & McLennan Cos., Inc.	United States	Annual	5/16/2024	Management	1k.	Elect Lloyd M. Yates	For	For	
Marsh & McLennan Cos., Inc.	United States	Annual	5/16/2024	Management	2.	Advisory Vote on Executive Compensation	For	For	Sufficient response to shareholder dissent at last year's AGM.

Marsh & McLennan Cos., Inc.	United States	Annual	5/16/2024	Management	3.	Ratification of Auditor	For	For	
Marsh & McLennan Cos., Inc.	United States	Annual	5/16/2024	ShareHolder	4.	Shareholder Proposal Regarding Right to Act by Written Consent	Against	For	Supportive of enabling right to act by written consent.
Marsh & McLennan Cos., Inc.	United States	Annual	5/16/2024	Management	1b.	Elect John Q. Doyle	For	For	
Marsh & McLennan Cos., Inc.	United States	Annual	5/16/2024	Management	1c.	Elect Óscar Fanjul Martín	For	For	
Marsh & McLennan Cos., Inc.	United States	Annual	5/16/2024	Management	1d.	Elect H. Edward Hanway	For	For	
Marsh & McLennan Cos., Inc.	United States	Annual	5/16/2024	Management	1e.	Elect Judith Hartmann	For	For	
Marsh & McLennan Cos., Inc.	United States	Annual	5/16/2024	Management	1f.	Elect Deborah C. Hopkins	For	For	
Marsh & McLennan Cos., Inc.	United States	Annual	5/16/2024	Management	1g.	Elect Tamara Ingram	For	For	
Marsh & McLennan Cos., Inc.	United States	Annual	5/16/2024	Management	1h.	Elect Jane Holl Lute	For	For	
Marsh & McLennan Cos., Inc.	United States	Annual	5/16/2024	Management	1i.	Elect Steven A. Mills	For	For	
Masco Corp.	United States	Annual	5/10/2024	Management	1a.	Elect Mark R. Alexander	For	For	
Masco Corp.	United States	Annual	5/10/2024	Management	1b.	Elect Marie A. Ffolkes	For	For	
Masco Corp.	United States	Annual	5/10/2024	Management	1c.	Elect John C. Plant	For	Against	Director is a public company executive and serves on more than 2 public boards.
Masco Corp.	United States	Annual	5/10/2024	Management	2.	Advisory Vote on Executive Compensation	For	For	
Masco Corp.	United States	Annual	5/10/2024	Management	3.	Ratification of Auditor	For	For	
Masco Corp.	United States	Annual	5/10/2024	Management	4.	Approval of the 2024 Long Term Stock Incentive Plan	For	For	
Masco Corp.	United States	Annual	5/10/2024	ShareHolder	5.	Shareholder Proposal Regarding Simple Majority Vote	Undetermined	For	Supermajority vote requirements can impede ability of shareholders to to approve ballot items that are in shareholder interests.
Mastercard Incorporated	United States	Annual	6/18/2024	Management	1a.	Elect Merit E. Janow	For	For	
Mastercard Incorporated	United States	Annual	6/18/2024	Management	1j.	Elect Gabrielle Sulzberger	For	For	
Mastercard Incorporated	United States	Annual	6/18/2024	Management	1k.	Elect Harit Talwar	For	For	
Mastercard Incorporated	United States	Annual	6/18/2024	Management	1l.	Elect Lance Ugglá	For	For	

Mastercard Incorporated	United States	Annual	6/18/2024	Management	2.	Advisory Vote on Executive Compensation	For	For	
Mastercard Incorporated	United States	Annual	6/18/2024	Management	3.	Ratification of Auditor	For	For	
Mastercard Incorporated	United States	Annual	6/18/2024	ShareHolder	4.	Shareholder Proposal Regarding Lobbying Report	Against	For	Supportive of additional disclosure.
Mastercard Incorporated	United States	Annual	6/18/2024	ShareHolder	5.	Shareholder Proposal Regarding Mandatory Director Resignation Policy	Against	For	Promotes accountability to shareholders.
Mastercard Incorporated	United States	Annual	6/18/2024	ShareHolder	6.	Shareholder Proposal Regarding Congruency Report on Human Rights Policies	Against	Against	The shareholder proposal is seeking to undermine rather than strengthen the company's efforts in this area. The proponent is the National Legal and Policy Center.
Mastercard Incorporated	United States	Annual	6/18/2024	ShareHolder	7.	Shareholder Proposal Regarding Charitable Contributions and Human Rights Congruency Report	Against	Against	The shareholder proposal is seeking to undermine rather than strengthen the company's efforts in this area. The proponent is the National Center for Public Policy Research.
Mastercard Incorporated	United States	Annual	6/18/2024	ShareHolder	8.	Shareholder Proposal Regarding Report on Median Compensation and Benefits Related to Reproductive and Gender Dysphoria Care	Against	Against	The shareholder proposal seeks to discredit the company's benefit offerings to employees. The proponent is an individual shareholder.
Mastercard Incorporated	United States	Annual	6/18/2024	Management	1b.	Elect Candido Botelho Bracher	For	For	
Mastercard Incorporated	United States	Annual	6/18/2024	Management	1c.	Elect Richard K. Davis	For	For	
Mastercard Incorporated	United States	Annual	6/18/2024	Management	1d.	Elect Julius Genachowski	For	For	
Mastercard Incorporated	United States	Annual	6/18/2024	Management	1e.	Elect Goh Choon Phong	For	Against	Director is a public company executive and serves on more than 2 public boards.
Mastercard Incorporated	United States	Annual	6/18/2024	Management	1f.	Elect Oki Matsumoto	For	For	
Mastercard Incorporated	United States	Annual	6/18/2024	Management	1g.	Elect Michael Miebach	For	For	
Mastercard Incorporated	United States	Annual	6/18/2024	Management	1h.	Elect Youngme E. Moon	For	For	
Mastercard Incorporated	United States	Annual	6/18/2024	Management	1i.	Elect Rima Qureshi	For	For	
Media Tek Inc	Taiwan	Annual	5/27/2024	Management	4.7	Elect Shirley LIN Syaru	For	For	
Media Tek Inc	Taiwan	Annual	5/27/2024	Management	4.8	Elect CHANG Yao-Wen	For	For	
Media Tek Inc	Taiwan	Annual	5/27/2024	Management	5	Non-Compete Restrictions for Directors	For	Against	Potential conflict of interests.
Media Tek Inc	Taiwan	Annual	5/27/2024	Management	3	Adoption of Employee Restricted Stock Incentive Plan	For	For	
Media Tek Inc	Taiwan	Annual	5/27/2024	Management	4.1	Elect TSAI Ming-Kai	For	Against	Non-executive chairman. Chairman and director of affiliated entities. Low board independence (25%).
Media Tek Inc	Taiwan	Annual	5/27/2024	Management	4.2	Elect Rick TSAI	For	For	
Media Tek Inc	Taiwan	Annual	5/27/2024	Management	4.3	Elect Joe CHEN	For	For	

Media Tek Inc	Taiwan	Annual	5/27/2024	Management	4.4	Elect SUN Cheng-Yaw	For	For	
Media Tek Inc	Taiwan	Annual	5/27/2024	Management	4.5	Elect WU Chung-Yu	For	For	
Media Tek Inc	Taiwan	Annual	5/27/2024	Management	4.6	Elect CHANG Peng-Heng	For	For	
MercadoLibre Inc	United States	Annual	6/5/2024	Management		Elect Nicolás Galperin	For	For	
MercadoLibre Inc	United States	Annual	6/5/2024	Management		Elect Henrique Dubugras	For	For	
MercadoLibre Inc	United States	Annual	6/5/2024	Management		Elect Richard Sanders	For	For	
MercadoLibre Inc	United States	Annual	6/5/2024	Management	2.	Advisory Vote on Executive Compensation	For	Against	No performance-based LTIP awards.
MercadoLibre Inc	United States	Annual	6/5/2024	Management	3.	Ratification of Auditor	For	For	
Mettler-Toledo International, Inc.	United States	Annual	5/9/2024	Management	1.1	Elect Roland Diggelmann	For	For	
Mettler-Toledo International, Inc.	United States	Annual	5/9/2024	Management	3.	Advisory Vote on Executive Compensation	For	For	
Mettler-Toledo International, Inc.	United States	Annual	5/9/2024	Management	1.2	Elect Domitille Doat-Le Bigot	For	For	
Mettler-Toledo International, Inc.	United States	Annual	5/9/2024	Management	1.3	Elect Elisha W. Finney	For	For	
Mettler-Toledo International, Inc.	United States	Annual	5/9/2024	Management	1.4	Elect Richard Francis	For	For	
Mettler-Toledo International, Inc.	United States	Annual	5/9/2024	Management	1.5	Elect Michael A. Kelly	For	For	
Mettler-Toledo International, Inc.	United States	Annual	5/9/2024	Management	1.6	Elect Thomas P. Salice	For	For	
Mettler-Toledo International, Inc.	United States	Annual	5/9/2024	Management	1.7	Elect Wolfgang Wienand	For	For	
Mettler-Toledo International, Inc.	United States	Annual	5/9/2024	Management	1.8	Elect Ingrid Zhang	For	For	
Mettler-Toledo International, Inc.	United States	Annual	5/9/2024	Management	2.	Ratification of Auditor	For	For	
Microsoft Corporation	United States	Annual	12/10/2024	Management	1a.	Elect Reid G. Hoffman	for	For	
Microsoft Corporation	United States	Annual	12/10/2024	Management	1j.	Elect Charles W. Scharf	for	For	
Microsoft Corporation	United States	Annual	12/10/2024	Management	1k.	Elect John W. Stanton	for	For	
Microsoft Corporation	United States	Annual	12/10/2024	Management	1l.	Elect Emma N. Walmsley	for	For	
Microsoft Corporation	United States	Annual	12/10/2024	Management	2.	Advisory Vote on Executive Compensation	for	For	

Microsoft Corporation	United States	Annual	12/10/2024	Management	3.	Ratification of Auditor	for	For	
Microsoft Corporation	United States	Annual	12/10/2024	ShareHolder	4.	Shareholder Proposal Regarding Risks of Developing Military Weapons	against	Abstain	As in prior years, the issue is relevant, however the resolution itself could be better addressed.
Microsoft Corporation	United States	Annual	12/10/2024	ShareHolder	5.	Shareholder Proposal Regarding Assessment of Investments in Bitcoin	against	Against	The ultimate goal of the proposal is unclear, and its approval would not be additive as the company appears to have sufficiently addressed the issue. The proponent is the National Center for Public Policy Research, who has a history of trying to undermine certain risk management efforts by companies.
Microsoft Corporation	United States	Annual	12/10/2024	ShareHolder	6.	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	12/10/2024	ShareHolder	7.	Shareholder Proposal Regarding Report on Risks of Providing AI to Facilitate New Oil and Gas Development and Production	against	Against	We are not convinced the materiality of the purported risks outlined in the proposal, nor is it clear what incremental information would be provided beyond what the company already discloses. We believe other risks associated with AI are more material to the company, as articulated in proposal 8, which we are voting for.
Microsoft Corporation	United States	Annual	12/10/2024	ShareHolder	8.	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	12/10/2024	Management	1b.	Elect Hugh F. Johnston	for	For	
Microsoft Corporation	United States	Annual	12/10/2024	ShareHolder	9.	Shareholder Proposal Regarding Report on Risks of AI Data Sourcing	against	Abstain	Though the purported topic of the proposal is relevant, the goal of the proponent is unclear, as its exempt solicitation focuses on Microsoft's relationships with the federal government and OpenAI. In response the proposal, the company notes that beginning in 2025 it will publish a detailed summary about the content used for training its general-purpose AI models. The proponent is the National Legal and Policy Center, who has a history of trying to undermine certain risk management efforts by companies.
Microsoft Corporation	United States	Annual	12/10/2024	Management	1c.	Elect Teri L. List	for	For	
Microsoft Corporation	United States	Annual	12/10/2024	Management	1d.	Elect Catherine MacGregor	for	For	
Microsoft Corporation	United States	Annual	12/10/2024	Management	1e.	Elect Mark Mason	for	For	
Microsoft Corporation	United States	Annual	12/10/2024	Management	1f.	Elect Satya Nadella	for	For	
Microsoft Corporation	United States	Annual	12/10/2024	Management	1g.	Elect Sandra E. Peterson	for	For	
Microsoft Corporation	United States	Annual	12/10/2024	Management	1h.	Elect Penny S. Pritzker	for	For	
Microsoft Corporation	United States	Annual	12/10/2024	Management	1i.	Elect Carlos A. Rodriguez	for	For	

Middleby Corp.	United States	Annual	5/14/2024	Management	1a.	Elect Sarah Palisi Chapin	For	Against	Vote against nominating/governance committee chair when there are less than three women on the board of directors, unless more than 33% of the directors are women.
Middleby Corp.	United States	Annual	5/14/2024	Management	2.	Advisory Vote on Executive Compensation	For	For	
Middleby Corp.	United States	Annual	5/14/2024	Management	3.	Ratification of Auditor	For	For	
Middleby Corp.	United States	Annual	5/14/2024	Management	1b.	Elect Timothy J. FitzGerald	For	For	
Middleby Corp.	United States	Annual	5/14/2024	Management	1c.	Elect Cathy L. McCarthy	For	For	
Middleby Corp.	United States	Annual	5/14/2024	Management	1d.	Elect John R. Miller, III	For	For	
Middleby Corp.	United States	Annual	5/14/2024	Management	1e.	Elect Robert A. Nerbonne	For	For	
Middleby Corp.	United States	Annual	5/14/2024	Management	1f.	Elect Gordon O'Brien	For	Against	Vote against board chair when there are less than three women on the board of directors, unless more than 33% of the directors are women.
Middleby Corp.	United States	Annual	5/14/2024	Management	1g.	Elect Stephen R. Scherger	For	For	
Middleby Corp.	United States	Annual	5/14/2024	Management	1h.	Elect Tejas P. Shah	For	For	
Middleby Corp.	United States	Annual	5/14/2024	Management	1i.	Elect Nassem Ziyad	For	For	
Midea Group Co. Ltd	China	Annual	4/19/2024	Management	1	2023 Directors' Report	For	For	
Midea Group Co. Ltd	China	Special	7/2/2024	Management	1.	Repurchase and Cancellation of Some Incentive Stocks under 2018 Restricted Stock Incentive Plan	For	For	
Midea Group Co. Ltd	China	Special	11/19/2024	Management	1.	Amendments to Articles	For	For	
Midea Group Co. Ltd	China	Annual	4/19/2024	Management	10	Approval to Engage in Business Investment of Foreign Exchange Fund Derivatives in FY2024	For	For	
Midea Group Co. Ltd	China	Special	7/2/2024	Management	10.	Amendments to Articles	For	For	
Midea Group Co. Ltd	China	Annual	4/19/2024	Management	11	Appointment of PwC Zhong Tian as External Auditor for FY2024	For	Against	Failure to disclose breakdown of fees paid to the auditor for past fiscal year to assess non-audit related fees.
Midea Group Co. Ltd	China	Special	7/2/2024	Management	11.1.	Elect FANG Hongbo	For	For	
Midea Group Co. Ltd	China	Annual	4/19/2024	Management	12	Amendments to Articles [Bundled]	For	For	
Midea Group Co. Ltd	China	Special	7/2/2024	Management	11.2.	Elect ZHAO Jun	For	For	

Midea Group Co. Ltd	China	Special	7/2/2024	Management	11.3.	Elect Wang Jianguo	For	For	
Midea Group Co. Ltd	China	Special	7/2/2024	Management	11.4.	Elect FU Yongjun	For	For	
Midea Group Co. Ltd	China	Special	7/2/2024	Management	11.5.	Elect Gu Yanmin	For	For	
Midea Group Co. Ltd	China	Special	7/2/2024	Management	11.6.	Elect GUAN Jinwei	For	For	
Midea Group Co. Ltd	China	Special	7/2/2024	Management	12.1.	Elect XIAO Geng	For	For	
Midea Group Co. Ltd	China	Special	11/19/2024	Management	1	Amendments to Articles	For	For	
Midea Group Co. Ltd	China	Annual	4/19/2024	Management	2	2023 Supervisors' Report	For	For	
Midea Group Co. Ltd	China	Special	7/2/2024	Management	2.	Repurchase and Cancellation of Some Incentive Stocks under 2019 Restricted Stock Incentive Plan	For	For	
Midea Group Co. Ltd	China	Special	7/2/2024	Management	12.2.	Elect XU Dingbo	For	For	
Midea Group Co. Ltd	China	Special	7/2/2024	Management	12.3.	Elect LIU Qiao	For	For	
Midea Group Co. Ltd	China	Special	7/2/2024	Management	12.4.	Elect QIU Lili	For	For	
Midea Group Co. Ltd	China	Special	7/2/2024	Management	13.1.	Elect DONG Wentao	For	Against	Board of supervisors not sufficiently independent.
Midea Group Co. Ltd	China	Special	7/2/2024	Management	13.2.	Elect REN Lingyan	For	For	
Midea Group Co. Ltd	China	Special	7/2/2024	Management	3.	Repurchase and Cancellation of Some Incentive Stocks under 2021 Restricted Stock Incentive Plan	For	For	
Midea Group Co. Ltd	China	Annual	4/19/2024	Management	4	2023 ANNUAL REPORT AND ITS SUMMARY	For	For	
Midea Group Co. Ltd	China	Special	7/2/2024	Management	4.	Repurchase and Cancellation of Some Incentive Stocks under 2022 Restricted Stock Incentive Plan	For	For	



Midea Group Co. Ltd	China	Special	7/2/2024	Management	5.	Repurchase and Cancellation of Some Incentive Stocks under 2023 Restricted Stock Incentive Plan	For	For	
Midea Group Co. Ltd	China	Annual	4/19/2024	Management	6	Approval of the 2024 Employee Stock Ownership Plan	For	Against	Administrator includes insiders or other interested parties, posing potential conflicts of interest. Not supportive of non-executive directors participating in the plan.
Midea Group Co. Ltd	China	Special	7/2/2024	Management	6.	ADJUSTMENT OF 2024 GUARANTEE FOR CONTROLLED SUBSIDIARIES	For	For	
Midea Group Co. Ltd	China	Annual	4/19/2024	Management	7	Constitution of Procedural Rules for Management System of 2024 Employee Stock Ownership Plan	For	Against	Given concerns above regarding the ESOP, not supportive.
Midea Group Co. Ltd	China	Special	7/2/2024	Management	7.	LAUNCHING THE ASSETS POOL BUSINESS AND PROVISION OF GUARANTEE	For	Against	Guarantees exceed net assets.
Midea Group Co. Ltd	China	Special	7/2/2024	Management	8.	PROVISION OF GUARANTEE FOR A CONTROLLED SUBSIDIARY AND ITS SUBSIDIARIES	For	For	
Midea Group Co. Ltd	China	Annual	4/19/2024	Management	9	Authority to Give Guarantees to Controlled Subsidiaries for FY2024	For	For	
Midea Group Co. Ltd	China	Special	7/2/2024	Management	9.	ALLOWANCE STANDARDS FOR INDEPENDENT DIRECTORS	For	For	
Misumi Group Inc.	Japan	Annual	6/13/2024	Management	2.8	Elect Tomoharu Suseki	For	For	
Misumi Group Inc.	Japan	Annual	6/13/2024	Management	2.9	Elect Keiko Yano	For	For	
Misumi Group Inc.	Japan	Annual	6/13/2024	Management	3	Elect Ichiro Otokoza as Statutory Auditor	For	Against	The Board of Statutory Auditors is not majority independent.
Misumi Group Inc.	Japan	Annual	6/13/2024	Management	4	Outside Directors' & Statutory Auditors' Fees	For	For	
Misumi Group Inc.	Japan	Annual	6/13/2024	Management	2.1	Elect Kosuke Nishimoto	For	For	
Misumi Group Inc.	Japan	Annual	6/13/2024	Management	2.2	Elect Ryusei Ono	For	For	
Misumi Group Inc.	Japan	Annual	6/13/2024	Management	2.3	Elect Arata Shimizu	For	For	
Misumi Group Inc.	Japan	Annual	6/13/2024	Management	2.4	Elect Tomoki Kanatani	For	For	

Misumi Group Inc.	Japan	Annual	6/13/2024	Management	2.5	Elect Shigetaka Shimizu	For	For	
Misumi Group Inc.	Japan	Annual	6/13/2024	Management	2.6	Elect XU Shaochun	For	For	
Misumi Group Inc.	Japan	Annual	6/13/2024	Management	2.7	Elect Yoichi Nakano	For	For	
Mobileye Global Inc	United States	Annual	6/13/2024	Management	1a.	Elect Amnon Shashua	For	For	
Mobileye Global Inc	United States	Annual	6/13/2024	Management	3.	Advisory Vote on Executive Compensation	For	Against	LTIP is not performance based but time based. No executive stock ownership requirements. Internal pay inequity.
Mobileye Global Inc	United States	Annual	6/13/2024	Management	1b.	Elect Patrick P. Gelsinger	For	Withhold	Vote against board chair when there are less than three or 33% women on the board of directors, and when the board is not majority independent.
Mobileye Global Inc	United States	Annual	6/13/2024	Management	1c.	Elect Eyal Desheh	For	For	
Mobileye Global Inc	United States	Annual	6/13/2024	Management	1d.	Elect Claire C. McCaskill	For	For	
Mobileye Global Inc	United States	Annual	6/13/2024	Management	1e.	Elect Christine Pambianchi	For	Withhold	The compensation committee chair is not independent.
Mobileye Global Inc	United States	Annual	6/13/2024	Management	1f.	Elect Frank D. Yeary	For	For	
Mobileye Global Inc	United States	Annual	6/13/2024	Management	1g.	Elect Saf Yeboah-Amankwah	For	Withhold	Vote against nominating/governance committee chair when there are less than three or 33% women on the board of directors, and when the board is not majority independent. Also, the nom/gov committee chair is not independent and the nom/gov committee does not hit independence standards.
Mobileye Global Inc	United States	Annual	6/13/2024	Management	1h.	Elect Christoph Schell	For	For	
Mobileye Global Inc	United States	Annual	6/13/2024	Management	2.	Ratification of Auditor	For	For	
Mondi	United Kingdom	Special	1/15/2024	Management	1	Special Dividend	For	For	
Mondi	United Kingdom	Annual	5/3/2024	Management	10	Elect Dominique Reiniche	For	For	
Mondi	United Kingdom	Annual	5/3/2024	Management	11	Elect Dame Angela Strank	For	For	
Mondi	United Kingdom	Annual	5/3/2024	Management	12	Elect Philip Yea	For	For	
Mondi	United Kingdom	Annual	5/3/2024	Management	13	Elect Stephen Young	For	For	
Mondi	United Kingdom	Annual	5/3/2024	Management	14	Appointment of Auditor	For	For	
Mondi	United Kingdom	Annual	5/3/2024	Management	15	Authority to Set Auditor's Fees	For	For	
Mondi	United Kingdom	Annual	5/3/2024	Management	16	Authority to Issue Shares w/ Preemptive Rights	For	For	
Mondi	United Kingdom	Annual	5/3/2024	Management	17	Authority to Issue Shares w/o Preemptive Rights	For	For	
Mondi	United Kingdom	Annual	5/3/2024	Management	18	Authority to Repurchase Shares	For	For	

Mondi	United Kingdom	Annual	5/3/2024	Management	19	Authority to Set General Meeting Notice Period at 14 Days	For	For	
Mondi	United Kingdom	Annual	5/3/2024	Management	02	Remuneration Report	For	Abstain	Company has two health & safety metrics included in the STIP (5%). A fatality occurred meaning the company reduced its safety lag payout by 60%. However, still receiving a payout in a year that there were fatalities raises concerns, hence abstain.
Mondi	United Kingdom	Special	1/15/2024	Management	2	Share Consolidation	For	For	
Mondi	United Kingdom	Special	1/15/2024	Management	3	Authority to Issue Shares w/ Preemptive Rights	For	For	
Mondi	United Kingdom	Annual	5/3/2024	Management	04	Elect Svein Richard Brandtzæg	For	For	
Mondi	United Kingdom	Special	1/15/2024	Management	4	Authority to Issue Shares w/o Preemptive Rights	For	For	
Mondi	United Kingdom	Annual	5/3/2024	Management	05	Elect Susan M. Clark	For	For	
Mondi	United Kingdom	Special	1/15/2024	Management	5	Authority to Repurchase Shares	For	For	
Mondi	United Kingdom	Annual	5/3/2024	Management	06	Elect Anke Groth	For	For	
Mondi	United Kingdom	Annual	5/3/2024	Management	07	Elect Andrew King	For	For	
Mondi	United Kingdom	Annual	5/3/2024	Management	08	Elect Sakumzi (Saki) J. Macozoma	For	For	
Mondi	United Kingdom	Annual	5/3/2024	Management	09	Elect Michael Powell	For	For	
Monolithic Power System Inc	United States	Annual	6/13/2024	Management	1.1	Elect Eugen Elmiger	For	For	
Monolithic Power System Inc	United States	Annual	6/13/2024	Management	1.2	Elect Eileen Wynne	For	For	
Monolithic Power System Inc	United States	Annual	6/13/2024	Management	1.3	Elect Jeff Zhou	For	For	
Monolithic Power System Inc	United States	Annual	6/13/2024	Management	2.	Ratification of Auditor	For	For	
Monolithic Power System Inc	United States	Annual	6/13/2024	Management	3.	Advisory Vote on Executive Compensation	For	Abstain	Improving pay for performance. Peer group concerns somewhat mitigated after removing companies with MCap of more than \$100 billion. However, high maximum payout limits remain under STIP and LTIP.
Monolithic Power System Inc	United States	Annual	6/13/2024	ShareHolder	4.	Shareholder Proposal Regarding Board Declassification	Against	For	The annual election of directors provides maximum accountability of directors to shareholders.
MSCI Inc	United States	Annual	4/23/2024	Management	1a.	Elect Henry A. Fernandez	For	For	
MSCI Inc	United States	Annual	4/23/2024	Management	1j.	Elect Marcus L. Smith	For	For	
MSCI Inc	United States	Annual	4/23/2024	Management	1k.	Elect Rajat Taneja	For	For	

MSCI Inc	United States	Annual	4/23/2024	Management	1l.	Elect Paula Volent	For	For	
MSCI Inc	United States	Annual	4/23/2024	Management	2.	Advisory Vote on Executive Compensation	For	For	
MSCI Inc	United States	Annual	4/23/2024	Management	3.	Ratification of Auditor	For	For	
MSCI Inc	United States	Annual	4/23/2024	ShareHolder	4.	Shareholder Proposal Regarding Report on Chinese Military-Industry Companies in Indices	Against	Against	The shareholder proposal is considered to be anti-social, and the proponent is the National Center for Public Policy Research.
MSCI Inc	United States	Annual	4/23/2024	Management	1b.	Elect Robert G. Ashe	For	For	
MSCI Inc	United States	Annual	4/23/2024	Management	1c.	Elect Chirantan J. Desai	For	For	
MSCI Inc	United States	Annual	4/23/2024	Management	1d.	Elect Wayne Edmunds	For	For	
MSCI Inc	United States	Annual	4/23/2024	Management	1e.	Elect Robin L. Matlock	For	For	
MSCI Inc	United States	Annual	4/23/2024	Management	1f.	Elect Jacques P. Perold	For	For	
MSCI Inc	United States	Annual	4/23/2024	Management	1g.	Elect C.D. Baer Pettit	For	For	
MSCI Inc	United States	Annual	4/23/2024	Management	1h.	Elect Sandy C. Rattray	For	For	
MSCI Inc	United States	Annual	4/23/2024	Management	1i.	Elect Linda H. Riefler	For	For	
MTR Corporation Ltd.	Hong Kong	Annual	5/22/2024	Management	6	Authority to Issue Shares w/o Preemptive Rights	For	For	
MTR Corporation Ltd.	Hong Kong	Annual	5/22/2024	Management	7	Authority to Repurchase Shares	For	For	
MTR Corporation Ltd.	Hong Kong	Annual	5/22/2024	Management	3A	Re-elect Christopher HUI Ching-yu	For	Against	Affiliated director on the comp committee, does not hit independence standards.
MTR Corporation Ltd.	Hong Kong	Annual	5/22/2024	Management	3B	Re-elect HUI Siu-wai	For	For	
MTR Corporation Ltd.	Hong Kong	Annual	5/22/2024	Management	3C	Re-elect Adrian WONG Koon-man	For	For	
MTR Corporation Ltd.	Hong Kong	Annual	5/22/2024	Management	4	Elect Ayesha Macpherson LAU	For	For	
MTR Corporation Ltd.	Hong Kong	Annual	5/22/2024	Management	5	Appointment of Auditor and Authority to Set Fees	For	For	
Mueller Water Products Inc	United States	Annual	2/28/2024	Management	1a.	Elect Shirley C. Franklin	For	For	
Mueller Water Products Inc	United States	Annual	2/28/2024	Management	1j.	Elect Marietta Edmunds Zakas	For	For	
Mueller Water Products Inc	United States	Annual	2/28/2024	Management	2.	Advisory Vote on Executive Compensation	For	Abstain	Abstaining given issue relating to one-off "CEO transition" awards that allow single-trigger provisions, and limited rationale disclosed by the company and continuing uncertainty regarding the CEO transition. Engagement confirmed that this is a one-off, unique circumstance which will not be used again but does not provide sufficient confidence given multiple transition issues.
Mueller Water Products Inc	United States	Annual	2/28/2024	Management	3.	Ratification of Auditor	For	For	

Mueller Water Products Inc	United States	Annual	2/28/2024	Management	1b.	Elect Thomas J. Hansen	For	For	
Mueller Water Products Inc	United States	Annual	2/28/2024	Management	1c.	Elect Brian C. Healy	For	For	
Mueller Water Products Inc	United States	Annual	2/28/2024	Management	1d.	Elect Christine Ortiz	For	For	
Mueller Water Products Inc	United States	Annual	2/28/2024	Management	1e.	Elect Jeffery S. Sharritts	For	For	
Mueller Water Products Inc	United States	Annual	2/28/2024	Management	1f.	Elect Brian L. Slobodow	For	For	
Mueller Water Products Inc	United States	Annual	2/28/2024	Management	1g.	Elect Lydia W. Thomas	For	Against	Voting against the Chair of the Nominations committee given multiple board/leadership transition concerns: Existing Chair retiring at upcoming AGM, with no Chair replacement officially announced or LID identified in the proxy. No disclosure on this ahead of the AGM and unclear communication on this from the company during engagement. Noting also that board ethnic/racial diversity disclosure is limited in the proxy, with no self-identification or definition of 'underrepresented.'
Mueller Water Products Inc	United States	Annual	2/28/2024	Management	1h.	Elect Stephen C. Van Arsdell	For	For	
Mueller Water Products Inc	United States	Annual	2/28/2024	Management	1i.	Elect Karl Niclas Ytterdahl	For	For	
Murata Manufacturing Co. Ltd.	Japan	Annual	6/27/2024	Management	3.7	Elect Takashi Nishijima	For	For	
Murata Manufacturing Co. Ltd.	Japan	Annual	6/27/2024	Management	3.8	Elect Hiroyuki Ina	For	For	
Murata Manufacturing Co. Ltd.	Japan	Annual	6/27/2024	Management	4.1	Elect Yoshiro Ozawa	For	Against	Non-independent Chair of the audit committee, does not meet independence standards.
Murata Manufacturing Co. Ltd.	Japan	Annual	6/27/2024	Management	4.2	Elect Takatoshi Yamamoto	For	For	
Murata Manufacturing Co. Ltd.	Japan	Annual	6/27/2024	Management	4.3	Elect Naoko Munakata @ Naoko Doi	For	For	
Murata Manufacturing Co. Ltd.	Japan	Annual	6/27/2024	Management	4.4	Elect Seiichi Enomoto	For	For	
Murata Manufacturing Co. Ltd.	Japan	Annual	6/27/2024	Management	2	Amendments to Articles	For	For	
Murata Manufacturing Co. Ltd.	Japan	Annual	6/27/2024	Management	3.1	Elect Norio Nakajima	For	For	
Murata Manufacturing Co. Ltd.	Japan	Annual	6/27/2024	Management	3.2	Elect Hiroshi Iwatsubo	For	For	

Murata Manufacturing Co. Ltd.	Japan	Annual	6/27/2024	Management	3.3	Elect Masanori Minamide	For	For	
Murata Manufacturing Co. Ltd.	Japan	Annual	6/27/2024	Management	3.4	Elect Hiroshi Izumitani	For	For	
Murata Manufacturing Co. Ltd.	Japan	Annual	6/27/2024	Management	3.5	Elect Takaki Murata	For	For	
Murata Manufacturing Co. Ltd.	Japan	Annual	6/27/2024	Management	3.6	Elect Yuko Yasuda	For	For	
National Grid Plc	United Kingdom	Annual	7/10/2024	Management	10	Elect Earl L. Shipp	For	For	
National Grid Plc	United Kingdom	Annual	7/10/2024	Management	11	Elect Jonathan Silver	For	For	
National Grid Plc	United Kingdom	Annual	7/10/2024	Management	12	Elect Antony Wood	For	For	
National Grid Plc	United Kingdom	Annual	7/10/2024	Management	13	Elect Martha B. Wyrsh	For	For	
National Grid Plc	United Kingdom	Annual	7/10/2024	Management	14	Appointment of Auditor	For	For	
National Grid Plc	United Kingdom	Annual	7/10/2024	Management	15	Authority to Set Auditor's Fees	For	For	
National Grid Plc	United Kingdom	Annual	7/10/2024	Management	16	Remuneration Report	For	For	
National Grid Plc	United Kingdom	Annual	7/10/2024	Management	17	Approval of Updated Climate Transition Plan	For	For	
National Grid Plc	United Kingdom	Annual	7/10/2024	Management	18	Authorisation of Political Donations	For	For	
National Grid Plc	United Kingdom	Annual	7/10/2024	Management	19	Authority to Issue Shares w/ Preemptive Rights	For	For	
National Grid Plc	United Kingdom	Annual	7/10/2024	Management	20	Authority to Issue Shares w/o Preemptive Rights	For	For	
National Grid Plc	United Kingdom	Annual	7/10/2024	Management	21	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For	
National Grid Plc	United Kingdom	Annual	7/10/2024	Management	22	Authority to Repurchase Shares	For	For	
National Grid Plc	United Kingdom	Annual	7/10/2024	Management	23	Authority to Set General Meeting Notice Period at 14 Days	For	For	
National Grid Plc	United Kingdom	Annual	7/10/2024	Management	3	Elect Paula Rosput Reynolds	For	For	
National Grid Plc	United Kingdom	Annual	7/10/2024	Management	4	Elect John Pettigrew	For	For	
National Grid Plc	United Kingdom	Annual	7/10/2024	Management	5	Elect Andy Agg	For	For	
National Grid Plc	United Kingdom	Annual	7/10/2024	Management	6	Elect Jacqui Ferguson	For	For	
National Grid Plc	United Kingdom	Annual	7/10/2024	Management	7	Elect Ian P. Livingston	For	For	
National Grid Plc	United Kingdom	Annual	7/10/2024	Management	8	Elect Iain J. Mackay	For	For	

National Grid Plc	United Kingdom	Annual	7/10/2024	Management	9	Elect Anne Robinson	For	For	
Nemetschek SE	Germany	Annual	5/23/2024	Management	3.3	Ratify Viktor Várkonyi	For	For	
Nemetschek SE	Germany	Annual	5/23/2024	Management	3.4	Ratify Jon Elliott	For	For	
Nemetschek SE	Germany	Annual	5/23/2024	Management	4.1	Ratify Kurt Dobitsch	For	For	
Nemetschek SE	Germany	Annual	5/23/2024	Management	4.2	Ratify Bill Krouch	For	For	
Nemetschek SE	Germany	Annual	5/23/2024	Management	4.3	Ratify Patricia Geibel-Conrad	For	For	
Nemetschek SE	Germany	Annual	5/23/2024	Management	4.4	Ratify Christine Schöneweis	For	For	
Nemetschek SE	Germany	Annual	5/23/2024	Management	4.5	Ratify Andreas Söffing	For	For	
Nemetschek SE	Germany	Annual	5/23/2024	Management	4.6	Ratify Gernot Strube	For	For	
Nemetschek SE	Germany	Annual	5/23/2024	Management	4.7	Ratify Iris M. Helke	For	For	
Nemetschek SE	Germany	Annual	5/23/2024	Management	5	Appointment of Auditor	For	For	
Nemetschek SE	Germany	Annual	5/23/2024	Management	6	Elect Iris Helke as Supervisory Board Member	For	For	
Nemetschek SE	Germany	Annual	5/23/2024	Management	7	Authority to Repurchase and Reissue Shares	For	For	
Nemetschek SE	Germany	Annual	5/23/2024	Management	8	Remuneration Report	For	Against	Insufficient response to shareholder dissent last year (~35% votes against). Several structural concerns remain around guaranteed bonus, excessive severance payments, and narrow performance conditions. While some improvements have been made in terms of disclosure, still lacks performance targets considered for non-financial metrics under the STI and overall performance metrics under the LTI.
Nemetschek SE	Germany	Annual	5/23/2024	Management	3.1	Ratify Yves Padrines	For	For	
Nemetschek SE	Germany	Annual	5/23/2024	Management	3.2	Ratify Louise Öfverström	For	For	
Neste OYJ	Finland	Annual	3/27/2024	Management	9	Ratification of Board and CEO Acts	For	For	
Neste OYJ	Finland	Annual	3/27/2024	Management	10	REMUNERATION REPORT	For	For	
Neste OYJ	Finland	Annual	3/27/2024	Management	11	REMUNERATION POLICY	For	For	
Neste OYJ	Finland	Annual	3/27/2024	Management	12	Directors' Fees	For	For	
Neste OYJ	Finland	Annual	3/27/2024	Management	13	Board Size	For	For	
Neste OYJ	Finland	Annual	3/27/2024	Management	14	Election of Directors	For	For	
Neste OYJ	Finland	Annual	3/27/2024	Management	15	Authority to Set Auditor's Fees	For	For	
Neste OYJ	Finland	Annual	3/27/2024	Management	16	Appointment of Auditor	For	For	
Neste OYJ	Finland	Annual	3/27/2024	Management	17	Approve Payment of Fees to Sustainability Auditor	For	For	
Neste OYJ	Finland	Annual	3/27/2024	Management	18	Appointment of Auditor for Sustainability Reporting	For	For	
Neste OYJ	Finland	Annual	3/27/2024	Management	19	Authority to Repurchase Shares	For	For	

Neste OYJ	Finland	Annual	3/27/2024	Management	20	Authority to Issue Shares w/ or w/o Preemptive Rights	For	For	
Neste OYJ	Finland	Annual	3/27/2024	Management	21	Amendments to Articles Regarding Sustainability Auditor	For	For	
Neste OYJ	Finland	Annual	3/27/2024	Management	22	Amendment of Nomination Committee Guidelines	For	For	
Nestle SA	Switzerland	Annual	4/18/2024	Management	4.1.3	Elect Renato Fassbind	For	For	
Nestle SA	Switzerland	Annual	4/18/2024	Management	4.1.4	Elect Pablo Isla Álvarez de Tejera	For	For	
Nestle SA	Switzerland	Annual	4/18/2024	Management	4.1.5	Elect Patrick Aebischer	For	For	
Nestle SA	Switzerland	Annual	4/18/2024	Management	4.1.6	Elect Dick Boer	For	For	
Nestle SA	Switzerland	Annual	4/18/2024	Management	4.1.7	Elect Dinesh C. Paliwal	For	For	
Nestle SA	Switzerland	Annual	4/18/2024	Management	4.1.8	Elect Hanne Jimenez de Mora	For	For	
Nestle SA	Switzerland	Annual	4/18/2024	Management	4.1.9	Elect Lindiwe Majele Sibanda	For	For	
Nestle SA	Switzerland	Annual	4/18/2024	Management	4.110	Elect Chris Leong	For	For	
Nestle SA	Switzerland	Annual	4/18/2024	Management	4.111	Elect Luca Maestri	For	For	
Nestle SA	Switzerland	Annual	4/18/2024	Management	4.112	Elect Rainer M. Blair	For	For	
Nestle SA	Switzerland	Annual	4/18/2024	Management	4.113	Elect Marie-Gabrielle Ineichen-Fleisch	For	For	
Nestle SA	Switzerland	Annual	4/18/2024	Management	4.2.1	Elect Geraldine Matchett	For	For	
Nestle SA	Switzerland	Annual	4/18/2024	Management	4.3.1	Elect Dick Boer as Compensation Committee Member	For	For	
Nestle SA	Switzerland	Annual	4/18/2024	Management	4.3.2	Elect Patrick Aebischer as Compensation Committee Member	For	For	
Nestle SA	Switzerland	Annual	4/18/2024	Management	4.3.3	Elect Pablo Isla Álvarez de Tejera as Compensation Committee Member	For	For	
Nestle SA	Switzerland	Annual	4/18/2024	Management	4.3.4	Elect Dinesh C. Paliwal as Compensation Committee Member	For	For	
Nestle SA	Switzerland	Annual	4/18/2024	Management	4.4	Appointment of Auditor	For	For	
Nestle SA	Switzerland	Annual	4/18/2024	Management	5.1	Board Compensation	For	For	
Nestle SA	Switzerland	Annual	4/18/2024	Management	5.2	Executive Compensation (Total)	For	For	
Nestle SA	Switzerland	Annual	4/18/2024	Management	6	Cancellation of Shares and Reduction in Share Capital	For	For	
Nestle SA	Switzerland	Annual	4/18/2024	ShareHolder	7	Shareholder Proposal Regarding Sales of Healthier and Less Healthy Foods	Against	For	ShareAction shareholder proposal. Supportive of company reducing its reliance on sales of less healthy products and setting a proportional healthy sales target to increase sales from nutritious products relative to overall sales. Despite Nestle having committed to some time-bound commitments concerning the nutrition of its



									product portfolio, we do not believe the company has gone far enough.
Nestle SA	Switzerland	Annual	4/18/2024	ShareHolder	8	Additional or Amended Shareholder Proposals	Undetermined	Abstain	Not in shareholders' best interests, insufficient information.
Nestle SA	Switzerland	Annual	4/18/2024	Management	1.2	Compensation Report	For	For	
Nestle SA	Switzerland	Annual	4/18/2024	Management	1.3	Report on Non-Financial Matters	For	For	
Nestle SA	Switzerland	Annual	4/18/2024	Management	2	Ratification of Board and Management Acts	For	For	
Nestle SA	Switzerland	Annual	4/18/2024	Management	4.1.1	Elect Paul Bulcke	For	Against	An executive sits on the nominating committee.
Nestle SA	Switzerland	Annual	4/18/2024	Management	4.1.2	Elect Mark Schneider	For	Against	CEO on Governance committee.
Nibe Industrier AB	Sweden	Annual	5/16/2024	Management	9.C	Ratification of Board and CEO Acts	For	For	
Nibe Industrier AB	Sweden	Annual	5/16/2024	Management	10	Board Size	For	For	
Nibe Industrier AB	Sweden	Annual	5/16/2024	Management	11	Number of Auditors	For	For	
Nibe Industrier AB	Sweden	Annual	5/16/2024	Management	12	Directors and Auditors' Fees	For	For	
Nibe Industrier AB	Sweden	Annual	5/16/2024	Management	13	Election of Directors	For	For	Note - board has nominated two new independent directors for the 2024 AGM - positive, taking board independence to majority independent this year (57% from 43%). However, the board still does not have an audit, compensation or nomination committee (remit of the whole board). Company states that CEO (who is also a Board member) does not participate in the Board's work on the tasks that are otherwise performed by a remuneration committee. Director election is bundled, hence vote against full slate for lack of committees does not seem appropriate given increased independence - engagement priority.
Nibe Industrier AB	Sweden	Annual	5/16/2024	Management	14	Appointment of Auditor	For	For	
Nibe Industrier AB	Sweden	Annual	5/16/2024	Management	15	Remuneration Report	For	Abstain	Insufficient rationale/disclosure for increase in base salary over the past fiscal year (+10.4% for CEO). Noting overall pay remains at a moderate level, mitigating concerns to some extent.
Nibe Industrier AB	Sweden	Annual	5/16/2024	Management	16	Authority to Issue Shares w/ or w/o Preemptive Rights	For	For	
Nibe Industrier AB	Sweden	Annual	5/16/2024	Management	17	Remuneration Policy	For	Abstain	Poor transparency/disclosure of STIP metrics, weightings and targets. All incentives are paid out in cash, with no equity payouts or deferral requirements under the current structure. Noting also no LTIP however concerns are partially mitigated by the fact that the CEO is a part of a shareholder group controlling approximately 46% of the Company's voting rights.

NORMA Group SE	Germany	Annual	5/16/2024	Management	4.2	Ratify Markus Distelhoff	For	For	
NORMA Group SE	Germany	Annual	5/16/2024	Management	4.3	Ratify Rita Forst	For	For	
NORMA Group SE	Germany	Annual	5/16/2024	Management	4.4	Ratify Günter Hauptmann	For	For	
NORMA Group SE	Germany	Annual	5/16/2024	Management	4.5	Ratify Denise Koopmans	For	For	
NORMA Group SE	Germany	Annual	5/16/2024	Management	4.6	Ratify Knut Michelberger	For	For	
NORMA Group SE	Germany	Annual	5/16/2024	Management	4.7	Ratify Erika Schulte	For	For	
NORMA Group SE	Germany	Annual	5/16/2024	Management	4.8	Ratify Mark Wilhelms	For	For	
NORMA Group SE	Germany	Annual	5/16/2024	Management	5	Appointment of Auditor	For	For	
NORMA Group SE	Germany	Annual	5/16/2024	Management	6	Elect Mark Wilhelms as Supervisory Board Member	For	For	
NORMA Group SE	Germany	Annual	5/16/2024	Management	7	Remuneration Report	For	For	
NORMA Group SE	Germany	Annual	5/16/2024	Management	8	Management Board Remuneration Policy	For	Abstain	While we are supportive of a single LTI system, not supportive of the proposed structure in the form of phantom shares and 70% performance weighting on rTSR metric.
NORMA Group SE	Germany	Annual	5/16/2024	Management	3.1	Ratify Miguel Borrego	For	For	
NORMA Group SE	Germany	Annual	5/16/2024	Management	3.2	Ratify Guido Grandi	For	For	
NORMA Group SE	Germany	Annual	5/16/2024	Management	3.3	Ratify Daniel Heymann	For	For	
NORMA Group SE	Germany	Annual	5/16/2024	Management	3.4	Ratify Friedrich Klein	For	For	
NORMA Group SE	Germany	Annual	5/16/2024	Management	3.5	Ratify Annette Stieve	For	For	
NORMA Group SE	Germany	Annual	5/16/2024	Management	4.1	Ratify Miguel Borrego	For	For	
Northland Power Inc.	Canada	Annual	5/22/2024	Management	1A	Elect John W. Brace	For	For	
Northland Power Inc.	Canada	Annual	5/22/2024	Management	1A	Elect John W. Brace	For	For	
Northland Power Inc.	Canada	Annual	5/22/2024	Management	02	Appointment of Auditor and Authority to Set Fees	For	For	
Northland Power Inc.	Canada	Annual	5/22/2024	Management	02	Appointment of Auditor and Authority to Set Fees	For	For	
Northland Power Inc.	Canada	Annual	5/22/2024	Management	9	Elect Ellen S. Smith	For	For	
Northland Power Inc.	Canada	Annual	5/22/2024	Management	03	Advisory Vote on Executive Compensation	For	For	
Northland Power Inc.	Canada	Annual	5/22/2024	Management	03	Advisory Vote on Executive Compensation	For	For	
Northland Power Inc.	Canada	Annual	5/22/2024	Management	10	Appointment of Auditor and Authority to Set Fees	For	For	
Northland Power Inc.	Canada	Annual	5/22/2024	Management	11	Advisory Vote on Executive Compensation	For	For	

Northland Power Inc.	Canada	Annual	5/22/2024	Management	1	Elect John W. Brace	For	For	
Northland Power Inc.	Canada	Annual	5/22/2024	Management	1B	Elect Doyle N. Beneby	For	For	
Northland Power Inc.	Canada	Annual	5/22/2024	Management	1B	Elect Doyle N. Beneby	For	For	
Northland Power Inc.	Canada	Annual	5/22/2024	Management	1C	Elect Lisa Colnett	For	For	
Northland Power Inc.	Canada	Annual	5/22/2024	Management	1C	Elect Lisa Colnett	For	For	
Northland Power Inc.	Canada	Annual	5/22/2024	Management	2	Elect Doyle N. Beneby	For	For	
Northland Power Inc.	Canada	Annual	5/22/2024	Management	1D	Elect Kevin Glass	For	For	
Northland Power Inc.	Canada	Annual	5/22/2024	Management	1D	Elect Kevin Glass	For	For	
Northland Power Inc.	Canada	Annual	5/22/2024	Management	3	Elect Lisa Colnett	For	For	
Northland Power Inc.	Canada	Annual	5/22/2024	Management	1E	Elect Keith R. Halbert	For	For	
Northland Power Inc.	Canada	Annual	5/22/2024	Management	1E	Elect Keith R. Halbert	For	For	
Northland Power Inc.	Canada	Annual	5/22/2024	Management	4	Elect Kevin Glass	For	For	
Northland Power Inc.	Canada	Annual	5/22/2024	Management	1F	Elect Helen Mallovy Hicks	For	For	
Northland Power Inc.	Canada	Annual	5/22/2024	Management	1F	Elect Helen Mallovy Hicks	For	For	
Northland Power Inc.	Canada	Annual	5/22/2024	Management	5	Elect Keith R. Halbert	For	For	
Northland Power Inc.	Canada	Annual	5/22/2024	Management	1G	Elect Ian W. Pearce	For	For	
Northland Power Inc.	Canada	Annual	5/22/2024	Management	1G	Elect Ian W. Pearce	For	For	
Northland Power Inc.	Canada	Annual	5/22/2024	Management	6	Elect Helen Mallovy Hicks	For	For	
Northland Power Inc.	Canada	Annual	5/22/2024	Management	1H	Elect Eckhardt Ruemmler	For	For	
Northland Power Inc.	Canada	Annual	5/22/2024	Management	1H	Elect Eckhardt Ruemmler	For	For	
Northland Power Inc.	Canada	Annual	5/22/2024	Management	7	Elect Ian W. Pearce	For	For	
Northland Power Inc.	Canada	Annual	5/22/2024	Management	1I	Elect Ellen S. Smith	For	For	
Northland Power Inc.	Canada	Annual	5/22/2024	Management	1I	Elect Ellen S. Smith	For	For	
Northland Power Inc.	Canada	Annual	5/22/2024	Management	8	Elect Eckhardt Ruemmler	For	For	

Novo Nordisk	Denmark	Annual	3/21/2024	Management	5.2.A	Indemnification of the Board of Directors	For	For	
Novo Nordisk	Denmark	Annual	3/21/2024	Management	5.2.B	Indemnification of the Executive Management	For	For	
Novo Nordisk	Denmark	Annual	3/21/2024	Management	5.2.C	Amendments to Articles	For	For	
Novo Nordisk	Denmark	Annual	3/21/2024	Management	5.3	Remuneration Policy	For	For	While noting the significant increase in the payout limit for the CEO under the LTIP, the company provided a rationale for the increase, although it could have been given in greater detail, and the variable remuneration remains at risk. We also acknowledge the increase in shareholding requirement for the CEO and the EVPs. Overall, the compensation policy appears supportable.
Novo Nordisk	Denmark	Annual	3/21/2024	Management	6.1	Election of Helge Lund as Chair	For	For	
Novo Nordisk	Denmark	Annual	3/21/2024	Management	6.2	Election of Henrik Poulsen as Vice Chair	For	Abstain	The audit committee does not hit independence standards. The comp committee does not hit independence standards. The compensation committee chair is not independent.
Novo Nordisk	Denmark	Annual	3/21/2024	Management	6.3.1	Elect Laurence Debroux	For	For	

Novo Nordisk	Denmark	Annual	3/21/2024	Management	6.3.2	Elect Andreas Fibig	For	For	
Novo Nordisk	Denmark	Annual	3/21/2024	Management	6.3.3	Elect Sylvie Grégoire	For	For	
Novo Nordisk	Denmark	Annual	3/21/2024	Management	6.3.4	Elect Kasim Kutay	For	For	
Novo Nordisk	Denmark	Annual	3/21/2024	Management	6.3.5	Elect Christina Choi Lai Law	For	For	
Novo Nordisk	Denmark	Annual	3/21/2024	Management	6.3.6	Elect Martin Mackay	For	Abstain	Director is a public company executive and serves on more than 2 public boards.
Novo Nordisk	Denmark	Annual	3/21/2024	Management	7.1	Appointment of Auditor	For	For	
Novo Nordisk	Denmark	Annual	3/21/2024	Management	8.1	Cancellation of Shares	For	For	

Novo Nordisk	Denmark	Annual	3/21/2024	Management	8.2	Authority to Repurchase Shares	For	For	
Novo Nordisk	Denmark	Annual	3/21/2024	Management	8.3	Authority to Issue Shares w/ or w/o Preemptive Rights	For	For	
Novo Nordisk	Denmark	Annual	3/21/2024	Management	4	Remuneration Report	For	For	No relative metrics under the LTI; a significant portion of the STIP and LTIP are based on the same performance criteria. However, the overall compensation structure is supportable.
Novo Nordisk	Denmark	Annual	3/21/2024	Management	5.1	Directors' Fees	For	For	
Novonesis AS	Denmark	Annual	4/30/2024	Management	6.01	Elect Cees de Jong as Chair	For	For	
Novonesis AS	Denmark	Annual	4/30/2024	Management	7.01	Elect Jesper Brandgaard as Vice Chair	For	For	
Novonesis AS	Denmark	Annual	4/30/2024	Management	8.01	Elect Heine Dalsgaard	For	Against	Nominee is not independent and is Chair of the Audit committee, does not hit our independence standards.
Novonesis AS	Denmark	Annual	4/30/2024	Management	8.02	Elect Sharon James	For	For	
Novonesis AS	Denmark	Annual	4/30/2024	Management	8.03	Elect Kasim Kutay	For	For	
Novonesis AS	Denmark	Annual	4/30/2024	Management	8.04	Elect Lise Kaae	For	For	
Novonesis AS	Denmark	Annual	4/30/2024	Management	8.05	Elect Kevin Lane	For	For	
Novonesis AS	Denmark	Annual	4/30/2024	Management	8.06	Elect Morten Otto Alexander Sommer	For	For	
Novonesis AS	Denmark	Annual	4/30/2024	Management	8.07	Elect Kim Stratton	For	For	
Novonesis AS	Denmark	Annual	4/30/2024	Management	9.01	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.
Novonesis AS	Denmark	Annual	4/30/2024	Management	10a.	Authority to Issue Shares w/ or w/o Preemptive Rights	For	For	
Novonesis AS	Denmark	Annual	4/30/2024	Management	10b.	Authority to Repurchase Shares	For	For	

Novonesis AS	Denmark	Annual	4/30/2024	Management	10c.	Authority to distribute extraordinary dividend	For	For	
Novonesis AS	Denmark	Annual	4/30/2024	Management	10d.1	Amendments to Articles (Language of Shareholder Meetings)	For	For	
Novonesis AS	Denmark	Annual	4/30/2024	Management	10d.2	Amendments to Articles (Nominal share capital)	For	For	
Novonesis AS	Denmark	Annual	4/30/2024	Management	10d.3	Amendments to Articles (Indemnification)	For	For	
Novonesis AS	Denmark	Annual	4/30/2024	Management	10d.4	Amendments to Articles (Editorial Amendments)	For	For	
Novonesis AS	Denmark	Annual	4/30/2024	Management	11.	Remuneration Policy	For	For	
Novonesis AS	Denmark	Annual	4/30/2024	Management	4.	Remuneration Report	For	For	
Novonesis AS	Denmark	Annual	4/30/2024	Management	5.	Directors' Fees	For	For	
Novozymes AS	Denmark	Special	3/4/2024	Management	2.A	Elect Jesper Brandgaard as Vice-Chair of the Board of Directors	For	For	
Novozymes AS	Denmark	Special	3/4/2024	Management	3.A	Elect Lise Kaae	For	For	
Novozymes AS	Denmark	Special	3/4/2024	Management	3.B	Elect Kevin Lane	For	For	
Novozymes AS	Denmark	Special	3/4/2024	Management	3.C	Elect Kim Stratton	For	For	
NVIDIA Corp	United States	Annual	6/26/2024	Management	1a.	Elect Robert K. Burgess	For	For	
NVIDIA Corp	United States	Annual	6/26/2024	Management	1j.	Elect A. Brooke Seawell	For	For	
NVIDIA Corp	United States	Annual	6/26/2024	Management	1k.	Elect Aarti Shah	For	Against	Affiliated director on the audit committee, does not hit independence standards.
NVIDIA Corp	United States	Annual	6/26/2024	Management	1l.	Elect Mark A. Stevens	For	For	
NVIDIA Corp	United States	Annual	6/26/2024	Management	2.	Advisory Vote on Executive Compensation	For	For	
NVIDIA Corp	United States	Annual	6/26/2024	Management	3.	Ratification of Auditor	For	For	
NVIDIA Corp	United States	Annual	6/26/2024	ShareHolder	4.	Shareholder Proposal Regarding Simple Majority Vote	Undetermined	For	Not supportive of supermajority vote provisions.
NVIDIA Corp	United States	Annual	6/26/2024	Management	1b.	Elect Tench Coxe	For	For	
NVIDIA Corp	United States	Annual	6/26/2024	Management	1c.	Elect John O. Dabiri	For	For	
NVIDIA Corp	United States	Annual	6/26/2024	Management	1d.	Elect Persis S. Drell	For	For	
NVIDIA Corp	United States	Annual	6/26/2024	Management	1e.	Elect Jen-Hsun Huang	For	For	
NVIDIA Corp	United States	Annual	6/26/2024	Management	1f.	Elect Dawn Hudson	For	For	
NVIDIA Corp	United States	Annual	6/26/2024	Management	1g.	Elect Harvey C. Jones	For	For	
NVIDIA Corp	United States	Annual	6/26/2024	Management	1h.	Elect Melissa B. Lora	For	For	
NVIDIA Corp	United States	Annual	6/26/2024	Management	1i.	Elect Stephen C. Neal	For	For	

Oracle Corp.	United States	Annual	11/14/2024	Management		Elect Awo Ablo	For	For	
Oracle Corp.	United States	Annual	11/14/2024	Management		Elect Jeffrey S. Berg	For	For	
Oracle Corp.	United States	Annual	11/14/2024	Management		Elect Michael J. Boskin	For	For	
Oracle Corp.	United States	Annual	11/14/2024	Management		Elect Safra A. Catz	For	Withhold	Director Catz serves as both CEO and CFO. We do not believe it is in the interests of shareholders for CFOs to serve on their own board.
Oracle Corp.	United States	Annual	11/14/2024	Management		Elect Bruce R. Chizen	For	For	
Oracle Corp.	United States	Annual	11/14/2024	Management		Elect George H. Conrades	For	For	
Oracle Corp.	United States	Annual	11/14/2024	Management		Elect Lawrence J. Ellison	For	For	
Oracle Corp.	United States	Annual	11/14/2024	Management		Elect Rona Fairhead	For	For	
Oracle Corp.	United States	Annual	11/14/2024	Management		Elect Jeffrey O. Henley	For	For	
Oracle Corp.	United States	Annual	11/14/2024	Management		Elect Charles W. Moorman	For	For	
Oracle Corp.	United States	Annual	11/14/2024	Management		Elect Leon E. Panetta	For	For	
Oracle Corp.	United States	Annual	11/14/2024	Management		Elect William G. Parrett	For	For	
Oracle Corp.	United States	Annual	11/14/2024	Management		Elect Naomi O. Seligman	For	For	
Oracle Corp.	United States	Annual	11/14/2024	Management	2.	Advisory Vote on Executive Compensation	For	Abstain	Oracle has history of concerning compensation practices as well a history of significant votes against from unaffiliated shareholders. CTO (Ellison) and CEO/CFO (Catz) currently hold outstanding front-loaded stock option awards designed to cover eight years of long-term incentive compensation, with the final year covered by the awards being FY2025. While there has been a significant disparity between pay for their executives and their peers, we note strong performance in recent years. As such, we will abstain from compensation this year, but closely monitor compensation practices moving forward, particularly the structure of the next performance-based equity program that will be put in place for the CTO and CEO/CFO in FY2026.
Oracle Corp.	United States	Annual	11/14/2024	Management	3.	Ratification of Auditor	For	For	
Oracle Corp.	United States	Annual	11/14/2024	ShareHolder	4.	Shareholder Proposal Regarding Report on Portfolio Risk in Employee Retirement Options	Against	For	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.
Ormat Technologies Inc	United States	Annual	5/8/2024	Management	1A.	Elect Isaac Angel	For	For	
Ormat Technologies Inc	United States	Annual	5/8/2024	Management	2.	Advisory Vote on Executive Compensation	For	For	
Ormat Technologies Inc	United States	Annual	5/8/2024	Management	3.	Ratification of Auditor	For	For	



Ormat Technologies Inc	United States	Annual	5/8/2024	Management	4.	Amendment to Articles to Limit the Liability of Certain Officers	For	Against	Not supportive of amendment which removes liability for an officer's breach of his or her duty of care, without sufficient company rationale as to why this is beneficial for shareholders.
Ormat Technologies Inc	United States	Annual	5/8/2024	Management	5.	Amendment to the 2018 Incentive Compensation Plan	For	Against	Not supportive of the amendment which would authorize an additional 1.4 million shares for issuance, which when issued would dilute current shareholders by 2.3%. Seems an excessive amount, with no prior engagement from the company, voting against.
Ormat Technologies Inc	United States	Annual	5/8/2024	Management	1B.	Elect Ravit Barniv	For	For	
Ormat Technologies Inc	United States	Annual	5/8/2024	Management	1C.	Elect Karin Corfee	For	For	
Ormat Technologies Inc	United States	Annual	5/8/2024	Management	1D.	Elect David Granot	For	For	
Ormat Technologies Inc	United States	Annual	5/8/2024	Management	1E.	Elect Michal Marom Brikman	For	For	
Ormat Technologies Inc	United States	Annual	5/8/2024	Management	1F.	Elect Mike Nikkel	For	For	
Ormat Technologies Inc	United States	Annual	5/8/2024	Management	1G.	Elect Dafna Sharir	For	For	
Ormat Technologies Inc	United States	Annual	5/8/2024	Management	1H.	Elect Stanley B. Stern	For	For	
Ormat Technologies Inc	United States	Annual	5/8/2024	Management	1I.	Elect Byron G. Wong	For	For	
Orsted A/S	Denmark	Annual	3/5/2024	Management	6.1	Board Size	For	For	
Orsted A/S	Denmark	Annual	3/5/2024	Management	6.2	Elect Lene Skole-Sørensen as Chair	For	For	
Orsted A/S	Denmark	Annual	3/5/2024	Management	6.3	Elect Andrew R. D. Brown as Vice Chair	For	For	
Orsted A/S	Denmark	Annual	3/5/2024	Management	6.4.1	Elect Peter Korsholm	For	For	
Orsted A/S	Denmark	Annual	3/5/2024	Management	6.4.2	Elect Dieter Wemmer	For	For	
Orsted A/S	Denmark	Annual	3/5/2024	Management	6.4.3	Elect Julia King	For	For	
Orsted A/S	Denmark	Annual	3/5/2024	Management	6.4.4	Elect Annica Bresky	For	For	
Orsted A/S	Denmark	Annual	3/5/2024	Management	7	Directors' Fees	For	For	
Orsted A/S	Denmark	Annual	3/5/2024	Management	8.1	Appointment of Auditor	For	For	
Orsted A/S	Denmark	Annual	3/5/2024	Management	8.2	Appointment of Sustainability Auditor	For	For	
Orsted A/S	Denmark	Annual	3/5/2024	Management	3	Remuneration Report	For	For	
Orsted A/S	Denmark	Annual	3/5/2024	Management	4	Ratification of Board and Management Acts	For	For	
Otis Worldwide Corp	United States	Annual	5/16/2024	Management	1a.	Elect Thomas A. Bartlett	For	For	
Otis Worldwide Corp	United States	Annual	5/16/2024	Management	1j.	Elect Shelley Stewart, Jr.	For	For	
Otis Worldwide Corp	United States	Annual	5/16/2024	Management	1k.	Elect John H. Walker	For	For	

Otis Worldwide Corp	United States	Annual	5/16/2024	Management	2.	Advisory Vote on Executive Compensation	For	For	
Otis Worldwide Corp	United States	Annual	5/16/2024	Management	3.	Ratification of Auditor	For	For	
Otis Worldwide Corp	United States	Annual	5/16/2024	ShareHolder	4.	Shareholder Proposal Regarding Mandatory Director Resignation Policy	Against	For	Adoption could promote board accountability and ensure responsiveness to shareholder concerns.
Otis Worldwide Corp	United States	Annual	5/16/2024	Management	1b.	Elect Jeffrey H. Black	For	For	
Otis Worldwide Corp	United States	Annual	5/16/2024	Management	1c.	Elect Jill C. Brannon	For	For	
Otis Worldwide Corp	United States	Annual	5/16/2024	Management	1d.	Elect Nelda J. Connors	For	For	
Otis Worldwide Corp	United States	Annual	5/16/2024	Management	1e.	Elect Kathy Hopinkah Hannan	For	For	
Otis Worldwide Corp	United States	Annual	5/16/2024	Management	1f.	Elect Shailesh G. Jejurikar	For	For	
Otis Worldwide Corp	United States	Annual	5/16/2024	Management	1g.	Elect Christopher J. Kearney	For	For	
Otis Worldwide Corp	United States	Annual	5/16/2024	Management	1h.	Elect Judith F. Marks	For	For	
Otis Worldwide Corp	United States	Annual	5/16/2024	Management	1i.	Elect Margaret M.V. Preston	For	For	
P/f Bakkafrost	Faroe Islands	Annual	4/30/2024	Management	5.6	Elect Alf-Helge Aarskog	For	For	
P/f Bakkafrost	Faroe Islands	Annual	4/30/2024	Management	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. Vote against board chair when there are less than 33%/three women on the board of directors.
P/f Bakkafrost	Faroe Islands	Annual	4/30/2024	Management	7	Directors' Fees	For	For	
P/f Bakkafrost	Faroe Islands	Annual	4/30/2024	Management	8.1	Appointment of Rógvi Jacobsen	For	For	
P/f Bakkafrost	Faroe Islands	Annual	4/30/2024	Management	8.2	Appointment of Gunnar í Liða	For	Against	Nominee is Chair of the Nomination committee, vote against given insufficient gender diversity on the board (<33%). Nominee should also 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 Bakkafrost	Faroe Islands	Annual	4/30/2024	Management	9	Nomination Committee Fees	For	For	
P/f Bakkafrost	Faroe Islands	Annual	4/30/2024	Management	10	Appointment of Auditor	For	For	
P/f Bakkafrost	Faroe Islands	Annual	4/30/2024	Management	11	Remuneration Policy	For	Against	Poor overall compensation structure. Lack of an LTI compensation component. STIP metrics not disclosed. No recovery provisions. In line with last year's vote decision - no improvements.
P/f Bakkafrost	Faroe Islands	Annual	4/30/2024	Management	12.1	Amendments to Articles (Share Capital and Shares)	For	For	
P/f Bakkafrost	Faroe Islands	Annual	4/30/2024	Management	12.2	Amendments to Articles (Share Capital and Shares)	For	Against	Excessive length of authority.
P/f Bakkafrost	Faroe Islands	Annual	4/30/2024	Management	12.3	Amendments to Articles (General Meeting)	For	For	

P/f Bakkafrost	Faroe Islands	Annual	4/30/2024	Management	5.1	Elect Guðrið Højgaard	For	For	
P/f Bakkafrost	Faroe Islands	Annual	4/30/2024	Management	5.2	Elect Annika Frederiksberg	For	For	
P/f Bakkafrost	Faroe Islands	Annual	4/30/2024	Management	5.3	Elect Einar Wathne	For	For	
P/f Bakkafrost	Faroe Islands	Annual	4/30/2024	Management	5.4	Elect Øystein Sandvik	For	Against	The nominee is the chairman of the remuneration committee and is held accountable for absence of a separate vote on the (2023) remuneration report on the general meeting agenda. Not best practice.
P/f Bakkafrost	Faroe Islands	Annual	4/30/2024	Management	5.5	Elect Teitur Samuelson	For	For	
Palo Alto Networks Inc	United States	Annual	12/10/2024	Management	1a.	Elect John Key	For	For	
Palo Alto Networks Inc	United States	Annual	12/10/2024	Management	1b.	Elect Mary Pat McCarthy	For	For	
Palo Alto Networks Inc	United States	Annual	12/10/2024	Management	1c.	Elect Nir Zuk	For	For	
Palo Alto Networks Inc	United States	Annual	12/10/2024	Management	2.	Ratification of Auditor	For	For	
Palo Alto Networks Inc	United States	Annual	12/10/2024	Management	3.	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
Palo Alto Networks Inc	United States	Annual	12/10/2024	Management	4.	Advisory Vote on Executive Compensation	For	Abstain	While we note the significant compensation received by the CEO, the company continues to perform well under his leadership and is well positioned for the future. We also note incremental areas of improvement made in response to shareholder feedback.
Palo Alto Networks Inc	United States	Annual	12/10/2024	Management	5.	Amendment to the 2021 Equity Incentive Plan	For	For	
Palo Alto Networks Inc	United States	Annual	12/10/2024	ShareHolder	6.	Shareholder Proposal Regarding Report on Portfolio Risk in Employee Retirement Options	Against	For	A relevant issue that companies can and should be more focused on and can lead to more resilient and better returning employee retirement savings.
Partners Group Holding	Switzerland	Annual	5/22/2024	Management	6.2	Board Compensation (Long-Term)	For	For	
Partners Group Holding	Switzerland	Annual	5/22/2024	Management	6.3	Board Compensation ("Technical Non-Financial")	For	For	
Partners Group Holding	Switzerland	Annual	5/22/2024	Management	6.4	Executive Compensation (Fixed)	For	For	
Partners Group Holding	Switzerland	Annual	5/22/2024	Management	6.5	Executive Compensation (Long-Term)	For	For	
Partners Group Holding	Switzerland	Annual	5/22/2024	Management	6.6	Executive Compensation (Variable to Former Executives)	For	Abstain	Company has provided sufficient disclosure, which appears to request approval for the granting of cash awards under a discontinued plan to executives who left the Company during the past year.
Partners Group Holding	Switzerland	Annual	5/22/2024	Management	6.7	Executive Compensation ("Technical Non-Financial Income")	For	For	

Partners Group Holding	Switzerland	Annual	5/22/2024	Management	7.1.1	Elect Steffen Meister as Board Chair	For	Against	Board independence is less than 50%, vote against chair of the board.
Partners Group Holding	Switzerland	Annual	5/22/2024	Management	7.1.2	Elect Marcel Erni	For	Against	Nominee has served on the board for at least one year and has attended less than 75% of the meetings.
Partners Group Holding	Switzerland	Annual	5/22/2024	Management	7.1.3	Elect Alfred Gantner	For	For	
Partners Group Holding	Switzerland	Annual	5/22/2024	Management	7.1.4	Elect Anne Lester	For	For	
Partners Group Holding	Switzerland	Annual	5/22/2024	Management	7.1.5	Elect Gaëlle Olivier	For	For	
Partners Group Holding	Switzerland	Annual	5/22/2024	Management	7.1.6	Elect Urs Wietlisbach	For	For	
Partners Group Holding	Switzerland	Annual	5/22/2024	Management	7.1.7	Elect Flora Zhao	For	Against	Chair of the Nominations Committee, board independence is less than 50%.
Partners Group Holding	Switzerland	Annual	5/22/2024	Management	7.2.1	Elect Flora Zhao as Compensation Committee Member	For	For	
Partners Group Holding	Switzerland	Annual	5/22/2024	Management	7.2.2	Elect Anne Lester as Compensation Committee Member	For	For	
Partners Group Holding	Switzerland	Annual	5/22/2024	Management	7.2.3	Elect Gaëlle Olivier as Compensation Committee Member	For	For	
Partners Group Holding	Switzerland	Annual	5/22/2024	Management	7.4	Appointment of Auditor	For	For	
Partners Group Holding	Switzerland	Annual	5/22/2024	Management	1.2	Report on Non-Financial Matters	For	For	
Partners Group Holding	Switzerland	Annual	5/22/2024	Management	3	Ratification of Board and Management Acts	For	For	
Partners Group Holding	Switzerland	Annual	5/22/2024	Management	4	Approval of a Capital Band	For	For	
Partners Group Holding	Switzerland	Annual	5/22/2024	Management	5	Compensation Report	For	For	
Partners Group Holding	Switzerland	Annual	5/22/2024	Management	6.1	Board Compensation	For	For	
Pennon Group	United Kingdom	Annual	7/24/2024	Management	10	Elect Loraine Woodhouse	For	For	
Pennon Group	United Kingdom	Annual	7/24/2024	Management	11	Elect Dorothy M. Burwell	For	For	
Pennon Group	United Kingdom	Annual	7/24/2024	Management	12	Appointment of Auditor	For	For	
Pennon Group	United Kingdom	Annual	7/24/2024	Management	13	Authority to Set Auditor's Fees	For	For	
Pennon Group	United Kingdom	Annual	7/24/2024	Management	14	Authorisation of Political Donations	For	For	
Pennon Group	United Kingdom	Annual	7/24/2024	Management	15	Authority to Issue Shares w/ Preemptive Rights	For	For	
Pennon Group	United Kingdom	Annual	7/24/2024	Management	16	Approval of the Company's Climate-Related Financial Disclosure	For	For	

Pennon Group	United Kingdom	Annual	7/24/2024	Management	17	Approval of the Sharesave Scheme	For	For	
Pennon Group	United Kingdom	Annual	7/24/2024	Management	18	Approval of the All-Employee Share Incentive Plan	For	For	
Pennon Group	United Kingdom	Annual	7/24/2024	Management	19	Authority to Issue Shares w/o Preemptive Rights	For	For	
Pennon Group	United Kingdom	Annual	7/24/2024	Management	20	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For	
Pennon Group	United Kingdom	Annual	7/24/2024	Management	21	Authority to Repurchase Shares	For	For	
Pennon Group	United Kingdom	Annual	7/24/2024	Management	22	Authority to Set General Meeting Notice Period at 14 Days	For	For	
Pennon Group	United Kingdom	Annual	7/24/2024	Management	23	Amendments to Articles	For	For	
Pennon Group	United Kingdom	Annual	7/24/2024	Management	3	Remuneration Report	For	For	Acknowledge the Remuneration Committee determined that no bonus should be paid to executives with respect to the year under review. Therefore, supportive.
Pennon Group	United Kingdom	Annual	7/24/2024	Management	4	Elect David Sproul	For	For	
Pennon Group	United Kingdom	Annual	7/24/2024	Management	5	Elect Steve Buck	For	For	
Pennon Group	United Kingdom	Annual	7/24/2024	Management	6	Elect Susan J. Davy	For	For	
Pennon Group	United Kingdom	Annual	7/24/2024	Management	7	Elect Iain Evans	For	Against	Company has been identified as a laggard in its environmental performance and given environmental risk management and oversight resides primarily with the ESG board committee, we are voting against the Chair of the ESG Committee (in line with last year's approach).
Pennon Group	United Kingdom	Annual	7/24/2024	Management	8	Elect Jon Butterworth	For	For	
Pennon Group	United Kingdom	Annual	7/24/2024	Management	9	Elect Claire Ighodaro	For	For	
Pentair plc	Ireland	Annual	5/7/2024	Management	1a.	Elect Mona Abutaleb Stephenson	For	For	
Pentair plc	Ireland	Annual	5/7/2024	Management	1j.	Elect Billie I. Williamson	For	For	
Pentair plc	Ireland	Annual	5/7/2024	Management	2.	Advisory Vote on Executive Compensation	For	For	
Pentair plc	Ireland	Annual	5/7/2024	Management	3.	Appointment of Auditor and Authority to Set Fees	For	For	
Pentair plc	Ireland	Annual	5/7/2024	Management	4.	Authority to Issue Shares w/ Preemptive Rights	For	For	
Pentair plc	Ireland	Annual	5/7/2024	Management	5.	Authority to Issue Shares w/o Preemptive Rights	For	Against	Issuance authority exceeds 10% of outstanding share capital.
Pentair plc	Ireland	Annual	5/7/2024	Management	6.	Authority to Set Price Range for Re-Issuance of Treasury Shares	For	For	
Pentair plc	Ireland	Annual	5/7/2024	Management	1b.	Elect Melissa Barra	For	For	

Pentair plc	Ireland	Annual	5/7/2024	Management	1c.	Elect Tracey C. Doi	For	For	
Pentair plc	Ireland	Annual	5/7/2024	Management	1d.	Elect T. Michael Glenn	For	For	
Pentair plc	Ireland	Annual	5/7/2024	Management	1e.	Elect Theodore L. Harris	For	For	
Pentair plc	Ireland	Annual	5/7/2024	Management	1f.	Elect David A. Jones	For	For	
Pentair plc	Ireland	Annual	5/7/2024	Management	1g.	Elect Gregory E. Knight	For	For	
Pentair plc	Ireland	Annual	5/7/2024	Management	1h.	Elect Michael T. Speetzen	For	For	
Pentair plc	Ireland	Annual	5/7/2024	Management	1i.	Elect John L. Stauch	For	For	
Ping AN Insurance (Group) Co. of China, Ltd.	China	Annual	5/30/2024	Management	7.03	Elect Michael GUO as Executive Director	For	For	
Ping AN Insurance (Group) Co. of China, Ltd.	China	Annual	5/30/2024	Management	7.04	Elect CAI Fangfang as Executive Director	For	For	
Ping AN Insurance (Group) Co. of China, Ltd.	China	Annual	5/30/2024	Management	7.05	Elect FU Xin as Executive Director	For	For	
Ping AN Insurance (Group) Co. of China, Ltd.	China	Annual	5/30/2024	Management	7.06	Elect Soopakij Chearavanont XIE Jiren as Non-executive Director	For	For	
Ping AN Insurance (Group) Co. of China, Ltd.	China	Annual	5/30/2024	Management	7.07	Elect YANG Xiaoping as Non-executive Director	For	Against	The audit committee does not hit independence standards.
Ping AN Insurance (Group) Co. of China, Ltd.	China	Annual	5/30/2024	Management	7.08	Elect HE Jianfeng as Non-executive Director	For	For	
Ping AN Insurance (Group) Co. of China, Ltd.	China	Annual	5/30/2024	Management	7.09	Elect CAI Xun as Non-executive Director	For	Against	Director is a public company executive and serves on more than 2 public boards.
Ping AN Insurance (Group) Co. of China, Ltd.	China	Annual	5/30/2024	Management	8.01	Elect ZHU Xinrong as Independent Supervisor	For	For	
Ping AN Insurance (Group) Co. of China, Ltd.	China	Annual	5/30/2024	Management	8.02	Elect LIEW Fui Kiang as Independent Supervisor	For	For	
Ping AN Insurance (Group) Co. of China, Ltd.	China	Annual	5/30/2024	Management	8.03	Elect Clement HUNG Ka Hai as Independent Supervisor	For	For	
Ping AN Insurance (Group) Co. of China, Ltd.	China	Annual	5/30/2024	Management	1	Directors' Report	For	For	

Ping AN Insurance (Group) Co. of China, Ltd.	China	Annual	5/30/2024	Management	9	Authority to Issue H Shares w/o Preemptive Rights	For	For	
Ping AN Insurance (Group) Co. of China, Ltd.	China	Annual	5/30/2024	Management	10	Authority to Issue Debt Financing Instruments	For	For	
Ping AN Insurance (Group) Co. of China, Ltd.	China	Annual	5/30/2024	Management	11	Amendments to Articles	For	For	
Ping AN Insurance (Group) Co. of China, Ltd.	China	Annual	5/30/2024	Management	12.01	Elect Kenneth NG Sing Yip as Independent Director	For	For	
Ping AN Insurance (Group) Co. of China, Ltd.	China	Annual	5/30/2024	Management	12.02	Elect CHU Yiyun as Independent Director	For	For	
Ping AN Insurance (Group) Co. of China, Ltd.	China	Annual	5/30/2024	Management	12.03	Elect LIU Hong as Independent Director	For	For	
Ping AN Insurance (Group) Co. of China, Ltd.	China	Annual	5/30/2024	Management	12.04	Elect Albert NG Kong Ping as Independent Director	For	For	
Ping AN Insurance (Group) Co. of China, Ltd.	China	Annual	5/30/2024	Management	12.05	Elect JIN Li as Independent Director	For	For	
Ping AN Insurance (Group) Co. of China, Ltd.	China	Annual	5/30/2024	Management	12.06	Elect WANG Guangqian as Independent Director	For	For	
Ping AN Insurance (Group) Co. of China, Ltd.	China	Annual	5/30/2024	Management	2	Supervisors' Report	For	For	
Ping AN Insurance (Group) Co. of China, Ltd.	China	Annual	5/30/2024	Management	3	Annual Report	For	For	
Ping AN Insurance (Group) Co. of China, Ltd.	China	Annual	5/30/2024	Management	6	Appointment of Auditor and Authority to Set Fees	For	For	
Ping AN Insurance (Group) Co. of China, Ltd.	China	Annual	5/30/2024	Management	7.01	Elect MA Mingzhe as Executive Director	For	For	
Ping AN Insurance (Group) Co. of China, Ltd.	China	Annual	5/30/2024	Management	7.02	Elect XIE Yonglin as Executive Director	For	For	

Planet Fitness Inc	United States	Annual	4/30/2024	Management		Elect Bernard Acoca	For	For	
Planet Fitness Inc	United States	Annual	4/30/2024	Management		Elect Frances G. Rathke	For	For	
Planet Fitness Inc	United States	Annual	4/30/2024	Management	2.	Ratification of Auditor	For	Against	Non-audit fees were greater than 30% for 3 consecutive years and increasing YoY.
Planet Fitness Inc	United States	Annual	4/30/2024	Management	3.	Advisory Vote on Executive Compensation	For	For	
Planet Fitness Inc	United States	Annual	4/30/2024	Management	4.	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
Porvair plc	United Kingdom	Annual	4/16/2024	Management	10	Elect Sarah Vawda	For	Abstain	Candidate has resigned ahead of AGM and will not be standing for re-election, hence abstain.
Porvair plc	United Kingdom	Annual	4/16/2024	Management	11	Appointment of Auditor	For	For	
Porvair plc	United Kingdom	Annual	4/16/2024	Management	12	Authority to Set Auditor's Fees	For	For	
Porvair plc	United Kingdom	Annual	4/16/2024	Management	13	SAYE Share Option Plan 2024	For	For	
Porvair plc	United Kingdom	Annual	4/16/2024	Management	14	Authority to Issue Shares w/ Preemptive Rights	For	For	
Porvair plc	United Kingdom	Annual	4/16/2024	Management	15	Authority to Issue Shares w/o Preemptive Rights	For	For	
Porvair plc	United Kingdom	Annual	4/16/2024	Management	16	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For	
Porvair plc	United Kingdom	Annual	4/16/2024	Management	17	Authority to Repurchase Shares	For	For	
Porvair plc	United Kingdom	Annual	4/16/2024	Management	18	Authority to Set General Meeting Notice Period at 14 Days	For	For	
Porvair plc	United Kingdom	Annual	4/16/2024	Management	2	Remuneration Policy	For	For	
Porvair plc	United Kingdom	Annual	4/16/2024	Management	3	Remuneration Report	For	For	
Porvair plc	United Kingdom	Annual	4/16/2024	Management	5	Elect Sally Martin	For	For	
Porvair plc	United Kingdom	Annual	4/16/2024	Management	6	Elect James Mills	For	For	
Porvair plc	United Kingdom	Annual	4/16/2024	Management	7	Elect John E. Nicholas	For	Abstain	Given resignation of Sarah Vawda ahead of the AGM (see item 10), board gender diversity has dropped below 33%, flagging a vote against Chair of the Board and Chair of the NomCom. We have engaged with the company and they are looking to appoint another independent female director with relevant industrial expertise but expect this may take some time. Abstaining given plans to improve board gender representation and noting racial/ethnic diversity disclosure has improved since our engagement with the company on this topic last year. Should the gender diversity of the board not improve by the next AGM, we will vote against the Chair.



Porvair plc	United Kingdom	Annual	4/16/2024	Management	8	Elect Amitabh Sharma	For	For	
Porvair plc	United Kingdom	Annual	4/16/2024	Management	9	Elect Ben Stocks	For	For	
Prologis Inc	United States	Annual	5/9/2024	Management	1a.	Elect Hamid R. Moghadam	For	For	
Prologis Inc	United States	Annual	5/9/2024	Management	1j.	Elect Olivier Piani	For	For	
Prologis Inc	United States	Annual	5/9/2024	Management	1k.	Elect Carl B. Webb	For	For	
Prologis Inc	United States	Annual	5/9/2024	Management	2.	Advisory Vote on Executive Compensation	For	For	
Prologis Inc	United States	Annual	5/9/2024	Management	3.	Ratification of Auditor	For	For	
Prologis Inc	United States	Annual	5/9/2024	Management	4.	Elimination of Supermajority Requirement	For	For	
Prologis Inc	United States	Annual	5/9/2024	Management	5.	Amendment to By-Laws to Reduce Voting Threshold	For	For	
Prologis Inc	United States	Annual	5/9/2024	ShareHolder	6.	Shareholder Proposal Regarding Simple Majority Vote	Against	For	
Prologis Inc	United States	Annual	5/9/2024	Management	1b.	Elect Cristina G. Bitá	For	For	
Prologis Inc	United States	Annual	5/9/2024	Management	1c.	Elect James B. Connor	For	For	
Prologis Inc	United States	Annual	5/9/2024	Management	1d.	Elect George L. Fotiades	For	For	
Prologis Inc	United States	Annual	5/9/2024	Management	1e.	Elect Lydia H. Kennard	For	For	
Prologis Inc	United States	Annual	5/9/2024	Management	1f.	Elect Irving F. Lyons, III	For	For	
Prologis Inc	United States	Annual	5/9/2024	Management	1g.	Elect Guy Metcalfe	For	For	
Prologis Inc	United States	Annual	5/9/2024	Management	1h.	Elect Avid Modjtabai	For	For	
Prologis Inc	United States	Annual	5/9/2024	Management	1i.	Elect David P. O'Connor	For	For	
Prudential plc	United Kingdom	Annual	5/23/2024	Management	10	Elect George D. Sartorel	For	For	
Prudential plc	United Kingdom	Annual	5/23/2024	Management	11	Elect Claudia Süßmuth Dyckerhoff	For	For	
Prudential plc	United Kingdom	Annual	5/23/2024	Management	12	Elect Jeanette Wong	For	For	
Prudential plc	United Kingdom	Annual	5/23/2024	Management	13	Elect Yok Tak Amy Yip	For	For	
Prudential plc	United Kingdom	Annual	5/23/2024	Management	14	Appointment of Auditor	For	For	
Prudential plc	United Kingdom	Annual	5/23/2024	Management	15	Authority to Set Auditor's Fees	For	For	
Prudential plc	United Kingdom	Annual	5/23/2024	Management	16	Authorisation of Political Donations	For	For	
Prudential plc	United Kingdom	Annual	5/23/2024	Management	17	Authority to Issue Shares w/ Preemptive Rights	For	For	

Prudential plc	United Kingdom	Annual	5/23/2024	Management	18	Authority to Issue Repurchased Shares w/ Preemptive Rights	For	For	
Prudential plc	United Kingdom	Annual	5/23/2024	Management	19	Authority to Issue Preference Shares	For	For	
Prudential plc	United Kingdom	Annual	5/23/2024	Management	2	Remuneration Report	For	For	
Prudential plc	United Kingdom	Annual	5/23/2024	Management	20	Authority to Issue Shares w/o Preemptive Rights	For	For	
Prudential plc	United Kingdom	Annual	5/23/2024	Management	21	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For	
Prudential plc	United Kingdom	Annual	5/23/2024	Management	22	Authority to Repurchase Shares	For	For	
Prudential plc	United Kingdom	Annual	5/23/2024	Management	23	Scrip Dividend	For	For	
Prudential plc	United Kingdom	Annual	5/23/2024	Management	24	Authority to Set General Meeting Notice Period at 14 Days	For	For	
Prudential plc	United Kingdom	Annual	5/23/2024	Management	3	Elect Mark Saunders	For	For	
Prudential plc	United Kingdom	Annual	5/23/2024	Management	4	Elect Shriti Vadera	For	For	
Prudential plc	United Kingdom	Annual	5/23/2024	Management	5	Elect Anil Wadhvani	For	For	
Prudential plc	United Kingdom	Annual	5/23/2024	Management	6	Elect Jeremy Anderson	For	For	
Prudential plc	United Kingdom	Annual	5/23/2024	Management	7	Elect Arijit Basu	For	For	
Prudential plc	United Kingdom	Annual	5/23/2024	Management	8	Elect Chua Sock Koong	For	For	
Prudential plc	United Kingdom	Annual	5/23/2024	Management	9	Elect Ming Lu	For	For	
Prysmian S.p.A.	Italy	Annual	4/18/2024	Management	005A	List presented by Board of Directors	For	For	
Prysmian S.p.A.	Italy	Annual	4/18/2024	Management	005B	List presented by Group of Institutional Investors representing 2.76% of Share Capital	Undetermined	Mixed	
Prysmian S.p.A.	Italy	Annual	4/18/2024	Management	0060	Directors' Fees	For	For	
Prysmian S.p.A.	Italy	Annual	4/18/2024	Management	0070	Authority to Repurchase and Reissue Shares	For	For	
Prysmian S.p.A.	Italy	Annual	4/18/2024	Management	0080	Appointment of Auditor and Authority to Set Fees	For	For	
Prysmian S.p.A.	Italy	Annual	4/18/2024	Management	0090	Remuneration Policy	For	Against	The structure and disclosure of the remuneration plan remain lacking. Insufficient response to shareholder dissent at last year's AGM. Sub-optimal termination agreements. Board can use discretion to adjust awards under both short- and long-term incentive plan, departing from the effective achievement level of performance goals. Increase in CEO's maximum opportunity (+20%) under the STIP, without clear rationale.

Prysmian S.p.A.	Italy	Annual	4/18/2024	Management	0100	Remuneration Report	For	For	
Prysmian S.p.A.	Italy	Annual	4/18/2024	Management	0030	Board Size	For	For	
Prysmian S.p.A.	Italy	Annual	4/18/2024	Management	0040	Board Term Length	For	For	
PTC Inc	United States	Annual	2/14/2024	Management		Elect Neil Barua	For	For	
PTC Inc	United States	Annual	2/14/2024	Management		Elect Mark D. Benjamin	For	For	
PTC Inc	United States	Annual	2/14/2024	Management		Elect Janice D. Chaffin	For	For	
PTC Inc	United States	Annual	2/14/2024	Management		Elect Amar Hanspal	For	For	
PTC Inc	United States	Annual	2/14/2024	Management		Elect Michal Katz	For	For	
PTC Inc	United States	Annual	2/14/2024	Management		Elect Paul A. Lacy	For	For	
PTC Inc	United States	Annual	2/14/2024	Management		Elect Corinna Lathan	For	For	
PTC Inc	United States	Annual	2/14/2024	Management		Elect Janesh Moorjani	For	For	
PTC Inc	United States	Annual	2/14/2024	Management		Elect Robert P. Schechter	For	For	
PTC Inc	United States	Annual	2/14/2024	Management	2.	Advisory Vote on Executive Compensation	For	For	
PTC Inc	United States	Annual	2/14/2024	Management	3.	Ratification of Auditor	For	Against	Non-audit fees were greater than 30% for 3 consecutive years.
Puregold Price Club Inc	Philippines	Annual	5/14/2024	Management	9	Elect Leonardo B. Dayao	For	Against	Director is a public company executive and serves on more than 2 public boards. Affiliated director on audit committee, does not hit independence standards.
Puregold Price Club Inc	Philippines	Annual	5/14/2024	Management	10	Elect Jack Huang	For	For	
Puregold Price Club Inc	Philippines	Annual	5/14/2024	Management	11	Elect Jaime Dela Rosa	For	Against	Director is Chair of the Audit Committee and company has been identified as climate "non-aligned", with insufficient progress in its climate risk management processes. Vote against directors with climate risk oversight.
Puregold Price Club Inc	Philippines	Annual	5/14/2024	Management	12	Elect Gil B. Genio	For	For	
Puregold Price Club Inc	Philippines	Annual	5/14/2024	Management	13	Elect Emmanuel G. Herbosa	For	For	
Puregold Price Club Inc	Philippines	Annual	5/14/2024	Management	14	Appointment of Auditor and Authority to Set Fees	For	For	
Puregold Price Club Inc	Philippines	Annual	5/14/2024	Management	5	Elect Lucio L. Co	For	For	
Puregold Price Club Inc	Philippines	Annual	5/14/2024	Management	6	Elect Susan P. Co	For	Against	Director is a public company executive and serves on more than 2 public boards. Director is Chair of the board and company has been identified as climate "non-aligned", with insufficient progress in its climate risk management processes, vote against directors with climate risk oversight.
Puregold Price Club Inc	Philippines	Annual	5/14/2024	Management	7	Elect Ferdinand Vincent P. Co	For	For	

Puregold Price Club Inc	Philippines	Annual	5/14/2024	Management	8	Elect Pamela Justine P. Co-Yuyitung	For	Against	Affiliated director on audit committee, does not hit independence standards.
Qiagen NV	Netherlands	Annual	6/21/2024	Management	5f	Elect Lawrence A. Rosen	For	Against	Nominee served as chair of the nomination & ESG committee during the previous fiscal year. The company has failed to provide disclosure of racial/ethnic minority demographic information at an overall board aggregate or individual director.
Qiagen NV	Netherlands	Annual	6/21/2024	Management	5g	Elect Stephen H. Rusckowski	For	For	
Qiagen NV	Netherlands	Annual	6/21/2024	Management	5h	Elect Elizabeth E. Tallett	For	For	
Qiagen NV	Netherlands	Annual	6/21/2024	Management	5i	Elect Bert van Meurs	For	For	
Qiagen NV	Netherlands	Annual	6/21/2024	Management	5j	Elect Eva van Pelt	For	For	
Qiagen NV	Netherlands	Annual	6/21/2024	Management	6a	Elect Thierry Bernard	For	For	
Qiagen NV	Netherlands	Annual	6/21/2024	Management	6b	Elect Roland Sackers	For	For	
Qiagen NV	Netherlands	Annual	6/21/2024	Management	7a	Supervisory Board Remuneration Policy	For	Against	Non-executive participation linked to performance.
Qiagen NV	Netherlands	Annual	6/21/2024	Management	7b	Directors' Fees	For	Against	Non-executive participation linked to performance.
Qiagen NV	Netherlands	Annual	6/21/2024	Management	8	Appointment of Auditor for 2024	For	For	
Qiagen NV	Netherlands	Annual	6/21/2024	Management	9	Appointment of Auditor for 2025	For	For	
Qiagen NV	Netherlands	Annual	6/21/2024	Management	10a	Authority to Issue Shares w/ Preemptive Rights	For	Against	Potential dilution exceeds 20%.
Qiagen NV	Netherlands	Annual	6/21/2024	Management	10b	Authority to Suppress Preemptive Rights	For	For	
Qiagen NV	Netherlands	Annual	6/21/2024	Management	11	Authority to Repurchase Shares	For	For	
Qiagen NV	Netherlands	Annual	6/21/2024	Management	12	Capitalisation of Reserves	For	For	
Qiagen NV	Netherlands	Annual	6/21/2024	Management	13	Cancellation of Fractional Shares	For	For	
Qiagen NV	Netherlands	Annual	6/21/2024	Management	3	Ratification of Management Acts	For	For	
Qiagen NV	Netherlands	Annual	6/21/2024	Management	4	Ratification of Supervisory Board Acts	For	For	
Qiagen NV	Netherlands	Annual	6/21/2024	Management	5a	Elect Metin Colpan	For	For	
Qiagen NV	Netherlands	Annual	6/21/2024	Management	5b	Elect Toralf Haag	For	For	
Qiagen NV	Netherlands	Annual	6/21/2024	Management	5c	Elect Ross L. Levine	For	For	
Qiagen NV	Netherlands	Annual	6/21/2024	Management	5d	Elect Elaine Mardis	For	For	
Qiagen NV	Netherlands	Annual	6/21/2024	Management	5e	Elect Eva Pisa	For	For	
Raia Drogasil S.A.	Brazil	Special	11/6/2024	Management	1	Amendment to the Restricted Shares Plan	For	For	
Raia Drogasil S.A.	Brazil	Annual	4/17/2024	Management	3	Remuneration Policy	For	For	
Raia Drogasil S.A.	Brazil	Annual	4/17/2024	Management	4	Election of Supervisory Council	For	For	
Raia Drogasil S.A.	Brazil	Annual	4/17/2024	Management	5	Approve Recasting of Votes for Amended Supervisory Council Slate	For	Against	Not supportive of new candidates included in the slate that shareholders would not have the opportunity to assess.

Raia Drogasil S.A.	Brazil	Annual	4/17/2024	Management	6	Supervisory Council' Fees	For	For	
Rational AG	Germany	Annual	5/8/2024	Management	8.2	Elect Johannes Würbser	For	Against	The board does not hit independence standards and there is no NomCom committee. Voting against affiliated director.
Rational AG	Germany	Annual	5/8/2024	Management	8.3	Elect Werner Schwind	For	For	
Rational AG	Germany	Annual	5/8/2024	Management	8.4	Elect Clarissa Kafer	For	For	

Rational AG	Germany	Annual	5/8/2024	Management	8.5	Elect Christoph Lintz	For	Against	The board does not hit independence standards and there is no NomCom committee. Voting against affiliated director.
Rational AG	Germany	Annual	5/8/2024	Management	3	Ratification of Management Board Acts	For	For	
Rational AG	Germany	Annual	5/8/2024	Management	4	Ratification of Supervisory Board Acts	For	For	

Rational AG	Germany	Annual	5/8/2024	Management	5	Remuneration Report	For	For	
Rational AG	Germany	Annual	5/8/2024	Management	6	Appointment of Auditor	For	For	
Rational AG	Germany	Annual	5/8/2024	Management	7	Amendments to Articles (Record Date)	For	For	

Rational AG	Germany	Annual	5/8/2024	Management	8.1	Elect Erich Baumgärtner	For	For	
Rayonier Inc.	United States	Annual	5/16/2024	Management	1a.	Elect Scott R. Jones	For	For	
Rayonier Inc.	United States	Annual	5/16/2024	Management	2.	Advisory Vote on Executive Compensation	For	For	
Rayonier Inc.	United States	Annual	5/16/2024	Management	3.	Ratification of Auditor	For	For	
Rayonier Inc.	United States	Annual	5/16/2024	Management	1b.	Elect Keith E. Bass	For	For	
Rayonier Inc.	United States	Annual	5/16/2024	Management	1c.	Elect Gregg A. Gonsalves	For	For	
Rayonier Inc.	United States	Annual	5/16/2024	Management	1d.	Elect V. Larkin Martin	For	For	
Rayonier Inc.	United States	Annual	5/16/2024	Management	1e.	Elect Mark D. McHugh	For	For	
Rayonier Inc.	United States	Annual	5/16/2024	Management	1f.	Elect Meridee A. Moore	For	For	
Rayonier Inc.	United States	Annual	5/16/2024	Management	1g.	Elect Ann C. Nelson	For	For	
Rayonier Inc.	United States	Annual	5/16/2024	Management	1h.	Elect Matthew J Rivers	For	For	
Rayonier Inc.	United States	Annual	5/16/2024	Management	1i.	Elect Andrew G. Wiltshire	For	For	
Recruit Holdings Co. Ltd.	Japan	Annual	6/20/2024	Management	2.1	Elect Yukiko Nagashima @ Yukiko Watanabe	For	Against	The Board of Statutory Auditors is not majority independent.
Recruit Holdings Co. Ltd.	Japan	Annual	6/20/2024	Management	2.2	Elect Yoichiro Ogawa	For	For	
Recruit Holdings Co. Ltd.	Japan	Annual	6/20/2024	Management	2.3	Elect Katsuya Natori	For	For	
Recruit Holdings Co. Ltd.	Japan	Annual	6/20/2024	Management	2.4	Elect Miho Tanaka @ Miho Takahashi as Alternate Statutory Auditor	For	For	
Recruit Holdings Co. Ltd.	Japan	Annual	6/20/2024	Management	3	Statutory Auditors' Fees	For	Abstain	Significant increase in the fee, 67%, with insufficient rationale. Potential threat to the independence of the auditor.
Recruit Holdings Co. Ltd.	Japan	Annual	6/20/2024	Management	1.1	Elect Masumi Minegishi	For	For	
Recruit Holdings Co. Ltd.	Japan	Annual	6/20/2024	Management	1.2	Elect Hisayuki Idekoba	For	For	



Recruit Holdings Co. Ltd.	Japan	Annual	6/20/2024	Management	1.3	Elect Ayano Senaha	For	For	
Recruit Holdings Co. Ltd.	Japan	Annual	6/20/2024	Management	1.4	Elect Rony Kahan	For	For	
Recruit Holdings Co. Ltd.	Japan	Annual	6/20/2024	Management	1.5	Elect Naoki Izumiya	For	For	
Recruit Holdings Co. Ltd.	Japan	Annual	6/20/2024	Management	1.6	Elect Hiroki Totoki	For	For	
Recruit Holdings Co. Ltd.	Japan	Annual	6/20/2024	Management	1.7	Elect Keiko Honda	For	For	
Recruit Holdings Co. Ltd.	Japan	Annual	6/20/2024	Management	1.8	Elect Katrina Lake	For	For	
RenaissanceRe Holdings Ltd	Bermuda	Annual	5/13/2024	Management	1a.	Elect Brian G. J. Gray	For	For	
RenaissanceRe Holdings Ltd	Bermuda	Annual	5/13/2024	Management	1b.	Elect Duncan P. Hennes	For	For	
RenaissanceRe Holdings Ltd	Bermuda	Annual	5/13/2024	Management	1c.	Elect Kevin J. O'Donnell	For	For	
RenaissanceRe Holdings Ltd	Bermuda	Annual	5/13/2024	Management	2.	Advisory Vote on Executive Compensation	For	For	Several one-time awards granted in past FY - to monitor going forward but good overall alignment of pay with performance.
RenaissanceRe Holdings Ltd	Bermuda	Annual	5/13/2024	Management	3.	Ratification of Auditor	For	For	
Repligen Corp.	United States	Annual	5/16/2024	Management	1a.	Elect Tony J. Hunt	For	For	
Repligen Corp.	United States	Annual	5/16/2024	Management	2.	Ratification of Auditor	For	For	
Repligen Corp.	United States	Annual	5/16/2024	Management	3.	Advisory Vote on Executive Compensation	For	For	
Repligen Corp.	United States	Annual	5/16/2024	Management	1b.	Elect Karen Dawes	For	For	
Repligen Corp.	United States	Annual	5/16/2024	Management	1c.	Elect Nicolas M. Barthelemy	For	For	
Repligen Corp.	United States	Annual	5/16/2024	Management	1d.	Elect Carrie Eglinton Manner	For	For	
Repligen Corp.	United States	Annual	5/16/2024	Management	1e.	Elect Konstantin Konstantinov	For	For	
Repligen Corp.	United States	Annual	5/16/2024	Management	1f.	Elect Martin D. Madaus	For	For	
Repligen Corp.	United States	Annual	5/16/2024	Management	1g.	Elect Rohin Mhatre	For	For	
Repligen Corp.	United States	Annual	5/16/2024	Management	1h.	Elect Glenn P. Muir	For	For	
Repligen Corp.	United States	Annual	5/16/2024	Management	1i.	Elect Margaret A. Pax	For	For	
Republic Services, Inc.	United States	Annual	5/23/2024	Management	1a.	Elect Manuel Kadre	For	For	
Republic Services, Inc.	United States	Annual	5/23/2024	Management	1j.	Elect Brian S. Tyler	For	For	
Republic Services, Inc.	United States	Annual	5/23/2024	Management	1k.	Elect Jon Vander Ark	For	For	

Republic Services, Inc.	United States	Annual	5/23/2024	Management	1l.	Elect Sandra M. Volpe	For	For	
Republic Services, Inc.	United States	Annual	5/23/2024	Management	1m.	Elect Katharine B. Weymouth	For	For	
Republic Services, Inc.	United States	Annual	5/23/2024	Management	2.	Advisory Vote on Executive Compensation	For	For	
Republic Services, Inc.	United States	Annual	5/23/2024	Management	3.	Ratification of Auditor	For	For	
Republic Services, Inc.	United States	Annual	5/23/2024	ShareHolder	4.	Shareholder Proposal Regarding Just Transition Reporting	Against	For	Supportive of additional disclosure on the company's Just Transition planning, in line with its plan to manage climate-related transition risks.
Republic Services, Inc.	United States	Annual	5/23/2024	Management	1b.	Elect Tomago Collins	For	For	
Republic Services, Inc.	United States	Annual	5/23/2024	Management	1c.	Elect Michael A. Duffy	For	For	
Republic Services, Inc.	United States	Annual	5/23/2024	Management	1d.	Elect Thomas W. Handley	For	Against	The comp committee does not hit independence standards (<67%). Nominee is compensation committee chair and is not independent.
Republic Services, Inc.	United States	Annual	5/23/2024	Management	1e.	Elect Jennifer M. Kirk	For	For	
Republic Services, Inc.	United States	Annual	5/23/2024	Management	1f.	Elect Michael Larson	For	Against	Nominee is nom/gov committee chair and is not independent, even though the nom/gov committee hits independence standards (>50%).
Republic Services, Inc.	United States	Annual	5/23/2024	Management	1g.	Elect N. Thomas Linebarger	For	For	
Republic Services, Inc.	United States	Annual	5/23/2024	Management	1h.	Elect Meg Reynolds	For	For	
Republic Services, Inc.	United States	Annual	5/23/2024	Management	1i.	Elect James P. Snee	For	For	
Revvity Inc.	United States	Annual	4/23/2024	Management	1a.	Elect Peter Barrett	For	For	
Revvity Inc.	United States	Annual	4/23/2024	Management	1j.	Elect Pascale Witz	For	For	
Revvity Inc.	United States	Annual	4/23/2024	Management	2.	Ratification of Auditor	For	For	
Revvity Inc.	United States	Annual	4/23/2024	Management	3.	Advisory Vote on Executive Compensation	For	Abstain	Some disclosure concerns remain despite improvement in link between pay and performance since last year. Insufficient disclosure of LTIP performance goals; similar metrics used under STIP and LTIP. Internal pay inequity.
Revvity Inc.	United States	Annual	4/23/2024	ShareHolder	4.	Shareholder Proposal Regarding Simple Majority Vote	Against	For	Supermajority vote requirements can impede shareholders' ability to approve ballot items that are in their interests.
Revvity Inc.	United States	Annual	4/23/2024	Management	1b.	Elect Samuel R. Chapin	For	For	
Revvity Inc.	United States	Annual	4/23/2024	Management	1c.	Elect Michael A. Klobuchar	For	For	
Revvity Inc.	United States	Annual	4/23/2024	Management	1d.	Elect Michelle McMurry-Heath	For	For	
Revvity Inc.	United States	Annual	4/23/2024	Management	1e.	Elect Alexis P. Michas	For	For	
Revvity Inc.	United States	Annual	4/23/2024	Management	1f.	Elect Prahlad R. Singh	For	For	

Revvity Inc.	United States	Annual	4/23/2024	Management	1g.	Elect Sophie V. Vandebroek	For	For	
Revvity Inc.	United States	Annual	4/23/2024	Management	1h.	Elect Michel Vounatsos	For	For	
Revvity Inc.	United States	Annual	4/23/2024	Management	1i.	Elect Franklin R. Witney	For	For	
Rockwell Automation Inc	United States	Annual	2/6/2024	Management		Elect Alice L. Jolla	For	For	
Rockwell Automation Inc	United States	Annual	2/6/2024	Management		Elect Lisa A. Payne	For	For	
Rockwell Automation Inc	United States	Annual	2/6/2024	Management	B.	Advisory Vote on Executive Compensation	For	For	
Rockwell Automation Inc	United States	Annual	2/6/2024	Management	C.	Ratification of Auditor	For	For	
S.F. Holding Co. Ltd	China	Annual	4/30/2024	Management	1	2023 ANNUAL REPORT AND ITS SUMMARY	For	For	
S.F. Holding Co. Ltd	China	Annual	4/30/2024	Management	10	Issuance of Debt Financing Instruments by Wholly-owned Subsidiaries	For	Against	Company's debt levels significantly exceed those of its peers.
S.F. Holding Co. Ltd	China	Annual	4/30/2024	Management	11	Authority to Give Guarantees for the Issuance of Debt Financing Instruments by Wholly-owned Subsidiaries	For	Against	The aggregate amount of guarantees provided by the Company in excess of its audited equity attributed to equity holders of the Company may pose a threat to the Company's financial position.
S.F. Holding Co. Ltd	China	Annual	4/30/2024	Management	12	Increase Estimated Related Party Transactions from year 2024 to 2026	For	For	Normal business practices.
S.F. Holding Co. Ltd	China	Annual	4/30/2024	Management	2	2023 Directors' Report	For	For	
S.F. Holding Co. Ltd	China	Annual	4/30/2024	Management	3	2023 Supervisors' Report	For	For	
S.F. Holding Co. Ltd	China	Special	10/29/2024	Management	3	Amendments to Articles	For	For	
S.F. Holding Co. Ltd	China	Special	10/29/2024	Management	4.3	Work System for Independent Non-Executive Directors	For	For	
S.F. Holding Co. Ltd	China	Annual	4/30/2024	Management	7	CHANGE OF THE PURPOSE OF REPURCHASED SHARES FOR CANCELLATION	For	For	
S.F. Holding Co. Ltd	China	Special	10/29/2024	Management	5	Elect XU Bensong	For	For	Company is non-aligned with net zero. However, the only nominee standing for election is a new nominee to the board.
S.F. Holding Co. Ltd	China	Annual	4/30/2024	Management	8	Re-appointment of PwC Zhong Tian as the Company's Auditor in 2024	For	For	
S.F. Holding Co. Ltd	China	Annual	4/30/2024	Management	9	2024 Provision of Guarantees by the Company to its Subsidiaries	For	Against	Aggregate amount of guarantees provided by the Company in excess of its audited equity attributed to equity holders of the Company may pose a threat to the Company's financial position.

Sakata Seed Corporation	Japan	Annual	8/27/2024	Management	2.1	Elect Jumpei Tsushima	For	For	
Sakata Seed Corporation	Japan	Annual	8/27/2024	Management	2.2	Elect Akinori Bo	For	For	
Sakata Seed Corporation	Japan	Annual	8/27/2024	Management	2.3	Elect Kimiko Tanaka	For	For	
Samsung Electro Mechanics	Korea, Republic of	Annual	3/20/2024	Management	2	Elect CHOI Jae Yeol	For	Against	Executive director nominee (insider), board diversity already very low at <50% (29%), Chair and/or Chair of NomCom not up for election.
Samsung Electro Mechanics	Korea, Republic of	Annual	3/20/2024	Management	3	Election of Independent Director to Be Appointed as Audit Committee Member: CHEONG Seung Il	For	For	
Samsung Electro Mechanics	Korea, Republic of	Annual	3/20/2024	Management	4	Directors' Fees	For	For	
Schneider Electric SE	France	Mix	5/23/2024	Management	4	Special Auditors Report on Regulated Agreements	For	For	
Schneider Electric SE	France	Mix	5/23/2024	Management	5	Appointment of Auditor for Sustainability Reporting (Mazars)	For	For	
Schneider Electric SE	France	Mix	5/23/2024	Management	6	Appointment of Auditor for Sustainability Reporting (PricewaterhouseCoopers)	For	For	
Schneider Electric SE	France	Mix	5/23/2024	Management	7	2023 Remuneration Report	For	For	
Schneider Electric SE	France	Mix	5/23/2024	Management	8	2023 Remuneration of Jean-Pascal Tricoire, Chair and Former CEO (Until May 3, 2023)	For	Abstain	The company's decision not to pro-rate the LTI outstanding awards for the CEO even though he left his executive role on May 3, 2023 is not in the best interests of shareholders. But we welcome the company's decision to introduce a rule which provides for the pro-rating of outstanding awards in the event of the CEO's departure, with effect from the 2024 remuneration policy.
Schneider Electric SE	France	Mix	5/23/2024	Management	9	2023 Remuneration of Peter Herweck, CEO (Since May 4, 2023)	For	For	

Schneider Electric SE	France	Mix	5/23/2024	Management	10	2023 Remuneration of Jean-Pascal Tricoire, Chair (Since May 4, 2023)	For	For	
Schneider Electric SE	France	Mix	5/23/2024	Management	11	2024 Remuneration Policy (CEO)	For	For	
Schneider Electric SE	France	Mix	5/23/2024	Management	12	2024 Remuneration Policy (Chair)	For	For	
Schneider Electric SE	France	Mix	5/23/2024	Management	13	2024 Remuneration Policy (Board of Directors)	For	For	
Schneider Electric SE	France	Mix	5/23/2024	Management	14	Elect Fred Kindle	For	For	
Schneider Electric SE	France	Mix	5/23/2024	Management	15	Elect Cécile Cabanis	For	For	
Schneider Electric SE	France	Mix	5/23/2024	Management	16	Elect Jill Lee	For	For	
Schneider Electric SE	France	Mix	5/23/2024	Management	17	Elect Philippe Knoche	For	For	
Schneider Electric SE	France	Mix	5/23/2024	Management	18	Authority to Repurchase and Reissue Shares	For	For	
Schneider Electric SE	France	Mix	5/23/2024	Management	19	Employee Stock Purchase Plan	For	For	
Schneider Electric SE	France	Mix	5/23/2024	Management	20	Stock Purchase Plan for Overseas Employees	For	For	
Sekisui Chemical Co. Ltd.	Japan	Annual	6/20/2024	Management	2.8	Elect Hiroshi Oeda	For	For	
Sekisui Chemical Co. Ltd.	Japan	Annual	6/20/2024	Management	2.9	Elect Haruko Nozaki	For	For	
Sekisui Chemical Co. Ltd.	Japan	Annual	6/20/2024	Management	2.10	Elect Miharu Koezuka	For	For	
Sekisui Chemical Co. Ltd.	Japan	Annual	6/20/2024	Management	2.11	Elect Machiko Miyai	For	For	
Sekisui Chemical Co. Ltd.	Japan	Annual	6/20/2024	Management	2.12	Elect Yoshihiko Hatanaka	For	For	
Sekisui Chemical Co. Ltd.	Japan	Annual	6/20/2024	Management	2.1	Elect Teiji Koge	For	For	
Sekisui Chemical Co. Ltd.	Japan	Annual	6/20/2024	Management	2.2	Elect Keita Kato	For	For	
Sekisui Chemical Co. Ltd.	Japan	Annual	6/20/2024	Management	2.3	Elect Futoshi Kamiwaki	For	For	
Sekisui Chemical Co. Ltd.	Japan	Annual	6/20/2024	Management	2.4	Elect Yoshiyuki Hirai	For	For	
Sekisui Chemical Co. Ltd.	Japan	Annual	6/20/2024	Management	2.5	Elect Ikusuke Shimizu	For	For	

Sekisui Chemical Co. Ltd.	Japan	Annual	6/20/2024	Management	2.6	Elect Masahide Yoshida	For	For	
Sekisui Chemical Co. Ltd.	Japan	Annual	6/20/2024	Management	2.7	Elect Kazuya Murakami	For	For	
Severn Trent plc	United Kingdom	Annual	7/11/2024	Management	10	Elect Sarah C. Legg	For	For	
Severn Trent plc	United Kingdom	Annual	7/11/2024	Management	11	Elect Helen Miles	For	For	
Severn Trent plc	United Kingdom	Annual	7/11/2024	Management	12	Elect Sharmila Nebhrajani	For	For	
Severn Trent plc	United Kingdom	Annual	7/11/2024	Management	13	Elect Richard Mark Taylor	For	For	
Severn Trent plc	United Kingdom	Annual	7/11/2024	Management	14	Appointment of Auditor	For	For	
Severn Trent plc	United Kingdom	Annual	7/11/2024	Management	15	Authority to Set Auditor's Fees	For	For	
Severn Trent plc	United Kingdom	Annual	7/11/2024	Management	16	Authorisation of Political Donations	For	For	
Severn Trent plc	United Kingdom	Annual	7/11/2024	Management	17	Authority to Issue Shares w/ Preemptive Rights	For	For	
Severn Trent plc	United Kingdom	Annual	7/11/2024	Management	18	Authority to Issue Shares w/o Preemptive Rights	For	For	
Severn Trent plc	United Kingdom	Annual	7/11/2024	Management	19	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For	
Severn Trent plc	United Kingdom	Annual	7/11/2024	Management	02	Remuneration Report	For	For	
Severn Trent plc	United Kingdom	Annual	7/11/2024	Management	20	Authority to Repurchase Shares	For	For	
Severn Trent plc	United Kingdom	Annual	7/11/2024	Management	21	Authority to Set General Meeting Notice Period at 14 Days	For	For	
Severn Trent plc	United Kingdom	Annual	7/11/2024	Management	03	Remuneration Policy	For	For	
Severn Trent plc	United Kingdom	Annual	7/11/2024	Management	04	Sharesave Scheme	For	For	
Severn Trent plc	United Kingdom	Annual	7/11/2024	Management	06	Elect Kevin S. Beeston	For	For	
Severn Trent plc	United Kingdom	Annual	7/11/2024	Management	07	Elect Tom Delay	For	For	
Severn Trent plc	United Kingdom	Annual	7/11/2024	Management	08	Elect Olivia (Liv) Garfield	For	For	
Severn Trent plc	United Kingdom	Annual	7/11/2024	Management	09	Elect Christine Hodgson	For	For	
SFA Engineering Corp.	Korea, Republic of	Annual	3/28/2024	Management	2.1	Elect KIM Young Min	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. No women on the board, voting against the board chair (note no NomCom).

SFA Engineering Corp.	Korea, Republic of	Annual	3/28/2024	Management	2.2	Elect RYU Sang Lyul	For	For	
SFA Engineering Corp.	Korea, Republic of	Annual	3/28/2024	Management	2.3	Election of Independent Director to Be Appointed as Audit Committee Member: HEO Jun Young	For	For	
SFA Engineering Corp.	Korea, Republic of	Annual	3/28/2024	Management	3	Election of Audit Committee Member: RYU Sang Lyul	For	For	
SFA Engineering Corp.	Korea, Republic of	Annual	3/28/2024	Management	4	Directors' Fees	For	Against	Excessive compensation.
SGS AG	Switzerland	Annual	3/26/2024	Management	4.1.2	Elect Sami Atiya	For	For	
SGS AG	Switzerland	Annual	3/26/2024	Management	4.1.3	Elect Phyllis Cheung	For	For	
SGS AG	Switzerland	Annual	3/26/2024	Management	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	3/26/2024	Management	4.1.5	Elect Tobias Hartmann	For	For	
SGS AG	Switzerland	Annual	3/26/2024	Management	4.1.6	Elect Jens Riedl	For	For	
SGS AG	Switzerland	Annual	3/26/2024	Management	4.1.7	Elect Kory Sorenson	For	For	
SGS AG	Switzerland	Annual	3/26/2024	Management	4.1.8	Elect Janet S. Vergis	For	For	
SGS AG	Switzerland	Annual	3/26/2024	Management	4.2.1	Elect Calvin Grieder as Board Chair	For	For	
SGS AG	Switzerland	Annual	3/26/2024	Management	4.3.1	Elect Sami Atiya 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.
SGS AG	Switzerland	Annual	3/26/2024	Management	4.3.2	Elect Ian Gallienne as Compensation Committee Member	For	For	Affiliated director on the compensation committee, does not hit independence standards.
SGS AG	Switzerland	Annual	3/26/2024	Management	4.3.3	Elect Kory Sorenson 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.
SGS AG	Switzerland	Annual	3/26/2024	Management	4.4	Appointment of Auditor	For	For	
SGS AG	Switzerland	Annual	3/26/2024	Management	5.1	Board Compensation	For	For	
SGS AG	Switzerland	Annual	3/26/2024	Management	5.2	Executive Compensation (Fixed)	For	For	
SGS AG	Switzerland	Annual	3/26/2024	Management	5.3	Executive Compensation (Short-Term)	For	For	
SGS AG	Switzerland	Annual	3/26/2024	Management	5.4	Executive Compensation (Long-Term)	For	For	

SGS AG	Switzerland	Annual	3/26/2024	Management	5.5	Executive Compensation (Long-Term)	For	Against	Amendment is not in shareholders' best interests.
SGS AG	Switzerland	Annual	3/26/2024	Management	6.1	Amendments to Articles (Executive Compensation)	For	Against	Amendment is not in shareholders' best interests.
SGS AG	Switzerland	Annual	3/26/2024	Management	6.2	Amendments to Articles (General Meeting)	For	For	
SGS AG	Switzerland	Annual	3/26/2024	Management	1.2	Report on Non-Financial Matters	For	For	
SGS AG	Switzerland	Annual	3/26/2024	Management	1.3	Compensation Report	For	For	
SGS AG	Switzerland	Annual	3/26/2024	Management	2	Ratification of Board and Management Acts	For	For	
SGS AG	Switzerland	Annual	3/26/2024	Management	3.2	Issuance of Shares without Preemptive Rights	For	For	
SGS AG	Switzerland	Annual	3/26/2024	Management	3.3	Cancellation of Shares and Reduction in Share Capital	For	For	
SGS AG	Switzerland	Annual	3/26/2024	Management	4.1.1	Elect Calvin Grieder	For	For	
Shanghai BOCHU Electronic Technology Corporation Limited	China	Special	6/25/2024	Management	1.	Appointment of Auditor	For	For	
Shanghai BOCHU Electronic Technology Corporation Limited	China	Special	6/25/2024	Management	8.2.	Elect DAI Tiantian	For	Against	The audit committee does not hit independence standards. An executive sits on the audit committee.
Shanghai BOCHU Electronic Technology Corporation Limited	China	Special	6/25/2024	Management	8.3.	Elect LU Lin	For	For	
Shanghai BOCHU Electronic Technology Corporation Limited	China	Special	6/25/2024	Management	8.4.	Elect HU Jia	For	Against	An executive sits on the compensation committee. The comp committee does not hit independence standards.
Shanghai BOCHU Electronic Technology Corporation Limited	China	Special	6/25/2024	Management	9.1.	Elect JIANG Xiao	For	For	
Shanghai BOCHU Electronic Technology Corporation Limited	China	Special	6/25/2024	Management	9.2.	Elect ZENG Saixing	For	For	



Shanghai BOCHU Electronic Technology Corporation Limited	China	Special	6/25/2024	Management	9.3.	Elect ZHU Hongzi	For	For	
Shanghai BOCHU Electronic Technology Corporation Limited	China	Special	6/25/2024	Management	10.1.	Elect WAN Zhang	For	Against	Beneficially owns 11.64% of the Company's issued share capital, potential conflict of interest.
Shanghai BOCHU Electronic Technology Corporation Limited	China	Special	6/25/2024	Management	10.2.	Elect RU Shanshan	For	For	
Shanghai BOCHU Electronic Technology Corporation Limited	China	Special	6/25/2024	Management	2.	Amendments to Articles	For	For	
Shanghai BOCHU Electronic Technology Corporation Limited	China	Special	6/25/2024	Management	8.1.	Elect TANG Ye	For	Against	An executive sits on the nominating committee. The nom/gov committee does not hit independence standards.
Shanghai Friendess Electronic Technology Corporation Limited	China	Annual	4/29/2024	Management	1	2023 ANNUAL REPORT AND ITS SUMMARY	For	For	
Shanghai Friendess Electronic Technology Corporation Limited	China	Annual	4/29/2024	Management	10	SPECIAL REPORT ON THE DEPOSIT AND USE OF RAISED FUNDS IN 2023	For	For	
Shanghai Friendess Electronic Technology Corporation Limited	China	Annual	4/29/2024	Management	11	2023 INTERNAL CONTROL EVALUATION REPORT	For	For	
Shanghai Friendess Electronic Technology Corporation Limited	China	Annual	4/29/2024	Management	4	AUTHORIZATION TO THE BOARD TO DECIDE ON 2024 INTERIM PROFIT DISTRIBUTION PLAN	For	For	

Shanghai Friendess Electronic Technology Corporation Limited	China	Annual	4/29/2024	Management	6	2023 WORK REPORT OF THE BOARD OF DIRECTORS	For	For	
Shanghai Friendess Electronic Technology Corporation Limited	China	Annual	4/29/2024	Management	7	2023 WORK REPORT OF THE SUPERVISORY COMMITTEE	For	For	
Shanghai Friendess Electronic Technology Corporation Limited	China	Annual	4/29/2024	Management	8	REMUNERATION PLAN FOR DIRECTORS	For	For	
Shanghai Friendess Electronic Technology Corporation Limited	China	Annual	4/29/2024	Management	9	REMUNERATION PLAN FOR SUPERVISORS	For	For	
Shenzhen Envicool Technology Co Ltd	China	Special	12/6/2024	Management	1	Re-Appointment of Auditor	For	Abstain	The company has not disclosed a breakdown of the fees paid to its auditor for the most recently completed fiscal year. Insufficient information upon which to base a decision.
Shenzhen Envicool Technology Co Ltd	China	Special	12/6/2024	Management	2	Amendments to Articles and Registration of Industrial and Commercial Changes	For	For	
Shenzhen Inovance Technology Co. Ltd	China	Annual	5/17/2024	Management	1.	2023 ANNUAL REPORT AND ITS SUMMARY	For	For	
Shenzhen Inovance Technology Co. Ltd	China	Special	9/23/2024	Management	1.	THE 7TH PHASE EQUITY INCENTIVE PLAN (DRAFT) AND ITS SUMMARY	For	For	
Shenzhen Inovance Technology Co. Ltd	China	Annual	5/17/2024	Management	10.	Preplan of the Spin-Off Listing of a Subsidiary Suzhou Inovance United Power Systems Co., Ltd. on the Growth Enterprise Market of the SSE	For	For	
Shenzhen Inovance Technology Co. Ltd	China	Annual	5/17/2024	Management	11.	Spin-Off Listing of a Subsidiary Subsidiary Suzhou Inovance United Power Systems Co., Ltd. is in Compliance with the Rules for Spin-off of Listed Companies (Trial)	For	For	

Shenzhen Inovance Technology Co. Ltd	China	Annual	5/17/2024	Management	12.	The Spin-Off Listing of Subsidiary Suzhou Inovance United Power Systems Co., Ltd. on the Growth Enterprise Market of the SSE is beneficial for the Legitimate Rights and Interest of Shareholders and Creditors	For	For	
Shenzhen Inovance Technology Co. Ltd	China	Annual	5/17/2024	Management	13.	Statement on Maintaining Independence and Sustainable Profitability of the Company	For	For	
Shenzhen Inovance Technology Co. Ltd	China	Annual	5/17/2024	Management	14.	Statement on the Subsidiary's Ability in Standard Operation	For	For	
Shenzhen Inovance Technology Co. Ltd	China	Annual	5/17/2024	Management	15.	Completeness and Compliance of Legal Proceedings of the Transactions and Validity of the Submitted Legal Documents Regarding the Transaction	For	For	
Shenzhen Inovance Technology Co. Ltd	China	Annual	5/17/2024	Management	16.	Purpose, Commercial Rationality, Necessity and Feasibility Analysis of the Transaction	For	For	
Shenzhen Inovance Technology Co. Ltd	China	Annual	5/17/2024	Management	18.1.	Amendments to Articles	For	For	
Shenzhen Inovance Technology Co. Ltd	China	Annual	5/17/2024	Management	2.	2023 Directors' Report	For	For	
Shenzhen Inovance Technology Co. Ltd	China	Special	9/23/2024	Management	2.	Appraisal Management Measures for the Implementation of the 7th Phase Equity Incentive Plan	For	For	
Shenzhen Inovance Technology Co. Ltd	China	Annual	5/17/2024	Management	19.1.	Elect ZHU Xingming	For	Against	Director is Chair of the board; no nomination or remuneration committees in place.
Shenzhen Inovance Technology Co. Ltd	China	Annual	5/17/2024	Management	19.2.	Elect LI Juntian	For	For	
Shenzhen Inovance Technology Co. Ltd	China	Annual	5/17/2024	Management	19.3.	Elect ZHOU Bin	For	For	
Shenzhen Inovance Technology Co. Ltd	China	Annual	5/17/2024	Management	19.4.	Elect LIU Yuchuan	For	For	

Shenzhen Inovance Technology Co. Ltd	China	Annual	5/17/2024	Management	19.5.	Elect SONG Junen	For	Against	The audit committee does not hit independence standards. An executive sits on the audit committee.
Shenzhen Inovance Technology Co. Ltd	China	Annual	5/17/2024	Management	19.6.	Elect YANG Chunlu	For	For	
Shenzhen Inovance Technology Co. Ltd	China	Annual	5/17/2024	Management	3.	2023 Supervisors' Report	For	For	
Shenzhen Inovance Technology Co. Ltd	China	Annual	5/17/2024	Management	20.1.	Elect ZHANG Taowei	For	For	
Shenzhen Inovance Technology Co. Ltd	China	Annual	5/17/2024	Management	20.2.	Elect ZHAO Jinlin	For	For	
Shenzhen Inovance Technology Co. Ltd	China	Annual	5/17/2024	Management	20.3.	Elect HUANG Pei	For	For	
Shenzhen Inovance Technology Co. Ltd	China	Annual	5/17/2024	Management	21.1.	Elect BAI Ziping	For	Against	Supervisors board not sufficiently independent.
Shenzhen Inovance Technology Co. Ltd	China	Annual	5/17/2024	Management	21.2.	Elect TANG Zhuxue	For	For	
Shenzhen Inovance Technology Co. Ltd	China	Annual	5/17/2024	Management	5.	Appointment of Auditor for 2024	For	For	
Shenzhen Inovance Technology Co. Ltd	China	Annual	5/17/2024	Management	6.	Complete Part Of The Investment Projects Raised By The Initial Public Offering Stocks And Use The Remaining Raised Funds To Permanently Replenish Working Capital	For	For	
Shenzhen Inovance Technology Co. Ltd	China	Annual	5/17/2024	Management	7.	Complete Some Of The Investment Projects Raised By Issuing Stocks To Specific Targets in 2020 And Use The Remaining Raised Funds To Permanently Replenish Working Capital	For	For	
Shenzhen Inovance Technology Co. Ltd	China	Annual	5/17/2024	Management	9.	Planning of the Spin-Off Listing of a Subsidiary Suzhou Inovance United Power Systems Co., Ltd. on	For	For	

						the Growth Enterprise Market of the SSE			
Shenzhen Mindray Bio-Medical Electronics Co. Ltd.	China	Special	6/12/2024	Management	1	Appointment of Auditor	For	For	
Shenzhen Mindray Bio-Medical Electronics Co. Ltd.	China	Annual	5/17/2024	Management	1.	2023 Directors' Report	For	For	
Shenzhen Mindray Bio-Medical Electronics Co. Ltd.	China	Annual	5/17/2024	Management	2.	2023 Supervisors' Report	For	For	
Shenzhen Mindray Bio-Medical Electronics Co. Ltd.	China	Annual	5/17/2024	Management	6.	2023 ANNUAL REPORT AND ITS SUMMARY	For	For	
Shenzhen Mindray Bio-Medical Electronics Co. Ltd.	China	Annual	5/17/2024	Management	7.	2023 SUSTAINABLE DEVELOPMENT REPORT	For	For	
Shenzhen Mindray Bio-Medical Electronics Co. Ltd.	China	Annual	5/17/2024	Management	8.1.	Amendments to Articles	For	For	
Shimano Inc.	Japan	Annual	3/27/2024	Management	2.1	Elect Yozo Shimano	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. Fewer than 2 or less than 15% female directors.
Shimano Inc.	Japan	Annual	3/27/2024	Management	2.2	Elect Taizo Shimano	For	For	
Shimano Inc.	Japan	Annual	3/27/2024	Management	2.3	Elect Takashi Toyoshima	For	For	

Shimano Inc.	Japan	Annual	3/27/2024	Management	2.4	Elect Masahiro Tsuzaki	For	For	
Shimano Inc.	Japan	Annual	3/27/2024	Management	3	Elect Masayoshi Yoshimoto as Statutory Auditor	For	Against	The Board of Statutory Auditors is not majority independent.
Shimano Inc.	Japan	Annual	3/27/2024	Management	4	Elect Yukihiro Kondo as Alternate Statutory Auditor	For	For	
Siemens AG	Germany	Annual	2/8/2024	Management	4.2	Ratify Birgit Steinborn	For	For	
Siemens AG	Germany	Annual	2/8/2024	Management	4d.	Ratify Tobias Bäuml	For	For	
Siemens AG	Germany	Annual	2/8/2024	Management	4.3	Ratify Werner Brandt	For	For	
Siemens AG	Germany	Annual	2/8/2024	Management	4e.	Ratify Michael Diekmann	For	For	
Siemens AG	Germany	Annual	2/8/2024	Management	4.4	Ratify Tobias Bäuml	For	For	
Siemens AG	Germany	Annual	2/8/2024	Management	4f.	Ratify Regina E. Dugan	For	For	
Siemens AG	Germany	Annual	2/8/2024	Management	4.5	Ratify Michael Diekmann	For	For	
Siemens AG	Germany	Annual	2/8/2024	Management	4g.	Ratify Andrea Fehrmann	For	For	
Siemens AG	Germany	Annual	2/8/2024	Management	4.6	Ratify Regina E. Dugan	For	For	
Siemens AG	Germany	Annual	2/8/2024	Management	4h.	Ratify Bettina Haller	For	For	
Siemens AG	Germany	Annual	2/8/2024	Management	4.7	Ratify Andrea Fehrmann	For	For	
Siemens AG	Germany	Annual	2/8/2024	Management	4i.	Ratify Oliver Hartmann	For	For	
Siemens AG	Germany	Annual	2/8/2024	Management	4.8	Ratify Bettina Haller	For	For	
Siemens AG	Germany	Annual	2/8/2024	Management	4j.	Ratify Keryn Lee James	For	For	
Siemens AG	Germany	Annual	2/8/2024	Management	4.9	Ratify Oliver Hartmann	For	For	
Siemens AG	Germany	Annual	2/8/2024	Management	4k.	Ratify Harald Kern	For	For	
Siemens AG	Germany	Annual	2/8/2024	Management	4.10	Ratify Keryn Lee James	For	For	
Siemens AG	Germany	Annual	2/8/2024	Management	4l.	Ratify Jürgen Kerner	For	For	
Siemens AG	Germany	Annual	2/8/2024	Management	4.11	Ratify Harald Kern	For	For	
Siemens AG	Germany	Annual	2/8/2024	Management	4m.	Ratify Martina Merz	For	For	
Siemens AG	Germany	Annual	2/8/2024	Management	3a.	Ratify Roland Busch	For	For	
Siemens AG	Germany	Annual	2/8/2024	Management	4.12	Ratify Jürgen Kerner	For	For	
Siemens AG	Germany	Annual	2/8/2024	Management	4n.	Ratify Christian Pfeiffer	For	For	
Siemens AG	Germany	Annual	2/8/2024	Management	4.13	Ratify Martina Merz	For	For	

Siemens AG	Germany	Annual	2/8/2024	Management	4o.	Ratify Benoît Potier	For	For	
Siemens AG	Germany	Annual	2/8/2024	Management	4.14	Ratify Christian Pfeiffer	For	For	
Siemens AG	Germany	Annual	2/8/2024	Management	4p.	Ratify Hagen Reimer	For	For	
Siemens AG	Germany	Annual	2/8/2024	Management	4.15	Ratify Benoît Potier	For	For	
Siemens AG	Germany	Annual	2/8/2024	Management	4q.	Ratify Norbert Reithofer	For	For	
Siemens AG	Germany	Annual	2/8/2024	Management	4.16	Ratify Hagen Reimer	For	For	
Siemens AG	Germany	Annual	2/8/2024	Management	4r.	Ratify Kasper Rørsted	For	For	
Siemens AG	Germany	Annual	2/8/2024	Management	4.17	Ratify Norbert Reithofer	For	For	
Siemens AG	Germany	Annual	2/8/2024	Management	4s.	Ratify Baroness Nemat Shafik	For	For	
Siemens AG	Germany	Annual	2/8/2024	Management	4.18	Ratify Kasper Rørsted	For	For	
Siemens AG	Germany	Annual	2/8/2024	Management	4t.	Ratify Nathalie von Siemens	For	For	
Siemens AG	Germany	Annual	2/8/2024	Management	4.19	Ratify Baroness Nemat Shafik	For	For	
Siemens AG	Germany	Annual	2/8/2024	Management	4u.	Ratify Michael Sigmund	For	For	
Siemens AG	Germany	Annual	2/8/2024	Management	4.20	Ratify Nathalie von Siemens	For	For	
Siemens AG	Germany	Annual	2/8/2024	Management	4v.	Ratify Dorothea Simon	For	For	
Siemens AG	Germany	Annual	2/8/2024	Management	4.21	Ratify Michael Sigmund	For	For	
Siemens AG	Germany	Annual	2/8/2024	Management	4w.	Ratify Grazia Vittadini	For	For	
Siemens AG	Germany	Annual	2/8/2024	Management	3b.	Ratify Cedrik Neike	For	For	
Siemens AG	Germany	Annual	2/8/2024	Management	4.22	Ratify Dorothea Simon	For	For	
Siemens AG	Germany	Annual	2/8/2024	Management	4x.	Ratify Matthias Zachert	For	For	
Siemens AG	Germany	Annual	2/8/2024	Management	4.23	Ratify Grazia Vittadini	For	For	
Siemens AG	Germany	Annual	2/8/2024	Management	4y.	Ratify Gunnar Zukunft	For	For	
Siemens AG	Germany	Annual	2/8/2024	Management	4.24	Ratify Matthias Zachert	For	For	
Siemens AG	Germany	Annual	2/8/2024	Management	5.	Appointment of Auditor	For	For	
Siemens AG	Germany	Annual	2/8/2024	Management	4.25	Ratify Gunnar Zukunft	For	For	
Siemens AG	Germany	Annual	2/8/2024	Management	6.	Management Board Remuneration Policy	For	For	
Siemens AG	Germany	Annual	2/8/2024	Management	5	Appointment of Auditor	For	For	
Siemens AG	Germany	Annual	2/8/2024	Management	7.	Remuneration Report	For	For	
Siemens AG	Germany	Annual	2/8/2024	Management	6	Management Board Remuneration Policy	For	For	
Siemens AG	Germany	Annual	2/8/2024	Management	8.	Increase in Authorised Capital	For	For	
Siemens AG	Germany	Annual	2/8/2024	Management	7	Remuneration Report	For	For	
Siemens AG	Germany	Annual	2/8/2024	Management	9.	Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	For	For	

Siemens AG	Germany	Annual	2/8/2024	Management	8	Increase in Authorised Capital	For	For	
Siemens AG	Germany	Annual	2/8/2024	Management	9	Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	For	For	
Siemens AG	Germany	Annual	2/8/2024	Management	3.1	Ratify Roland Busch	For	For	
Siemens AG	Germany	Annual	2/8/2024	Management	3c.	Ratify Matthias Rebellius	For	For	
Siemens AG	Germany	Annual	2/8/2024	Management	3.2	Ratify Cedrik Neike	For	For	
Siemens AG	Germany	Annual	2/8/2024	Management	3d.	Ratify Ralf P. Thomas	For	For	
Siemens AG	Germany	Annual	2/8/2024	Management	3.3	Ratify Matthias Rebellius	For	For	
Siemens AG	Germany	Annual	2/8/2024	Management	3e.	Ratify Judith Wiese	For	For	
Siemens AG	Germany	Annual	2/8/2024	Management	3.4	Ratify Ralf P. Thomas	For	For	
Siemens AG	Germany	Annual	2/8/2024	Management	4a.	Ratify Jim Hagemann Snabe	For	For	
Siemens AG	Germany	Annual	2/8/2024	Management	3.5	Ratify Judith Wiese	For	For	
Siemens AG	Germany	Annual	2/8/2024	Management	4b.	Ratify Birgit Steinborn	For	For	
Siemens AG	Germany	Annual	2/8/2024	Management	4.1	Ratify Jim Hagemann Snabe	For	For	
Siemens AG	Germany	Annual	2/8/2024	Management	4c.	Ratify Werner Brandt	For	For	
SIG Group AG	Switzerland	Annual	4/23/2024	Management	7.1.1	Elect Andreas Umbach	For	For	
SIG Group AG	Switzerland	Annual	4/23/2024	Management	7.1.2	Elect Werner J. Bauer	For	For	
SIG Group AG	Switzerland	Annual	4/23/2024	Management	7.1.3	Elect Wah-Hui Chu	For	For	
SIG Group AG	Switzerland	Annual	4/23/2024	Management	7.1.4	Elect Mariel Hoch	For	For	
SIG Group AG	Switzerland	Annual	4/23/2024	Management	7.1.5	Elect Florence Jeantet	For	For	
SIG Group AG	Switzerland	Annual	4/23/2024	Management	7.1.6	Elect Laurens Last	For	For	
SIG Group AG	Switzerland	Annual	4/23/2024	Management	7.1.7	Elect Abdallah Al Obeikan	For	For	
SIG Group AG	Switzerland	Annual	4/23/2024	Management	7.1.8	Elect Martine Snels	For	For	
SIG Group AG	Switzerland	Annual	4/23/2024	Management	7.1.9	Elect Matthias Währen	For	For	
SIG Group AG	Switzerland	Annual	4/23/2024	Management	7.2	Elect Thomas Dittrich	For	For	
SIG Group AG	Switzerland	Annual	4/23/2024	Management	7.3	Appoint Andreas Umbach as Board Chair	For	For	
SIG Group AG	Switzerland	Annual	4/23/2024	Management	7.4.1	Elect Wah-Hui Chu as Compensation Committee Member	For	For	
SIG Group AG	Switzerland	Annual	4/23/2024	Management	7.4.2	Elect Matthias Währen as Compensation Committee Member	For	For	
SIG Group AG	Switzerland	Annual	4/23/2024	Management	7.4.3	Elect Werner J. Bauer as Compensation Committee Member	For	For	
SIG Group AG	Switzerland	Annual	4/23/2024	Management	9	Appointment of Auditor	For	For	



SIG Group AG	Switzerland	Annual	4/23/2024	Management	2	Report on Non-Financial Matters	For	For	
SIG Group AG	Switzerland	Annual	4/23/2024	Management	3	Ratification of Board and Management Acts	For	For	
SIG Group AG	Switzerland	Annual	4/23/2024	Management	6.1	Compensation Report	For	For	
SIG Group AG	Switzerland	Annual	4/23/2024	Management	6.2	Board Compensation	For	For	
SIG Group AG	Switzerland	Annual	4/23/2024	Management	6.3	Executive Compensation (Total)	For	For	
Signify NV	Netherlands	Annual	5/14/2024	Management	7.a.	Ratification of Management Board Acts	For	For	
Signify NV	Netherlands	Annual	5/14/2024	Management	7.b.	Ratification of Supervisory Board Acts	For	For	
Signify NV	Netherlands	Annual	5/14/2024	Management	8.	Elect Eric Rondolat to the Management Board	For	For	
Signify NV	Netherlands	Annual	5/14/2024	Management	9.a.	Elect Jeroen Drost to the Supervisory Board	For	For	
Signify NV	Netherlands	Annual	5/14/2024	Management	9.b.	Elect Rita S. Lane to the Supervisory Board	For	For	
Signify NV	Netherlands	Annual	5/14/2024	Management	9.c.	Elect Pamela Knapp to the Supervisory Board	For	For	
Signify NV	Netherlands	Annual	5/14/2024	Management	10.a.	Management Board Remuneration Policy	For	For	
Signify NV	Netherlands	Annual	5/14/2024	Management	10.b.	Supervisory Board Remuneration Policy	For	For	
Signify NV	Netherlands	Annual	5/14/2024	Management	11.	Appointment of Auditor	For	For	
Signify NV	Netherlands	Annual	5/14/2024	Management	12.a.	Authority to Issue Shares w/ Preemptive Rights	For	For	
Signify NV	Netherlands	Annual	5/14/2024	Management	12.b.	Authority to Suppress Preemptive Rights	For	For	
Signify NV	Netherlands	Annual	5/14/2024	Management	13.	Authority to Repurchase Shares (10% - Generic; 10% - Capital Reduction)	For	For	
Signify NV	Netherlands	Annual	5/14/2024	Management	14.	Cancellation of Shares (10% - Generic; 10% - Capital Reduction)	For	For	
Signify NV	Netherlands	Annual	5/14/2024	Management	2.	Remuneration Report	For	For	
Sika AG	Switzerland	Annual	3/26/2024	Management	4.1.6	Elect Paul Schuler	For	For	Comp Committee meets independence standards.
Sika AG	Switzerland	Annual	3/26/2024	Management	4.1.7	Elect Thierry Vanlancker	For	For	
Sika AG	Switzerland	Annual	3/26/2024	Management	4.2	Elect Thomas Aebischer	For	For	
Sika AG	Switzerland	Annual	3/26/2024	Management	4.3	Appoint Thierry Vanlancker as Board Chair	For	For	
Sika AG	Switzerland	Annual	3/26/2024	Management	4.4.1	Elect Justin M. Howell as Nominating and Compensation Committee Member	For	For	
Sika AG	Switzerland	Annual	3/26/2024	Management	4.4.2	Elect Gordana Landen as Nominating and Compensation Committee Member	For	For	
Sika AG	Switzerland	Annual	3/26/2024	Management	4.4.3	Elect Paul Schuler as Nominating and	For	For	

						Compensation Committee Member			
Sika AG	Switzerland	Annual	3/26/2024	Management	4.5	Appointment of Auditor	For	For	
Sika AG	Switzerland	Annual	3/26/2024	Management	5	Report on Non-Financial Matters	For	For	
Sika AG	Switzerland	Annual	3/26/2024	Management	6.1	Compensation Report	For	For	
Sika AG	Switzerland	Annual	3/26/2024	Management	6.2	Board Compensation	For	For	
Sika AG	Switzerland	Annual	3/26/2024	Management	6.3	Executive Compensation (Total)	For	For	
Sika AG	Switzerland	Annual	3/26/2024	Management	3	Ratification of Board Acts	For	For	
Sika AG	Switzerland	Annual	3/26/2024	Management	4.1.1	Elect Victor Balli	For	For	
Sika AG	Switzerland	Annual	3/26/2024	Management	4.1.2	Elect Lucrece J.I. Foufopoulos-De Ridder	For	For	
Sika AG	Switzerland	Annual	3/26/2024	Management	4.1.3	Elect Justin M. Howell	For	For	
Sika AG	Switzerland	Annual	3/26/2024	Management	4.1.4	Elect Gordana Landen	For	For	
Sika AG	Switzerland	Annual	3/26/2024	Management	4.1.5	Elect Monika Ribar	For	Against	The audit committee chair is not independent. The audit committee does not hit independence standards.
Sinbon Electronics Co Ltd	Taiwan	Annual	5/30/2024	Management	4.7	Elect CHEN Ho-Min as Independent Director	For	For	
Sinbon Electronics Co Ltd	Taiwan	Annual	5/30/2024	Management	4.8	Elect LIN Yu-Fen as Independent Director	For	For	
Sinbon Electronics Co Ltd	Taiwan	Annual	5/30/2024	Management	4.9	Elect WEA Chi-Lin as Independent Director	For	Against	Withhold votes from a nominee who serves on a total of 8 public company boards.
Sinbon Electronics Co Ltd	Taiwan	Annual	5/30/2024	Management	4.10	Elect LIU Mu-Hsiao as Independent Director	For	For	
Sinbon Electronics Co Ltd	Taiwan	Annual	5/30/2024	Management	4.11	Elect LIN Mei-Chu as Independent Director	For	For	
Sinbon Electronics Co Ltd	Taiwan	Annual	5/30/2024	Management	5	Non-Compete Restrictions for Directors	For	For	
Sinbon Electronics Co Ltd	Taiwan	Annual	5/30/2024	Management	4.1	Elect WANG Shaw-Shing as Non-Independent Director	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.
Sinbon Electronics Co Ltd	Taiwan	Annual	5/30/2024	Management	4.2	Elect WANG Chao-Liang as Non-Independent Director	For	For	
Sinbon Electronics Co Ltd	Taiwan	Annual	5/30/2024	Management	4.3	Elect LIANG Wei-Ming as Non-Independent Director	For	For	
Sinbon Electronics Co Ltd	Taiwan	Annual	5/30/2024	Management	4.4	Elect HUANG Wen-Sen as Non-Independent Director	For	For	
Sinbon Electronics Co Ltd	Taiwan	Annual	5/30/2024	Management	4.5	Elect WANG Wei-Chung as Non-Independent Director	For	For	

Sinbon Electronics Co Ltd	Taiwan	Annual	5/30/2024	Management	4.6	Elect WANG Kuo-Hung as Non-Independent Director	For	For	
SiteOne Landscape Supply Inc	United States	Annual	5/7/2024	Management		Elect Doug Black	For	For	
SiteOne Landscape Supply Inc	United States	Annual	5/7/2024	Management		Elect Judith Sansone	For	For	
SiteOne Landscape Supply Inc	United States	Annual	5/7/2024	Management		Elect Jack L. Wyszomierski	For	For	
SiteOne Landscape Supply Inc	United States	Annual	5/7/2024	Management	2.	Amendment to Articles to Limit the Liability of Certain Officers	For	Against	Amendment essentially removes liability for an officer's breach of his or her duty of care. Such protections are counter to the interests of shareholders.
SiteOne Landscape Supply Inc	United States	Annual	5/7/2024	Management	3.	Ratification of Auditor	For	For	
SiteOne Landscape Supply Inc	United States	Annual	5/7/2024	Management	4.	Advisory Vote on Executive Compensation	For	For	
SK Hynix Inc	Korea, Republic of	Annual	3/27/2024	Management	2	Amendments to Articles	For	For	
SK Hynix Inc	Korea, Republic of	Annual	3/27/2024	Management	3	Election of Inside Director: AHN Hyun	For	For	
SK Hynix Inc	Korea, Republic of	Annual	3/27/2024	Management	4	Election of Independent Director: SOHN Hyun Chul	For	For	
SK Hynix Inc	Korea, Republic of	Annual	3/27/2024	Management	5	Election of Non-executive Director: JANG Yong Ho	For	For	
SK Hynix Inc	Korea, Republic of	Annual	3/27/2024	Management	6	Election of Independent Director to Be Appointed as Audit Committee Member: YANG Dong Hoon	For	For	
SK Hynix Inc	Korea, Republic of	Annual	3/27/2024	Management	7	Directors' Fees	For	Against	Significant increase vs. last year and excessive compensation vs. peers.
SK Hynix Inc	Korea, Republic of	Annual	3/27/2024	Management	8	Amendments to Executive Officer Retirement Allowance Policy	For	For	
Solaredge Technologies Inc	United States	Annual	6/5/2024	Management	1a.	Elect Zivi Lando	For	For	
Solaredge Technologies Inc	United States	Annual	6/5/2024	Management	1b.	Elect Avery More	For	For	
Solaredge Technologies Inc	United States	Annual	6/5/2024	Management	1c.	Elect Nadav Zafrir	For	For	
Solaredge Technologies Inc	United States	Annual	6/5/2024	Management	2.	Ratification of Auditor	For	For	
Solaredge Technologies Inc	United States	Annual	6/5/2024	Management	3.	Advisory Vote on Executive Compensation	For	For	
Sonoco Products Co.	United States	Annual	4/17/2024	Management	1a.	Elect Steven L. Boyd	For	For	
Sonoco Products Co.	United States	Annual	4/17/2024	Management	1j.	Elect Blythe J. McGarvie	For	For	

Sonoco Products Co.	United States	Annual	4/17/2024	Management	1k.	Elect Thomas E. Whiddon	For	For	
Sonoco Products Co.	United States	Annual	4/17/2024	Management	2.	Ratification of Auditor	For	For	
Sonoco Products Co.	United States	Annual	4/17/2024	Management	3.	Advisory Vote on Executive Compensation	For	For	
Sonoco Products Co.	United States	Annual	4/17/2024	Management	4.	Approval of the 2024 Omnibus Incentive Plan	For	For	
Sonoco Products Co.	United States	Annual	4/17/2024	ShareHolder	5.	Shareholder Proposal Regarding Political Contributions and Expenditures Report	Against	For	Supportive of more comprehensive and transparent reporting on political contributions.
Sonoco Products Co.	United States	Annual	4/17/2024	Management	1b.	Elect R. Howard Coker	For	For	
Sonoco Products Co.	United States	Annual	4/17/2024	Management	1c.	Elect Pamela L. Davies	For	For	
Sonoco Products Co.	United States	Annual	4/17/2024	Management	1d.	Elect Theresa J. Drew	For	For	
Sonoco Products Co.	United States	Annual	4/17/2024	Management	1e.	Elect Philippe Guillemot	For	For	
Sonoco Products Co.	United States	Annual	4/17/2024	Management	1f.	Elect John R. Haley	For	For	
Sonoco Products Co.	United States	Annual	4/17/2024	Management	1g.	Elect Robert R. Hill, Jr.	For	For	
Sonoco Products Co.	United States	Annual	4/17/2024	Management	1h.	Elect Eleni Istavridis	For	For	
Sonoco Products Co.	United States	Annual	4/17/2024	Management	1i.	Elect Richard G. Kyle	For	For	
Spirax-Sarco Engineering plc	United Kingdom	Annual	5/15/2024	Management	10	Elect Peter I. France	For	For	
Spirax-Sarco Engineering plc	United Kingdom	Annual	5/15/2024	Management	11	Elect Richard Gillingwater	For	For	
Spirax-Sarco Engineering plc	United Kingdom	Annual	5/15/2024	Management	12	Elect Caroline A. Johnstone	For	For	
Spirax-Sarco Engineering plc	United Kingdom	Annual	5/15/2024	Management	13	Elect Jane Kingston	For	For	
Spirax-Sarco Engineering plc	United Kingdom	Annual	5/15/2024	Management	14	Elect Kevin Thompson	For	For	
Spirax-Sarco Engineering plc	United Kingdom	Annual	5/15/2024	Management	15	Authority to Issue Shares w/ Preemptive Rights	For	For	
Spirax-Sarco Engineering plc	United Kingdom	Annual	5/15/2024	Management	16	Scrip Dividend Renewal	For	For	
Spirax-Sarco Engineering plc	United Kingdom	Annual	5/15/2024	Management	18	Amendments to Articles	For	For	
Spirax-Sarco Engineering plc	United Kingdom	Annual	5/15/2024	Management	19	Authority to Issue Shares w/o Preemptive Rights	For	For	
Spirax-Sarco Engineering plc	United Kingdom	Annual	5/15/2024	Management	02	Remuneration Report	For	For	
Spirax-Sarco Engineering plc	United Kingdom	Annual	5/15/2024	Management	20	Authority to Repurchase Shares	For	For	
Spirax-Sarco Engineering plc	United Kingdom	Annual	5/15/2024	Management	04	Appointment of Auditor	For	For	

Spirax-Sarco Engineering plc	United Kingdom	Annual	5/15/2024	Management	05	Authority to Set Auditor's Fees	For	For	
Spirax-Sarco Engineering plc	United Kingdom	Annual	5/15/2024	Management	06	Elect Jamie Pike	For	For	
Spirax-Sarco Engineering plc	United Kingdom	Annual	5/15/2024	Management	07	Elect Nimesh Patel	For	For	
Spirax-Sarco Engineering plc	United Kingdom	Annual	5/15/2024	Management	08	Elect Angela Archon	For	For	
Spirax-Sarco Engineering plc	United Kingdom	Annual	5/15/2024	Management	09	Elect Constance Baroudel	For	For	
SSE Plc	United Kingdom	Annual	7/18/2024	Management	10	Elect Barry O'Regan	For	For	
SSE Plc	United Kingdom	Annual	7/18/2024	Management	11	Elect Alistair Phillips-Davies	For	For	
SSE Plc	United Kingdom	Annual	7/18/2024	Management	12	Elect Martin Pibworth	For	For	
SSE Plc	United Kingdom	Annual	7/18/2024	Management	13	Elect Melanie Smith	For	For	
SSE Plc	United Kingdom	Annual	7/18/2024	Management	14	Elect Dame Angela Strank	For	For	
SSE Plc	United Kingdom	Annual	7/18/2024	Management	15	ELECT MAARTEN WETSELAAR	For	For	
SSE Plc	United Kingdom	Annual	7/18/2024	Management	16	Appointment of Auditor	For	For	
SSE Plc	United Kingdom	Annual	7/18/2024	Management	17	Authority to Set Auditor's Fees	For	For	
SSE Plc	United Kingdom	Annual	7/18/2024	Management	18	Approval of Net Zero Transition Report	For	For	
SSE Plc	United Kingdom	Annual	7/18/2024	Management	19	Authority to Issue Shares w/ Preemptive Rights	For	For	
SSE Plc	United Kingdom	Annual	7/18/2024	Management	2	Remuneration Report	For	For	
SSE Plc	United Kingdom	Annual	7/18/2024	Management	20	Scrip Dividend	For	For	
SSE Plc	United Kingdom	Annual	7/18/2024	Management	21	Authority to Issue Shares w/o Preemptive Rights	For	For	
SSE Plc	United Kingdom	Annual	7/18/2024	Management	22	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For	
SSE Plc	United Kingdom	Annual	7/18/2024	Management	23	Authority to Repurchase Shares	For	For	
SSE Plc	United Kingdom	Annual	7/18/2024	Management	24	Authority to Set General Meeting Notice Period at 14 Days	For	For	
SSE Plc	United Kingdom	Annual	7/18/2024	Management	4	Elect Lady Elish Frances Angiolini	For	For	
SSE Plc	United Kingdom	Annual	7/18/2024	Management	5	Elect John G. Bason	For	For	
SSE Plc	United Kingdom	Annual	7/18/2024	Management	6	Elect Tony Cocker	For	For	
SSE Plc	United Kingdom	Annual	7/18/2024	Management	7	Elect Debbie Crosbie	For	For	

SSE Plc	United Kingdom	Annual	7/18/2024	Management	8	Elect Helen Mahy	For	For	
SSE Plc	United Kingdom	Annual	7/18/2024	Management	9	Elect Sir John A. Manzoni	For	For	
Stantec Inc	Canada	Annual	5/9/2024	Management	1A	Elect Douglas K. Ammerman	For	For	
Stantec Inc	Canada	Annual	5/9/2024	Management	02	Appointment of Auditor and Authority to Set Fees	For	For	
Stantec Inc	Canada	Annual	5/9/2024	Management	03	Advisory Vote on Executive Compensation	For	For	
Stantec Inc	Canada	Annual	5/9/2024	Management	1B	Elect Martin A. à Porta	For	For	
Stantec Inc	Canada	Annual	5/9/2024	Management	1C	Elect Shelley A.M. Brown	For	For	
Stantec Inc	Canada	Annual	5/9/2024	Management	1D	Elect Angeline G. Chen	For	For	
Stantec Inc	Canada	Annual	5/9/2024	Management	1E	Elect Patricia D. Galloway	For	For	
Stantec Inc	Canada	Annual	5/9/2024	Management	1F	Elect Gordon A. Johnston	For	For	
Stantec Inc	Canada	Annual	5/9/2024	Management	1G	Elect Donald J. Lowry	For	For	
Stantec Inc	Canada	Annual	5/9/2024	Management	1H	Elect Marie-Lucie Morin	For	For	
Stantec Inc	Canada	Annual	5/9/2024	Management	1I	Elect Celina J. Wang Doka	For	For	
Stericycle Inc.	United States	Special	8/14/2024	Management	1.	Merger with Waste Management, Inc.	For	For	
Stericycle Inc.	United States	Annual	5/21/2024	Management	1a.	Elect Robert S. Murley	For	For	
Stericycle Inc.	United States	Annual	5/21/2024	Management	1j.	Elect James L. Welch	For	For	
Stericycle Inc.	United States	Annual	5/21/2024	Management	2.	Advisory Vote on Executive Compensation	For	For	
Stericycle Inc.	United States	Annual	5/21/2024	Management	3.	Ratification of Auditor	For	For	
Stericycle Inc.	United States	Annual	5/21/2024	Management	1b.	Elect Cindy J. Miller	For	For	
Stericycle Inc.	United States	Annual	5/21/2024	Management	1c.	Elect Brian P. Anderson	For	For	
Stericycle Inc.	United States	Special	8/14/2024	Management	3.	Advisory Vote on Golden Parachutes	For	For	
Stericycle Inc.	United States	Annual	5/21/2024	Management	1d.	Elect Lynn Dorsey Bleil	For	For	
Stericycle Inc.	United States	Annual	5/21/2024	Management	1e.	Elect Thomas F. Chen	For	For	
Stericycle Inc.	United States	Annual	5/21/2024	Management	1f.	Elect Victoria Dolan	For	For	
Stericycle Inc.	United States	Annual	5/21/2024	Management	1g.	Elect Naren K. Gursahaney	For	For	
Stericycle Inc.	United States	Annual	5/21/2024	Management	1h.	Elect Jesse Joel Hackney, Jr.	For	For	
Stericycle Inc.	United States	Annual	5/21/2024	Management	1i.	Elect Stephen C. Hooley	For	For	
Steris Plc	Ireland	Annual	8/1/2024	Management	1a.	Elect Esther M. Alegria	For	For	
Steris Plc	Ireland	Annual	8/1/2024	Management	1j.	Elect Richard M. Steeves	For	For	

Steris Plc	Ireland	Annual	8/1/2024	Management	2.	Ratification of Auditor	For	For	
Steris Plc	Ireland	Annual	8/1/2024	Management	3.	Appointment of Statutory Auditor	For	For	
Steris Plc	Ireland	Annual	8/1/2024	Management	4.	Authority to Set Statutory Auditor's Fees	For	For	
Steris Plc	Ireland	Annual	8/1/2024	Management	5.	Advisory Vote on Executive Compensation	For	For	
Steris Plc	Ireland	Annual	8/1/2024	Management	6.	Authority to Issue Shares w/ Preemptive Rights	For	For	
Steris Plc	Ireland	Annual	8/1/2024	Management	7.	Authority to Issue Shares w/o Preemptive Rights	For	Against	Issuance authority exceeds 10% of outstanding share capital.
Steris Plc	Ireland	Annual	8/1/2024	Management	1b.	Elect Richard C. Breeden	For	For	
Steris Plc	Ireland	Annual	8/1/2024	Management	1c.	Elect Daniel A. Carestio	For	For	
Steris Plc	Ireland	Annual	8/1/2024	Management	1d.	Elect Cynthia L. Feldmann	For	For	
Steris Plc	Ireland	Annual	8/1/2024	Management	1e.	Elect Christopher S. Holland	For	For	
Steris Plc	Ireland	Annual	8/1/2024	Management	1f.	Elect Jacqueline B. Kosecoff	For	For	
Steris Plc	Ireland	Annual	8/1/2024	Management	1g.	Elect Paul E. Martin	For	For	
Steris Plc	Ireland	Annual	8/1/2024	Management	1h.	Elect Nirav R. Shah	For	For	
Steris Plc	Ireland	Annual	8/1/2024	Management	1i.	Elect Mohsen M. Sohi	For	For	
Symrise AG	Germany	Annual	5/15/2024	Management	8	Increase in Authorised Capital	For	For	
Symrise AG	Germany	Annual	5/15/2024	Management	9	Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	For	For	
Symrise AG	Germany	Annual	5/15/2024	Management	3	Ratification of Management Board Acts	For	For	
Symrise AG	Germany	Annual	5/15/2024	Management	4	Ratification of Supervisory Board Acts	For	For	
Symrise AG	Germany	Annual	5/15/2024	Management	5	Appointment of Auditor	For	For	
Symrise AG	Germany	Annual	5/15/2024	Management	6	Remuneration Report	For	For	
Symrise AG	Germany	Annual	5/15/2024	Management	7.1	Amendments to Articles (Virtual Meetings)	For	For	
Symrise AG	Germany	Annual	5/15/2024	Management	7.2	Amendments to Articles (Virtual AGM Participation of Supervisory Board Members)	For	For	
Sysco Corp.	United States	Annual	11/15/2024	Management	1a.	Elect Daniel J. Brutto	For	For	
Sysco Corp.	United States	Annual	11/15/2024	Management	1j.	Elect Alison Kenney Paul	For	For	
Sysco Corp.	United States	Annual	11/15/2024	Management	1k.	Elect Sheila G. Talton	For	For	
Sysco Corp.	United States	Annual	11/15/2024	Management	2.	Advisory Vote on Executive Compensation	For	For	
Sysco Corp.	United States	Annual	11/15/2024	Management	3.	Approval of the 2025 Employee Stock Purchase Plan	For	For	

Sysco Corp.	United States	Annual	11/15/2024	Management	4.	Ratification of Auditor	For	For	
Sysco Corp.	United States	Annual	11/15/2024	ShareHolder	5.	Shareholder Proposal Regarding Gestation Crates	Against	For	
Sysco Corp.	United States	Annual	11/15/2024	Management	1b.	Elect Francesca DeBiase	For	For	
Sysco Corp.	United States	Annual	11/15/2024	Management	1c.	Elect Ali Dibadj	For	For	
Sysco Corp.	United States	Annual	11/15/2024	Management	1d.	Elect Larry C. Glasscock	For	For	
Sysco Corp.	United States	Annual	11/15/2024	Management	1e.	Elect Jill M. Golder	For	For	
Sysco Corp.	United States	Annual	11/15/2024	Management	1f.	Elect Bradley M. Halverson	For	For	
Sysco Corp.	United States	Annual	11/15/2024	Management	1g.	Elect John M. Hinshaw	For	For	
Sysco Corp.	United States	Annual	11/15/2024	Management	1h.	Elect Kevin P. Hourican	For	For	
Sysco Corp.	United States	Annual	11/15/2024	Management	1i.	Elect Roberto O. Marques	For	For	
Taiwan Semiconductor Manufacturing	Taiwan	Annual	6/4/2024	Management	4.7	Elect L. Rafael Reif	For	For	
Taiwan Semiconductor Manufacturing	Taiwan	Annual	6/4/2024	Management	4.8	Elect Ursula M. Burns	For	For	
Taiwan Semiconductor Manufacturing	Taiwan	Annual	6/4/2024	Management	4.9	Elect Lynn L. Elsenhans	For	For	
Taiwan Semiconductor Manufacturing	Taiwan	Annual	6/4/2024	Management	4.10	Elect LIN Chuan	For	For	
Taiwan Semiconductor Manufacturing	Taiwan	Annual	6/4/2024	Management	2	Amendments to Articles of Association	For	For	
Taiwan Semiconductor Manufacturing	Taiwan	Annual	6/4/2024	Management	2.	Amendments to Articles of Association	For	For	
Taiwan Semiconductor Manufacturing	Taiwan	Annual	6/4/2024	Management	3	2024 Employee Restricted Stock Plan	For	For	
Taiwan Semiconductor Manufacturing	Taiwan	Annual	6/4/2024	Management	3.	2024 Employee Restricted Stock Plan	For	For	
Taiwan Semiconductor Manufacturing	Taiwan	Annual	6/4/2024	Management	4.1	Elect WEI Che-Chia	For	For	
Taiwan Semiconductor Manufacturing	Taiwan	Annual	6/4/2024	Management		Elect WEI Che-Chia	For	For	



Taiwan Semiconductor Manufacturing	Taiwan	Annual	6/4/2024	Management		Elect TSENG Fan-Cheng	For	For	
Taiwan Semiconductor Manufacturing	Taiwan	Annual	6/4/2024	Management		Elect KUNG Ming-Hsin	For	Withhold	Nominee has served on the board for at least one year and has attended less than 75% of the meetings.
Taiwan Semiconductor Manufacturing	Taiwan	Annual	6/4/2024	Management		Elect Sir Peter L. Bonfield	For	Withhold	The audit committee chair is not independent. The audit committee does not hit independence standards.
Taiwan Semiconductor Manufacturing	Taiwan	Annual	6/4/2024	Management		Elect Michael R. Splinter	For	For	
Taiwan Semiconductor Manufacturing	Taiwan	Annual	6/4/2024	Management		Elect Moshe N.Gavriellov	For	For	
Taiwan Semiconductor Manufacturing	Taiwan	Annual	6/4/2024	Management		Elect L. Rafael Reif	For	For	
Taiwan Semiconductor Manufacturing	Taiwan	Annual	6/4/2024	Management		Elect Ursula M. Burns	For	For	
Taiwan Semiconductor Manufacturing	Taiwan	Annual	6/4/2024	Management		Elect Lynn L. Elsenhans	For	For	
Taiwan Semiconductor Manufacturing	Taiwan	Annual	6/4/2024	Management		Elect LIN Chuan	For	For	
Taiwan Semiconductor Manufacturing	Taiwan	Annual	6/4/2024	Management	4.2	Elect TSENG Fan-Cheng	For	For	
Taiwan Semiconductor Manufacturing	Taiwan	Annual	6/4/2024	Management	4.3	Elect KUNG Ming-Hsin	For	Against	Nominee has served on the board for at least one year and has attended less than 75% of the meetings.
Taiwan Semiconductor Manufacturing	Taiwan	Annual	6/4/2024	Management	4.4	Elect Sir Peter L. Bonfield	For	Against	The audit committee chair is not independent and committee independence is insufficient (<100%).
Taiwan Semiconductor Manufacturing	Taiwan	Annual	6/4/2024	Management	4.5	Elect Michael R. Splinter	For	For	
Taiwan Semiconductor Manufacturing	Taiwan	Annual	6/4/2024	Management	4.6	Elect Moshe N.Gavriellov	For	For	
TE Connectivity Ltd	Switzerland	Special	6/12/2024	Management	1.	Reincorporation	For	For	
TE Connectivity Ltd	Switzerland	Annual	3/13/2024	Management	1a.	Elect Jean-Pierre Clamadieu	For	For	
TE Connectivity Ltd	Switzerland	Annual	3/13/2024	Management	1j.	Elect Dawn C. Willoughby	For	For	
TE Connectivity Ltd	Switzerland	Annual	3/13/2024	Management	1k.	Elect Laura H. Wright	For	For	

TE Connectivity Ltd	Switzerland	Annual	3/13/2024	Management	2.	Elect Carol Anthony Davidson as Board Chair	For	For	
TE Connectivity Ltd	Switzerland	Annual	3/13/2024	Management	3a.	Elect Abhijit Y. Talwalkar as Management Development and Compensation Committee Member	For	For	
TE Connectivity Ltd	Switzerland	Annual	3/13/2024	Management	3b.	Elect Mark C. Trudeau as Management Development and Compensation Committee Member	For	For	
TE Connectivity Ltd	Switzerland	Annual	3/13/2024	Management	3c.	Elect Dawn C. Willoughby as Management Development and Compensation Committee Member	For	For	
TE Connectivity Ltd	Switzerland	Annual	3/13/2024	Management	1b.	Elect Terrence R. Curtin	For	For	
TE Connectivity Ltd	Switzerland	Special	6/12/2024	Management	2.	Reduction in Share Premium Account	For	For	
TE Connectivity Ltd	Switzerland	Annual	3/13/2024	Management	6.	Ratification of Board and Management Acts	For	For	
TE Connectivity Ltd	Switzerland	Annual	3/13/2024	Management	7.1	Appointment of Auditor	For	For	
TE Connectivity Ltd	Switzerland	Annual	3/13/2024	Management	7.2	Appointment of Swiss Registered Auditor	For	For	
TE Connectivity Ltd	Switzerland	Annual	3/13/2024	Management	7.3	Appointment of Special Auditor	For	For	
TE Connectivity Ltd	Switzerland	Annual	3/13/2024	Management	8.	Advisory Vote on Executive Compensation	For	For	
TE Connectivity Ltd	Switzerland	Annual	3/13/2024	Management	9.	Approval of Swiss Statutory Compensation Report	For	For	
TE Connectivity Ltd	Switzerland	Annual	3/13/2024	Management	10.	Executive Compensation (Total)	For	For	
TE Connectivity Ltd	Switzerland	Annual	3/13/2024	Management	11.	Board Compensation	For	For	
TE Connectivity Ltd	Switzerland	Annual	3/13/2024	Management	1c.	Elect Carol Anthony Davidson	For	For	
TE Connectivity Ltd	Switzerland	Annual	3/13/2024	Management	14.	Approval of Capital Band	For	For	
TE Connectivity Ltd	Switzerland	Annual	3/13/2024	Management	15.	Cancellation of Shares and Reduction in Share Capital	For	For	
TE Connectivity Ltd	Switzerland	Annual	3/13/2024	Management	16A	Amendments to Articles Regarding Shareholder Rights and General Meetings	For	For	
TE Connectivity Ltd	Switzerland	Annual	3/13/2024	Management	16B	Amendments to Articles Regarding Virtual and Hybrid Meetings	For	For	
TE Connectivity Ltd	Switzerland	Annual	3/13/2024	Management	16C	Amendments to Articles Regarding Board and Compensation Matters	For	For	
TE Connectivity Ltd	Switzerland	Annual	3/13/2024	Management	17.	Authority to Repurchase Shares	For	For	
TE Connectivity Ltd	Switzerland	Annual	3/13/2024	Management	18.	Approval of the 2024 Stock and Incentive Plan	For	For	

TE Connectivity Ltd	Switzerland	Annual	3/13/2024	Management	1d.	Elect Lynn A. Dugle	For	For	
TE Connectivity Ltd	Switzerland	Annual	3/13/2024	Management	1e.	Elect William A. Jeffrey	For	For	
TE Connectivity Ltd	Switzerland	Annual	3/13/2024	Management	1f.	Elect Shirley LIN Syaru	For	For	
TE Connectivity Ltd	Switzerland	Annual	3/13/2024	Management	1g.	Elect Heath A. Mitts	For	Against	CFO on board.
TE Connectivity Ltd	Switzerland	Annual	3/13/2024	Management	1h.	Elect Abhijit Y. Talwalkar	For	For	
TE Connectivity Ltd	Switzerland	Annual	3/13/2024	Management	1i.	Elect Mark C. Trudeau	For	For	
Tecan Group AG	Switzerland	Annual	4/18/2024	Management	5.4	Increase in Board Size	For	For	Supportive of increase in board size from 7 to 8 members.
Tecan Group AG	Switzerland	Annual	4/18/2024	Management	5.5	Amendments to Articles (Miscellaneous)	For	For	
Tecan Group AG	Switzerland	Annual	4/18/2024	Management	6	Elect Monica Manotas	For	For	
Tecan Group AG	Switzerland	Annual	4/18/2024	Management	7A	Elect Lukas Braunschweiler	For	For	
Tecan Group AG	Switzerland	Annual	4/18/2024	Management	7B	Elect Myra Eskes	For	For	
Tecan Group AG	Switzerland	Annual	4/18/2024	Management	7C	Elect Oliver S. Fetzter	For	For	Director is independent/not affiliated and sits on audit committee. Note board tenure is 13 years.
Tecan Group AG	Switzerland	Annual	4/18/2024	Management	7D	Elect Matthias Gillner	For	For	
Tecan Group AG	Switzerland	Annual	4/18/2024	Management	7E	Elect Karen Hübscher	For	For	
Tecan Group AG	Switzerland	Annual	4/18/2024	Management	7F	Elect Christa Kreuzburg	For	For	
Tecan Group AG	Switzerland	Annual	4/18/2024	Management	7G	Elect Daniel R. Marshak	For	For	
Tecan Group AG	Switzerland	Annual	4/18/2024	Management	8	Appoint Lukas Braunschweiler as Board Chair	For	For	
Tecan Group AG	Switzerland	Annual	4/18/2024	Management	9A	Elect Myra Eskes as Compensation Committee Member	For	For	
Tecan Group AG	Switzerland	Annual	4/18/2024	Management	9B	Elect Oliver S. Fetzter as Compensation Committee Member	For	For	
Tecan Group AG	Switzerland	Annual	4/18/2024	Management	9C	Elect Christa Kreuzburg as Compensation Committee Member	For	For	
Tecan Group AG	Switzerland	Annual	4/18/2024	Management	9D	Elect Daniel R. Marshak as Compensation Committee Member	For	For	
Tecan Group AG	Switzerland	Annual	4/18/2024	Management	10	Appointment of Auditor	For	For	
Tecan Group AG	Switzerland	Annual	4/18/2024	Management	12.1	Compensation Report	For	For	
Tecan Group AG	Switzerland	Annual	4/18/2024	Management	12.2	Board Compensation	For	For	
Tecan Group AG	Switzerland	Annual	4/18/2024	Management	12.3	Executive Compensation (Total)	For	For	
Tecan Group AG	Switzerland	Annual	4/18/2024	Management	2	Report on Non-Financial Matters	For	For	
Tecan Group AG	Switzerland	Annual	4/18/2024	Management	4	Ratification of Board and Management Acts	For	For	

Tecan Group AG	Switzerland	Annual	4/18/2024	Management	5.1	Amendments to Articles (Company Purpose)	For	For	
Tecan Group AG	Switzerland	Annual	4/18/2024	Management	5.2	Amendments to Articles (General Meeting and Shareholder Rights)	For	For	
Tecan Group AG	Switzerland	Annual	4/18/2024	Management	5.3	Amendments to Articles (Virtual Meeting)	For	For	
Tele2 AB	Sweden	Annual	5/15/2024	ShareHolder	11b.2	Dividend Record Date (Shareholder Proposal)	Against	Abstain	Insufficient rationale.
Tele2 AB	Sweden	Annual	5/15/2024	Management	12a	Ratify Andrew Barron	For	For	
Tele2 AB	Sweden	Annual	5/15/2024	Management	12b	Ratify Stina Bergfors	For	For	
Tele2 AB	Sweden	Annual	5/15/2024	Management	12c	Ratify Georgi Ganev	For	For	
Tele2 AB	Sweden	Annual	5/15/2024	Management	12d	Ratify Kjell Johnsen	For	For	
Tele2 AB	Sweden	Annual	5/15/2024	Management	12e	Ratify Sam Kini	For	For	
Tele2 AB	Sweden	Annual	5/15/2024	Management	12f	Ratify Eva Lindqvist	For	For	
Tele2 AB	Sweden	Annual	5/15/2024	Management	12g	Ratify Lars-Åke Norling	For	For	
Tele2 AB	Sweden	Annual	5/15/2024	Management	12h	Ratify Carla Smits-Nusteling	For	For	
Tele2 AB	Sweden	Annual	5/15/2024	Management	13	Board Size	For	For	
Tele2 AB	Sweden	Annual	5/15/2024	Management	14a	Directors' Fees	For	For	
Tele2 AB	Sweden	Annual	5/15/2024	Management	14b	Authority to Set Auditor's Fees	For	For	
Tele2 AB	Sweden	Annual	5/15/2024	Management	15a	Elect Thomas Reynaud	For	For	
Tele2 AB	Sweden	Annual	5/15/2024	Management	15b	Elect Stina Bergfors	For	For	
Tele2 AB	Sweden	Annual	5/15/2024	Management	15c	Elect Aude Durant	For	For	
Tele2 AB	Sweden	Annual	5/15/2024	Management	15d	Elect Georgi Ganev	For	Against	Director is a public company executive and serves on more than 2 public boards.
Tele2 AB	Sweden	Annual	5/15/2024	Management	15e	Elect Jean-Marc Harion	For	For	
Tele2 AB	Sweden	Annual	5/15/2024	Management	15f	Elect Nicholas Högberg	For	For	
Tele2 AB	Sweden	Annual	5/15/2024	Management	15g	Elect Sam Kini	For	For	
Tele2 AB	Sweden	Annual	5/15/2024	Management	15h	Elect Eva Lindqvist	For	For	
Tele2 AB	Sweden	Annual	5/15/2024	Management	15i	Elect Lars-Åke Norling	For	For	
Tele2 AB	Sweden	Annual	5/15/2024	Management	16	Elect Thomas Reynaud as Chair of the Board	For	Against	The nominee is the chairman of the board and the board does not have an independent chairman nor an independent lead director.
Tele2 AB	Sweden	Annual	5/15/2024	Management	17	Appointment of Auditor	For	For	
Tele2 AB	Sweden	Annual	5/15/2024	Management	18	Remuneration Report	For	Against	Company paid out a one-off transformation award (granted in 2021), without sufficient disclosure of performance metrics used.
Tele2 AB	Sweden	Annual	5/15/2024	Management	19a	Adoption of Share-Based Incentives (LTI 2024)	For	For	
Tele2 AB	Sweden	Annual	5/15/2024	Management	19b	Authority to Issue Shares (LTI)	For	For	
Tele2 AB	Sweden	Annual	5/15/2024	Management	19c	Authority to Repurchase Shares (LTI)	For	For	

Tele2 AB	Sweden	Annual	5/15/2024	Management	19d	Authority to Transfer Treasury Shares (LTI)	For	For	
Tele2 AB	Sweden	Annual	5/15/2024	Management	19e	Authority to Issue Treasury Shares (LTI)	For	For	
Tele2 AB	Sweden	Annual	5/15/2024	Management	19f	Approve Equity Swap Agreement	For	For	
Tele2 AB	Sweden	Annual	5/15/2024	Management	20	Authority to Repurchase Shares	For	For	
Tele2 AB	Sweden	Annual	5/15/2024	ShareHolder	21a	Shareholder Proposal Regarding Board and Management Qualifications	Undetermined	Against	Proponent has failed to provide a sufficient rationale of how shareholders would benefit from this proposal.
Tele2 AB	Sweden	Annual	5/15/2024	ShareHolder	21b	Shareholder Proposal Regarding Measures Taken to Ensure Qualifications	Undetermined	Against	Proponent has failed to provide a sufficient rationale of how shareholders would benefit from this proposal.
Tele2 AB	Sweden	Annual	5/15/2024	ShareHolder	21c	Shareholder Proposal Regarding Report on Measures Taken	Undetermined	Against	Proponent has failed to provide a sufficient rationale of how shareholders would benefit from this proposal.
Telkom Indonesia (Persero) Tbk PT	Indonesia	Annual	5/3/2024	Management	3	Directors' and Commissioners' Fees	For	Against	Excessive bonus
Telkom Indonesia (Persero) Tbk PT	Indonesia	Annual	5/3/2024	Management	4	Appointment of Auditor and Authority to Set Fees	For	Against	Insufficient information provided.
Telkom Indonesia (Persero) Tbk PT	Indonesia	Annual	5/3/2024	Management	5	Election of Directors and/or Commissioners (Slate)	For	Against	Insufficient information provided.
Terna Energy S.A.	Greece	Ordinary	6/20/2024	Management	8.1	Appointment of Auditor and Authority to Set Fees	For	For	
Terna Energy S.A.	Greece	Ordinary	6/20/2024	Management	2.2	Directors' Fees	For	For	

Terna Energy S.A.	Greece	Ordinary	6/20/2024	Management	5.1	Ratification of Board Acts	For	For	
Terna Energy S.A.	Greece	Ordinary	6/20/2024	Management	6.1	Ratification of Auditor's Acts	For	For	
Terna Energy S.A.	Greece	Ordinary	6/20/2024	Management	7.1	Remuneration Report	For	Against	The structure and disclosure of the remuneration plan are lacking. No performance metrics or targets disclosed under the STIP. No targets disclosed, no metric measuring performance relative to peers, vesting period is under 3 years under the LTIP. Insufficient response to shareholder dissent.
Texas Instruments Inc.	United States	Annual	4/25/2024	Management	1a.	Elect Mark A. Blinn	For	For	
Texas Instruments Inc.	United States	Annual	4/25/2024	Management	1j.	Elect Ronald Kirk	For	For	
Texas Instruments Inc.	United States	Annual	4/25/2024	Management	1k.	Elect Pamela H. Patsley	For	For	
Texas Instruments Inc.	United States	Annual	4/25/2024	Management	1l.	Elect Robert E. Sanchez	For	For	
Texas Instruments Inc.	United States	Annual	4/25/2024	Management	1m.	Elect Richard K. Templeton	For	For	
Texas Instruments Inc.	United States	Annual	4/25/2024	Management	2.	Approval of the 2024 Long-Term Incentive Plan	For	For	
Texas Instruments Inc.	United States	Annual	4/25/2024	Management	3.	Advisory Vote on Executive Compensation	For	Against	LTI awards are not performance-based, STIP awards are largely discretionary and based on the company's judgement, and performance bonus awards limits are unclear.
Texas Instruments Inc.	United States	Annual	4/25/2024	Management	4.	Ratification of Auditor	For	For	
Texas Instruments Inc.	United States	Annual	4/25/2024	ShareHolder	5.	Shareholder Proposal Regarding Right to Call Special Meeting	Against	For	A 15% threshold for calling a special meeting is appropriate given the Company's size and shareholder base. Vote for.

Texas Instruments Inc.	United States	Annual	4/25/2024	ShareHolder	6.	Shareholder Proposal Regarding Report on Customer Due Diligence	Against	For	Shareholders request that the Board of Directors commission an independent third-party report, at reasonable expense and excluding proprietary information, on Texas Instruments' (TI) due diligence process to determine whether its customers' use of its products or services contribute or are linked to violations of international law. Given the potential and regulatory risks associated with the use of the Company's products in conflict-afflicted and high-risk areas particularly given the current geopolitical environment, warranting a vote for.
Texas Instruments Inc.	United States	Annual	4/25/2024	Management	1b.	Elect Todd M. Bluedorn	For	For	
Texas Instruments Inc.	United States	Annual	4/25/2024	Management	1c.	Elect Janet F. Clark	For	For	
Texas Instruments Inc.	United States	Annual	4/25/2024	Management	1d.	Elect Carrie S. Cox	For	For	
Texas Instruments Inc.	United States	Annual	4/25/2024	Management	1e.	Elect Martin S. Craighead	For	For	
Texas Instruments Inc.	United States	Annual	4/25/2024	Management	1f.	Elect Reginald DesRoches	For	For	
Texas Instruments Inc.	United States	Annual	4/25/2024	Management	1g.	Elect Curtis C. Farmer	For	For	
Texas Instruments Inc.	United States	Annual	4/25/2024	Management	1h.	Elect Jean M. Hobby	For	For	
Texas Instruments Inc.	United States	Annual	4/25/2024	Management	1i.	Elect Haviv Ilan	For	For	
Thermo Fisher Scientific Inc.	United States	Annual	5/22/2024	Management	1a.	Elect Marc N. Casper	For	For	
Thermo Fisher Scientific Inc.	United States	Annual	5/22/2024	Management	1j.	Elect Scott M. Sperling	For	For	
Thermo Fisher Scientific Inc.	United States	Annual	5/22/2024	Management	1k.	Elect Dion J. Weisler	For	For	
Thermo Fisher Scientific Inc.	United States	Annual	5/22/2024	Management	2.	Advisory Vote on Executive Compensation	For	Abstain	Some issues but noting improvements from last year, including improving pay with performance. However, overreliance on time-vesting LTIP awards, short performance period under LTIP, similar metrics used under STIP and LTIP. Beginning in 2024, the Company will update the mix of long-term awards for the CEO to consist 50% of PSUs and 50% of stock options, eliminating RSUs and increasing the allocation of performance-based awards to 50%.
Thermo Fisher Scientific Inc.	United States	Annual	5/22/2024	Management	3.	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	5/22/2024	ShareHolder	4.	Shareholder Proposal Regarding Simple Majority Vote	Against	For	
Thermo Fisher Scientific Inc.	United States	Annual	5/22/2024	Management	1b.	Elect Nelson J. Chai	For	For	

Thermo Fisher Scientific Inc.	United States	Annual	5/22/2024	Management	1c.	Elect Ruby R. Chandy	For	For	
Thermo Fisher Scientific Inc.	United States	Annual	5/22/2024	Management	1d.	Elect C. Martin Harris	For	For	
Thermo Fisher Scientific Inc.	United States	Annual	5/22/2024	Management	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	5/22/2024	Management	1f.	Elect Jennifer M. Johnson	For	Against	Director is a public company executive and serves on more than 2 public boards.
Thermo Fisher Scientific Inc.	United States	Annual	5/22/2024	Management	1g.	Elect R. Alexandra Keith	For	For	
Thermo Fisher Scientific Inc.	United States	Annual	5/22/2024	Management	1h.	Elect James C. Mullen	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	5/22/2024	Management	1i.	Elect Debora L. Spar	For	For	
T-Mobile US Inc	United States	Annual	6/12/2024	Management		Elect André Almeida	For	For	
T-Mobile US Inc	United States	Annual	6/12/2024	Management		Elect Marcelo Claire	For	Withhold	The compensation committee does not hit independence standards. Voting against the non-independent director.
T-Mobile US Inc	United States	Annual	6/12/2024	Management		Elect Srikant M. Datar	For	For	
T-Mobile US Inc	United States	Annual	6/12/2024	Management		Elect Srinivasan Gopalan	For	Withhold	The compensation committee does not hit independence standards. Voting against the non-independent director on comp. committee.
T-Mobile US Inc	United States	Annual	6/12/2024	Management		Elect Timotheus Höttges	For	Withhold	We will vote against the chairman when the board is not majority independent (36%).
T-Mobile US Inc	United States	Annual	6/12/2024	Management		Elect Christian P. Illek	For	Withhold	The compensation committee does not hit independence standards. Voting against the non-independent director on the comp. committee.
T-Mobile US Inc	United States	Annual	6/12/2024	Management		Elect James Kavanaugh	For	For	
T-Mobile US Inc	United States	Annual	6/12/2024	Management		Elect Raphael Kübler	For	Withhold	The compensation committee does not hit independence standards. Voting against the non-independent director on the comp. committee.
T-Mobile US Inc	United States	Annual	6/12/2024	Management		Elect Thorsten Langheim	For	For	
T-Mobile US Inc	United States	Annual	6/12/2024	Management		Elect Dominique Leroy	For	For	
T-Mobile US Inc	United States	Annual	6/12/2024	Management		Elect Letitia A. Long	For	For	
T-Mobile US Inc	United States	Annual	6/12/2024	Management		Elect Mike Sievert	For	For	
T-Mobile US Inc	United States	Annual	6/12/2024	Management		Elect Teresa A. Taylor	For	Withhold	We will vote against the nominating committee chair when the board is not majority independent.
T-Mobile US Inc	United States	Annual	6/12/2024	Management		Elect Kelvin R. Westbrook	For	For	
T-Mobile US Inc	United States	Annual	6/12/2024	Management	2.	Ratification of Auditor	For	For	
Tomra Systems ASA	Norway	Annual	4/25/2024	Management	7	Remuneration Policy	For	Against	Insufficient response to shareholder dissent last year. Authority to award discretionary bonuses. LTIP performance period shorter than 3 years.



Tomra Systems ASA	Norway	Annual	4/25/2024	Management	8	Remuneration Report	For	Against	CEO received 11.5% base salary increase without sufficient rationale. Excessive severance payment made in past fiscal year to outgoing executive. Discretionary bonuses awarded outside of regular annual incentive plan. STIP/LTIP largely based on same performance metrics.
Tomra Systems ASA	Norway	Annual	4/25/2024	Management	10	Election of Directors	For	For	
Tomra Systems ASA	Norway	Annual	4/25/2024	Management	11	Election of Nomination Committee Members	For	For	
Tomra Systems ASA	Norway	Annual	4/25/2024	Management	12	Directors' Fees	For	For	
Tomra Systems ASA	Norway	Annual	4/25/2024	Management	13	Nomination Committee Fees	For	For	
Tomra Systems ASA	Norway	Annual	4/25/2024	Management	14	Approval of Shareholding Requirements for Board Members	For	For	
Tomra Systems ASA	Norway	Annual	4/25/2024	Management	15	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	4/25/2024	Management	16	Authority to Repurchase and Reissue Shares	For	For	
Tomra Systems ASA	Norway	Annual	4/25/2024	Management	17	Authority to Issue Shares w/ or w/o Preemptive Rights (Mergers and Acquisitions)	For	For	
Toro Co.	United States	Annual	3/19/2024	Management		Elect Gary L. Ellis	For	For	
Toro Co.	United States	Annual	3/19/2024	Management		Elect Jill M. Pemberton	For	For	
Toro Co.	United States	Annual	3/19/2024	Management	2.	Ratification of Auditor	For	For	
Toro Co.	United States	Annual	3/19/2024	Management	3.	Advisory Vote on Executive Compensation	For	Abstain	Some disconnect between pay and performance, although below target payout under the STIP slightly mitigates this concern. Multiple one-off/sign-on awards granted in past year without performance conditions. Insufficient disclosure of LTIP performance goals. Similar metrics used under STIP and LTIP, with no relative metrics under the LTIP. Internal pay inequity. Insufficient disclosure of executive ownership requirements.
Totvs SA	Brazil	Annual	4/23/2024	Management	6.4	Elect Guilherme Stocco Filho	For	For	
Totvs SA	Brazil	Annual	4/23/2024	Management	6.5	Elect Laércio José de Lucena Cosentino	For	Against	Affiliated director (Chair & Founder) on the comp committee; does not hit independence standards. Related party transactions.
Totvs SA	Brazil	Annual	4/23/2024	Management	6.6	Elect Maria Letícia de Freitas Costa	For	For	
Totvs SA	Brazil	Annual	4/23/2024	Management	6.7	Elect Tania Sztamfater Chocolat	For	For	

Totvs SA	Brazil	Annual	4/23/2024	Management	9	Remuneration Policy	For	Against	Multiple issues: Board chair is eligible to receive performance-based awards designed for executives and non-executive board members are allowed to participate in incentive plans designed for executives. Company grants equity awards to founder/board chair despite substantial existing ownership. LTI vesting period is less than three years; no recovery provisions for STI or LTI plans. Excessive dilution (>5%) beyond common practice.
Totvs SA	Brazil	Annual	4/23/2024	Management	10	Request Establishment of Supervisory Council	Against	Abstain	Company has not disclosed which candidates would be up for election to serve on the Supervisory Council; insufficient information to make informed decision.
Totvs SA	Brazil	Annual	4/23/2024	Management	2	Capital Expenditure Budget	For	For	
Totvs SA	Brazil	Annual	4/23/2024	Management	4	Board Size	For	For	
Totvs SA	Brazil	Annual	4/23/2024	Management	6.1	Elect Ana Claudia Piedade Silveira dos Reis	For	For	
Totvs SA	Brazil	Annual	4/23/2024	Management	6.2	Elect Edson Georges Nassar	For	For	
Totvs SA	Brazil	Annual	4/23/2024	Management	6.3	Elect Gilberto Mifano	For	For	
Trane Technologies plc	Ireland	Annual	6/6/2024	Management	1a.	Elect Kirk E. Arnold	For	For	
Trane Technologies plc	Ireland	Annual	6/6/2024	Management	1j.	Elect David S. Regnery	For	For	
Trane Technologies plc	Ireland	Annual	6/6/2024	Management	1k.	Elect Melissa N. Schaeffer	For	For	
Trane Technologies plc	Ireland	Annual	6/6/2024	Management	1l.	Elect John P. Surma	For	For	
Trane Technologies plc	Ireland	Annual	6/6/2024	Management	2.	Advisory Vote on Executive Compensation	For	For	
Trane Technologies plc	Ireland	Annual	6/6/2024	Management	3.	Ratification of Auditor	For	For	
Trane Technologies plc	Ireland	Annual	6/6/2024	Management	4.	Authority to Issue Shares w/ Preemptive Rights	For	For	
Trane Technologies plc	Ireland	Annual	6/6/2024	Management	5.	Authority to Issue Shares w/o Preemptive Rights	For	Against	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	6/6/2024	Management	6.	Set the Price Range at which the Company can Re-Allot Treasury Shares	For	For	
Trane Technologies plc	Ireland	Annual	6/6/2024	Management	1b.	Elect Ana P. Assis	For	For	
Trane Technologies plc	Ireland	Annual	6/6/2024	Management	1c.	Elect Ann C. Berzin	For	For	
Trane Technologies plc	Ireland	Annual	6/6/2024	Management	1d.	Elect April Miller Boise	For	For	
Trane Technologies plc	Ireland	Annual	6/6/2024	Management	1e.	Elect Gary D. Forsee	For	For	

Trane Technologies plc	Ireland	Annual	6/6/2024	Management	1f.	Elect Mark R. George	For	For	
Trane Technologies plc	Ireland	Annual	6/6/2024	Management	1g.	Elect John A. Hayes	For	For	
Trane Technologies plc	Ireland	Annual	6/6/2024	Management	1h.	Elect Linda P. Hudson	For	For	
Trane Technologies plc	Ireland	Annual	6/6/2024	Management	1i.	Elect Myles P. Lee	For	For	
TREX Co., Inc.	United States	Annual	5/7/2024	Management	1.1	Elect James E. Cline	For	For	
TREX Co., Inc.	United States	Annual	5/7/2024	Management	1.2	Elect Gena C. Lovett	For	For	
TREX Co., Inc.	United States	Annual	5/7/2024	Management	1.3	Elect Melkeya McDuffie	For	For	
TREX Co., Inc.	United States	Annual	5/7/2024	Management	1.4	Elect Patricia B. Robinson	For	For	
TREX Co., Inc.	United States	Annual	5/7/2024	Management	2.	Advisory Vote on Executive Compensation	For	For	
TREX Co., Inc.	United States	Annual	5/7/2024	Management	3.	Ratification of Auditor	For	For	
Trimble Inc	United States	Annual	9/30/2024	Management		Elect James C. Dalton	for	For	
Trimble Inc	United States	Annual	9/30/2024	Management		Elect Börje Ekholm	for	Withhold	Vote against nominating/governance committee chair and board chair when there are less than three women on the board of directors, unless more than 33% of the directors are women.
Trimble Inc	United States	Annual	9/30/2024	Management		Elect Kaigham Gabriel	for	For	
Trimble Inc	United States	Annual	9/30/2024	Management		Elect Meaghan Lloyd	for	Withhold	Vote against nominating/governance committee chair and board chair when there are less than three women on the board of directors, unless more than 33% of the directors are women.
Trimble Inc	United States	Annual	9/30/2024	Management		Elect Ronald S. Nersesian	for	For	
Trimble Inc	United States	Annual	9/30/2024	Management		Elect Robert G. Painter	for	For	
Trimble Inc	United States	Annual	9/30/2024	Management		Elect Mark S. Peek	for	For	
Trimble Inc	United States	Annual	9/30/2024	Management		Elect Kara Sprague	for	For	
Trimble Inc	United States	Annual	9/30/2024	Management		Elect Thomas W. Sweet	for	For	
Trimble Inc	United States	Annual	9/30/2024	Management		Elect Johan Wibergh	for	For	
Trimble Inc	United States	Annual	9/30/2024	Management	2.	Advisory Vote on Executive Compensation	for	For	
Trimble Inc	United States	Annual	9/30/2024	Management	3.	Ratification of Auditor	for	Against	Auditor tenure exceeds 25 years and material weakness or restatement identified during the past year.
Trimble Inc	United States	Annual	9/30/2024	Management	4.	Amendment to the 2002 Stock Plan	for	For	
Unilever plc	United Kingdom	Annual	5/1/2024	Management	10	Elect Ian K. Meakins	For	For	

Unilever plc	United Kingdom	Annual	5/1/2024	Management	11	Elect Judith McKenna	For	For	
Unilever plc	United Kingdom	Annual	5/1/2024	Management	12	Elect Nelson Peltz	For	For	
Unilever plc	United Kingdom	Annual	5/1/2024	Management	13	Elect Hein Schumacher	For	For	
Unilever plc	United Kingdom	Annual	5/1/2024	Management	14	Appointment of Auditor	For	For	
Unilever plc	United Kingdom	Annual	5/1/2024	Management	15	Authority to Set Auditor's Fees	For	For	
Unilever plc	United Kingdom	Annual	5/1/2024	Management	16	Authorisation of Political Donations	For	For	
Unilever plc	United Kingdom	Annual	5/1/2024	Management	17	Authority to Issue Shares w/ Preemptive Rights	For	For	
Unilever plc	United Kingdom	Annual	5/1/2024	Management	18	Authority to Issue Shares w/o Preemptive Rights	For	For	
Unilever plc	United Kingdom	Annual	5/1/2024	Management	19	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For	
Unilever plc	United Kingdom	Annual	5/1/2024	Management	02	Remuneration Report	For	For	
Unilever plc	United Kingdom	Annual	5/1/2024	Management	20	Authority to Repurchase Shares	For	For	
Unilever plc	United Kingdom	Annual	5/1/2024	Management	21	Authority to Set General Meeting Notice Period at 14 Days	For	For	
Unilever plc	United Kingdom	Annual	5/1/2024	Management	22	Adoption of New Articles	For	For	
Unilever plc	United Kingdom	Annual	5/1/2024	Management	03	Remuneration Policy	For	For	
Unilever plc	United Kingdom	Annual	5/1/2024	Management	04	Advisory Vote on Climate Transition Action Plan	For	For	
Unilever plc	United Kingdom	Annual	5/1/2024	Management	05	Elect Fernando Fernandez	For	For	
Unilever plc	United Kingdom	Annual	5/1/2024	Management	06	Elect Adrian Hennah	For	For	
Unilever plc	United Kingdom	Annual	5/1/2024	Management	07	Elect Andrea Jung	For	For	
Unilever plc	United Kingdom	Annual	5/1/2024	Management	08	Elect Susan Kilsby	For	For	
Unilever plc	United Kingdom	Annual	5/1/2024	Management	09	Elect Ruby Lu	For	For	
Unite Group plc.	United Kingdom	Annual	5/16/2024	Management	10	Elect Shirley Pearce	For	For	
Unite Group plc.	United Kingdom	Annual	5/16/2024	Management	11	Elect Thomas Jackson	For	For	
Unite Group plc.	United Kingdom	Annual	5/16/2024	Management	12	Elect Steve M Smith	For	For	
Unite Group plc.	United Kingdom	Annual	5/16/2024	Management	13	Elect Nicky Dulieu	For	For	
Unite Group plc.	United Kingdom	Annual	5/16/2024	Management	14	Elect Michael James Burt	For	For	
Unite Group plc.	United Kingdom	Annual	5/16/2024	Management	15	Elect Angela Jain	For	For	

Unite Group plc.	United Kingdom	Annual	5/16/2024	Management	16	Appointment of Auditor	For	For	
Unite Group plc.	United Kingdom	Annual	5/16/2024	Management	17	Authority to Set Auditor's Fees	For	For	
Unite Group plc.	United Kingdom	Annual	5/16/2024	Management	18	Authority to Issue Shares w/ Preemptive Rights	For	For	
Unite Group plc.	United Kingdom	Annual	5/16/2024	Management	19	Authority to Issue Shares w/o Preemptive Rights	For	For	
Unite Group plc.	United Kingdom	Annual	5/16/2024	Management	02	Remuneration Report	For	For	
Unite Group plc.	United Kingdom	Annual	5/16/2024	Management	20	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For	
Unite Group plc.	United Kingdom	Annual	5/16/2024	Management	21	Restricted Share Plan	For	For	
Unite Group plc.	United Kingdom	Annual	5/16/2024	Management	22	Renewal of the Scrip Dividend Scheme	For	For	
Unite Group plc.	United Kingdom	Annual	5/16/2024	Management	23	Authority to Set General Meeting Notice Period at 14 Days	For	For	
Unite Group plc.	United Kingdom	Annual	5/16/2024	Management	04	Amendments to Articles	For	For	
Unite Group plc.	United Kingdom	Annual	5/16/2024	Management	05	Enhanced Scrip Dividend	For	For	
Unite Group plc.	United Kingdom	Annual	5/16/2024	Management	06	Elect Richard Huntingford	For	For	
Unite Group plc.	United Kingdom	Annual	5/16/2024	Management	07	Elect Joe Lister	For	For	
Unite Group plc.	United Kingdom	Annual	5/16/2024	Management	08	Elect Ross Paterson	For	For	
Unite Group plc.	United Kingdom	Annual	5/16/2024	Management	09	Elect Ilaria del Beato	For	For	
United Rentals, Inc.	United States	Annual	5/9/2024	Management	1a.	Elect Marc A. Bruno	For	For	
United Rentals, Inc.	United States	Annual	5/9/2024	Management	1j.	Elect Shiv Singh	For	For	
United Rentals, Inc.	United States	Annual	5/9/2024	Management	2.	Ratification of Auditor	For	For	
United Rentals, Inc.	United States	Annual	5/9/2024	Management	3.	Advisory Vote on Executive Compensation	For	For	
United Rentals, Inc.	United States	Annual	5/9/2024	Management	4.	Amendment Regarding Officer Exculpation	For	Against	Proposed amendment would remove personal liability for an officer's breach of his or her duty of care. Not in the best interest of shareholders.
United Rentals, Inc.	United States	Annual	5/9/2024	ShareHolder	5.	Shareholder Proposal Regarding Director Resignation Policy	Against	For	Adoption could promote board accountability and ensure responsiveness to shareholder concerns
United Rentals, Inc.	United States	Annual	5/9/2024	Management	1b.	Elect Larry D. De Shon	For	For	
United Rentals, Inc.	United States	Annual	5/9/2024	Management	1c.	Elect Matthew J. Flannery	For	For	
United Rentals, Inc.	United States	Annual	5/9/2024	Management	1d.	Elect Bobby J. Griffin	For	For	

United Rentals, Inc.	United States	Annual	5/9/2024	Management	1e.	Elect Kim Harris Jones	For	For	
United Rentals, Inc.	United States	Annual	5/9/2024	Management	1f.	Elect Terri L. Kelly	For	For	
United Rentals, Inc.	United States	Annual	5/9/2024	Management	1g.	Elect Michael J. Kneeland	For	For	
United Rentals, Inc.	United States	Annual	5/9/2024	Management	1h.	Elect Francisco J. Lopez-Balboa	For	For	
United Rentals, Inc.	United States	Annual	5/9/2024	Management	1i.	Elect Gracia C. Martore	For	For	
United Utilities Group PLC	United Kingdom	Annual	7/19/2024	Management	10	Elect Clare Hayward	For	For	
United Utilities Group PLC	United Kingdom	Annual	7/19/2024	Management	11	Elect Michael Lewis	For	For	
United Utilities Group PLC	United Kingdom	Annual	7/19/2024	Management	12	Elect Doug Webb	For	For	
United Utilities Group PLC	United Kingdom	Annual	7/19/2024	Management	13	Appointment of Auditor	For	For	
United Utilities Group PLC	United Kingdom	Annual	7/19/2024	Management	14	Authority to Set Auditor's Fees	For	For	
United Utilities Group PLC	United Kingdom	Annual	7/19/2024	Management	15	Authority to Issue Shares w/ Preemptive Rights	For	For	
United Utilities Group PLC	United Kingdom	Annual	7/19/2024	Management	16	Authority to Issue Shares w/o Preemptive Rights	For	For	
United Utilities Group PLC	United Kingdom	Annual	7/19/2024	Management	17	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For	
United Utilities Group PLC	United Kingdom	Annual	7/19/2024	Management	18	Authority to Repurchase Shares	For	For	
United Utilities Group PLC	United Kingdom	Annual	7/19/2024	Management	19	Authority to Set General Meeting Notice Period at 14 Days	For	For	
United Utilities Group PLC	United Kingdom	Annual	7/19/2024	Management	20	Authorisation of Political Donations	For	For	
United Utilities Group PLC	United Kingdom	Annual	7/19/2024	Management	3	Remuneration Report	For	For	
United Utilities Group PLC	United Kingdom	Annual	7/19/2024	Management	4	Elect David Higgins	For	For	
United Utilities Group PLC	United Kingdom	Annual	7/19/2024	Management	5	Elect Louise Beardmore	For	For	
United Utilities Group PLC	United Kingdom	Annual	7/19/2024	Management	6	Elect Phil Aspin	For	For	
United Utilities Group PLC	United Kingdom	Annual	7/19/2024	Management	7	Elect Alison Goligher	For	For	
United Utilities Group PLC	United Kingdom	Annual	7/19/2024	Management	8	Elect Liam Butterworth	For	Abstain	Given ongoing investigation into the pollution incident in February 2024 (and in the absence of updated EPA ratings for the past year), as last year, given environmental risk management and oversight resides primarily with the ESG board committee, we are abstaining from the Chair of the ESG Committee.

United Utilities Group PLC	United Kingdom	Annual	7/19/2024	Management	9	Elect Kathleen Cates	For	For	
Valmont Industries, Inc.	United States	Annual	5/6/2024	Management		Elect Avner M. Applbaum	For	For	
Valmont Industries, Inc.	United States	Annual	5/6/2024	Management		Elect Daniel P. Neary	For	For	
Valmont Industries, Inc.	United States	Annual	5/6/2024	Management		Elect Theo Freye	For	For	
Valmont Industries, Inc.	United States	Annual	5/6/2024	Management		Elect Joan Robinson-Berry	For	For	
Valmont Industries, Inc.	United States	Annual	5/6/2024	Management	2.	Advisory Vote on Executive Compensation	For	For	
Valmont Industries, Inc.	United States	Annual	5/6/2024	Management	3.	Ratification of Auditor	For	For	
Ventas Inc	United States	Annual	5/14/2024	Management	1a.	Elect Melody C. Barnes	For	For	
Ventas Inc	United States	Annual	5/14/2024	Management	1j.	Elect Joe V. Rodriguez	For	For	
Ventas Inc	United States	Annual	5/14/2024	Management	1k.	Elect Sumit Roy	For	For	
Ventas Inc	United States	Annual	5/14/2024	Management	1l.	Elect Maurice Smith	For	For	
Ventas Inc	United States	Annual	5/14/2024	Management	2.	Advisory Vote on Executive Compensation	For	For	
Ventas Inc	United States	Annual	5/14/2024	Management	3.	Ratification of Auditor	For	For	
Ventas Inc	United States	Annual	5/14/2024	Management	1b.	Elect Theodore R. Bigman	For	For	
Ventas Inc	United States	Annual	5/14/2024	Management	1c.	Elect Debra A. Cafaro	For	For	
Ventas Inc	United States	Annual	5/14/2024	Management	1d.	Elect Michael J. Embler	For	For	
Ventas Inc	United States	Annual	5/14/2024	Management	1e.	Elect Matthew J. Lustig	For	For	
Ventas Inc	United States	Annual	5/14/2024	Management	1f.	Elect Roxanne M. Martino	For	For	
Ventas Inc	United States	Annual	5/14/2024	Management	1g.	Elect Marguerite M. Nader	For	For	
Ventas Inc	United States	Annual	5/14/2024	Management	1h.	Elect Sean Nolan	For	For	
Ventas Inc	United States	Annual	5/14/2024	Management	1i.	Elect Walter C. Rakowich	For	For	
Veolia Environnement S.A.	France	Mix	4/25/2024	Management	5	Elect Isabelle Courville	For	For	
Veolia Environnement S.A.	France	Mix	4/25/2024	Management	6	Elect Guillaume Texier	For	For	
Veolia Environnement S.A.	France	Mix	4/25/2024	Management	7	Elect Julia Marton-Lefèvre	For	For	
Veolia Environnement S.A.	France	Mix	4/25/2024	Management	8	Appointment of Auditor for Sustainability Reporting (KPMG)	For	For	

Veolia Environnement S.A.	France	Mix	4/25/2024	Management	9	Appointment of Auditor for Sustainability Reporting (EY)	For	For	
Veolia Environnement S.A.	France	Mix	4/25/2024	Management	10	2023 Remuneration of Antoine Frérot, Chair	For	For	
Veolia Environnement S.A.	France	Mix	4/25/2024	Management	11	2023 Remuneration of Estelle Brachlianoff, CEO	For	For	
Veolia Environnement S.A.	France	Mix	4/25/2024	Management	12	2023 Remuneration Report	For	Abstain	Concerns over the high STI payout for the health and safety metric, despite multiple fatalities recorded in 2023 (double vs. 2022). No other concerns with the Remuneration Report, hence abstain vote.
Veolia Environnement S.A.	France	Mix	4/25/2024	Management	13	2024 Remuneration Policy (Chair)	For	Abstain	Concerning pay practices. Antoine Frérot stepped down as the Company's CEO on June 30, 2022, but continues to serve as non-executive chair of the board. The company chose not to pro rate his 2021 LTI award and it is due to vest in 2024. Therefore, Mr. Frérot will be awarded performance shares for a three-year period, while he had an executive role within the Company for only one and a half of the three-year performance period.
Veolia Environnement S.A.	France	Mix	4/25/2024	Management	14	2023 Remuneration Policy (CEO)	For	For	
Veolia Environnement S.A.	France	Mix	4/25/2024	Management	15	2024 Remuneration Policy (Non-executive Directors)	For	For	
Veolia Environnement S.A.	France	Mix	4/25/2024	Management	16	Authority to Repurchase and Reissue Shares	For	For	
Veolia Environnement S.A.	France	Mix	4/25/2024	Management	17	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	For	For	
Veolia Environnement S.A.	France	Mix	4/25/2024	Management	18	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	For	For	
Veolia Environnement S.A.	France	Mix	4/25/2024	Management	19	Authority to Issue Shares and Convertible Debt Through Private Placement	For	For	
Veolia Environnement S.A.	France	Mix	4/25/2024	Management	20	Authority to Increase Capital in Consideration for Contributions In Kind (France)	For	For	
Veolia Environnement S.A.	France	Mix	4/25/2024	Management	21	Greenshoe	For	For	
Veolia Environnement S.A.	France	Mix	4/25/2024	Management	22	Authority to Increase Capital Through Capitalisations	For	For	
Veolia Environnement S.A.	France	Mix	4/25/2024	Management	23	Employee Stock Purchase Plan	For	For	



Veolia Environnement S.A.	France	Mix	4/25/2024	Management	24	Stock Purchase Plan for Overseas Employees	For	For	
Veolia Environnement S.A.	France	Mix	4/25/2024	Management	25	Authority to Issue Performance Shares	For	For	
Veolia Environnement S.A.	France	Mix	4/25/2024	Management	26	Authority to Cancel Shares and Reduce Capital	For	For	
Veolia Environnement S.A.	France	Mix	4/25/2024	Management	27	Amendments to Articles Regarding the Suppression of Double Voting Rights and the Introduction of a Cap to Voting Rights	For	For	
Veolia Environnement S.A.	France	Mix	4/25/2024	Management	4	Special Auditors Report on Regulated Agreements	For	For	
Veralto Corp	United States	Annual	5/21/2024	Management	1a.	Elect Françoise Colpron	For	For	
Veralto Corp	United States	Annual	5/21/2024	Management	1b.	Elect Shyam P. Kambeyanda	For	For	
Veralto Corp	United States	Annual	5/21/2024	Management	1c.	Elect William H. King	For	Against	The company has included a number of provisions in its governing documents that restrict the rights of shareholders (e.g. classified board, plurality voting standard, no right to call a special meeting etc) without seeking shareholder approval. However, both board chair and nominating/governance committee chair are not up for election hence vote against this nominee, affiliated director (pre-Danaher spin-off).
Veralto Corp	United States	Annual	5/21/2024	Management	2.	Ratification of Auditor	For	For	
Veralto Corp	United States	Annual	5/21/2024	Management	3.	Advisory Vote on Executive Compensation	For	For	No performance-vesting LTI awards. However, the company has recently adopted performance-based LTI awards.
Veralto Corp	United States	Annual	5/21/2024	Management	4.	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
Vertiv Holdings Co	United States	Annual	6/19/2024	Management	1a.	Elect David M. Cote	For	Withhold	Vote against nominating/governance committee chair and board chair when there are less than three women on the board of directors, unless more than 33% of the directors are women.
Vertiv Holdings Co	United States	Annual	6/19/2024	Management	1j.	Elect Steven S Reinemund	For	For	
Vertiv Holdings Co	United States	Annual	6/19/2024	Management	1k.	Elect Robin L. Washington	For	For	
Vertiv Holdings Co	United States	Annual	6/19/2024	Management	2.	Advisory Vote on Executive Compensation	For	Against	Improving pay for performance however, no performance-vesting LTI awards and insufficient disclosure of STIP performance goals.
Vertiv Holdings Co	United States	Annual	6/19/2024	Management	3.	Ratification of Auditor	For	For	
Vertiv Holdings Co	United States	Annual	6/19/2024	Management	1b.	Elect Giordano Albertazzi	For	For	
Vertiv Holdings Co	United States	Annual	6/19/2024	Management	1c.	Elect Joseph J. DeAngelo	For	For	

Vertiv Holdings Co	United States	Annual	6/19/2024	Management	1d.	Elect Joseph van Dokkum	For	Withhold	Vote against nominating/governance committee chair and board chair when there are less than three women on the board of directors, unless more than 33% of the directors are women.
Vertiv Holdings Co	United States	Annual	6/19/2024	Management	1e.	Elect Roger B. Fradin	For	For	
Vertiv Holdings Co	United States	Annual	6/19/2024	Management	1f.	Elect Jakki L. Haussler	For	For	
Vertiv Holdings Co	United States	Annual	6/19/2024	Management	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	6/19/2024	Management	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	6/19/2024	Management	1i.	Elect Edward L. Monser	For	For	
Vestas Wind Systems AS	Denmark	Annual	4/9/2024	Management	6.A	Elect Anders Runevad	For	Against	Director is Chair of the Nom/gov committee and Compensation committee, and is affiliated/non-independent (former President & CEO until 2019).
Vestas Wind Systems AS	Denmark	Annual	4/9/2024	Management	6.B	Elect Eva Merete Søfelde Berneke	For	For	
Vestas Wind Systems AS	Denmark	Annual	4/9/2024	Management	6.C	Elect Helle Thorning-Schmidt	For	For	
Vestas Wind Systems AS	Denmark	Annual	4/9/2024	Management	6.D	Elect Karl-Henrik Sundström	For	For	
Vestas Wind Systems AS	Denmark	Annual	4/9/2024	Management	6.E	Elect Lena Olving	For	For	
Vestas Wind Systems AS	Denmark	Annual	4/9/2024	Management	6.F	Elect William (Bill) Fehrman	For	For	
Vestas Wind Systems AS	Denmark	Annual	4/9/2024	Management	6.G	Elect Henriette Hallberg Thygesen	For	For	
Vestas Wind Systems AS	Denmark	Annual	4/9/2024	Management	7	Appointment of Auditor	For	For	
Vestas Wind Systems AS	Denmark	Annual	4/9/2024	Management	8.1	Remuneration Policy	For	For	
Vestas Wind Systems AS	Denmark	Annual	4/9/2024	Management	8.2	Authority to Repurchase Shares	For	For	
Vestas Wind Systems AS	Denmark	Annual	4/9/2024	Management	4	Remuneration Report	For	For	
Vestas Wind Systems AS	Denmark	Annual	4/9/2024	Management	5	Directors' Fees	For	For	
Visa Inc	United States	Annual	1/23/2024	Management	1a.	Elect Lloyd A. Carney	For	For	
Visa Inc	United States	Annual	1/23/2024	Management	1j.	Elect Linda J. Rendle	For	For	
Visa Inc	United States	Annual	1/23/2024	Management	1k.	Elect Maynard G. Webb, Jr.	For	For	
Visa Inc	United States	Annual	1/23/2024	Management	2.	Advisory Vote on Executive Compensation	For	For	
Visa Inc	United States	Annual	1/23/2024	Management	3.	Ratification of Auditor	For	For	

Visa Inc	United States	Annual	1/23/2024	Management	4.	Exchange Offer Amendments	For	For	
Visa Inc	United States	Annual	1/23/2024	ShareHolder	6.	Shareholder Proposal Regarding Severance Approval Policy	Against	Against	The company has adopted a policy whereby the Company is required to seek shareholder approval for any future arrangement with any executive officer that provides for cash severance benefits exceeding 2.99 times the sum of the base salary plus target bonus.
Visa Inc	United States	Annual	1/23/2024	Management	1b.	Elect Kermit R. Crawford	For	For	
Visa Inc	United States	Annual	1/23/2024	Management	1c.	Elect Francisco Javier Fernández Carbajal	For	For	
Visa Inc	United States	Annual	1/23/2024	Management	1d.	Elect Ramon L. Laguarda	For	For	
Visa Inc	United States	Annual	1/23/2024	Management	1e.	Elect Teri L. List	For	For	
Visa Inc	United States	Annual	1/23/2024	Management	1f.	Elect John F. Lundgren	For	For	
Visa Inc	United States	Annual	1/23/2024	Management	1g.	Elect Ryan McInerney	For	For	
Visa Inc	United States	Annual	1/23/2024	Management	1h.	Elect Denise M. Morrison	For	For	
Visa Inc	United States	Annual	1/23/2024	Management	1i.	Elect Pamela Murphy	For	For	
Vitasoy International Holdings Ltd.	Hong Kong	Annual	8/19/2024	Management	5.B	Authority to Repurchase Shares	For	For	
Vitasoy International Holdings Ltd.	Hong Kong	Annual	8/19/2024	Management	5.C	Authority to Issue Repurchased Shares	For	Against	The discount rate is not disclosed.
Vitasoy International Holdings Ltd.	Hong Kong	Annual	8/19/2024	Management	3.a	Elect Anthony John Liddell Nightingale	For	For	
Vitasoy International Holdings Ltd.	Hong Kong	Annual	8/19/2024	Management	3.b	Elect Roberto Guidetti	For	For	
Vitasoy International Holdings Ltd.	Hong Kong	Annual	8/19/2024	Management	3.c	Directors' Fees	For	For	
Vitasoy International Holdings Ltd.	Hong Kong	Annual	8/19/2024	Management	4	Appointment of Auditor and Authority to Set Fees	For	For	
Vitasoy International Holdings Ltd.	Hong Kong	Annual	8/19/2024	Management	5.A	Authority to Issue Shares w/o Preemptive Rights	For	Against	The maximum discount rate is not disclosed.
Vodacom Group Ltd	South Africa	Annual	7/17/2024	Management	O.10	Election of Audit, Risk and Compliance Committee Member (Khumo L. Shuenyane)	For	For	
Vodacom Group Ltd	South Africa	Annual	7/17/2024	Management	O.11	Election of Audit, Risk and Compliance Committee Member (Nomkhita Nqweni)	For	For	
Vodacom Group Ltd	South Africa	Annual	7/17/2024	Management	S.1	Authority to Repurchase Shares	For	For	

Vodacom Group Ltd	South Africa	Annual	7/17/2024	Management	S.2	Approve NEDs' Fees	For	For	
Vodacom Group Ltd	South Africa	Annual	7/17/2024	Management	S.3	Approve Financial Assistance (Section 44)	For	For	
Vodacom Group Ltd	South Africa	Annual	7/17/2024	Management	S.4	Approve Financial Assistance (Section 45)	For	For	
Vodacom Group Ltd	South Africa	Annual	7/17/2024	Management	O.2	Elect Joakim Reiter	For	For	
Vodacom Group Ltd	South Africa	Annual	7/17/2024	Management	O.3	Elect Sateesh Kamath	For	For	
Vodacom Group Ltd	South Africa	Annual	7/17/2024	Management	O.4	Re-elect Sakumzi (Saki) J. Macozoma	For	For	
Vodacom Group Ltd	South Africa	Annual	7/17/2024	Management	O.5	Re-elect Raisibe K. Morathi	For	Against	CFO on board.
Vodacom Group Ltd	South Africa	Annual	7/17/2024	Management	O.6	Appointment of Auditor	For	For	
Vodacom Group Ltd	South Africa	Annual	7/17/2024	Management	O.7	Approve Remuneration Policy	For	For	
Vodacom Group Ltd	South Africa	Annual	7/17/2024	Management	O.8	Approve Remuneration Implementation Report	For	For	
Vodacom Group Ltd	South Africa	Annual	7/17/2024	Management	O.9	Election of Audit, Risk and Compliance Committee Member (Clive B. Thomson)	For	For	
Voltronic Power Technology Corp	Taiwan	Annual	6/14/2024	Management	4.7	Elect Sam HO	For	For	
Voltronic Power Technology Corp	Taiwan	Annual	6/14/2024	Management	4.8	Elect LIAO Kuei-Fang	For	For	
Voltronic Power Technology Corp	Taiwan	Annual	6/14/2024	Management	5	Non-Compete Restrictions for Directors	For	Against	Not supportive of granting unfettered discretion.
Voltronic Power Technology Corp	Taiwan	Annual	6/14/2024	Management	4.1	Elect HSIEH Chuo-Ming	For	For	
Voltronic Power Technology Corp	Taiwan	Annual	6/14/2024	Management	4.2	Elect CHEN Tsui-Fang	For	For	
Voltronic Power Technology Corp	Taiwan	Annual	6/14/2024	Management	4.3	Elect CHENG Ya-Jen	For	For	
Voltronic Power Technology Corp	Taiwan	Annual	6/14/2024	Management	4.4	Elect Passuello Fabio	For	Against	Nominee has served on the board for at least one year and has attended less than 75% of the meetings.
Voltronic Power Technology Corp	Taiwan	Annual	6/14/2024	Management	4.5	Elect LI Chien-Jan	For	For	
Voltronic Power Technology Corp	Taiwan	Annual	6/14/2024	Management	4.6	Elect WANG Hsiu-Chi	For	For	
Voya Financial Inc	United States	Annual	5/23/2024	Management	1a.	Elect Lynne Biggar	For	For	
Voya Financial Inc	United States	Annual	5/23/2024	Management	1j.	Elect Aylwin B. Lewis	For	For	

Voya Financial Inc	United States	Annual	5/23/2024	Management	1k.	Elect Joseph V. Tripodi	For	For	
Voya Financial Inc	United States	Annual	5/23/2024	Management	2.	Advisory Vote on Executive Compensation	For	For	
Voya Financial Inc	United States	Annual	5/23/2024	Management	3.	Approval of the 2024 Omnibus Incentive Plan	For	For	
Voya Financial Inc	United States	Annual	5/23/2024	Management	4.	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
Voya Financial Inc	United States	Annual	5/23/2024	Management	5.	Ratification of Auditor	For	For	
Voya Financial Inc	United States	Annual	5/23/2024	Management	1b.	Elect Stephen B. Bowman	For	For	
Voya Financial Inc	United States	Annual	5/23/2024	Management	1c.	Elect Yvette S. Butler	For	For	
Voya Financial Inc	United States	Annual	5/23/2024	Management	1d.	Elect Jane P. Chwick	For	For	
Voya Financial Inc	United States	Annual	5/23/2024	Management	1e.	Elect Kathleen DeRose	For	For	
Voya Financial Inc	United States	Annual	5/23/2024	Management	1f.	Elect Hikmet Ersek	For	For	
Voya Financial Inc	United States	Annual	5/23/2024	Management	1g.	Elect Ruth Ann M. Gillis	For	For	
Voya Financial Inc	United States	Annual	5/23/2024	Management	1h.	Elect Heather Lavallee	For	For	
Voya Financial Inc	United States	Annual	5/23/2024	Management	1i.	Elect Robert G. Leary	For	For	
Wal-mart de Mexico S A B de C V	Mexico	Annual	4/30/2024	Management	1.	Report of the Audit and Corporate Governance Committee	For	For	
Wal-mart de Mexico S A B de C V	Mexico	Annual	4/30/2024	Management	10.	Authority to Repurchase Shares	For	For	
Wal-mart de Mexico S A B de C V	Mexico	Annual	4/30/2024	Management	11.	Approve Resignation of Judith Mckenna	For	For	
Wal-mart de Mexico S A B de C V	Mexico	Annual	4/30/2024	Management	12.	Approve Resignation of Kirsten Evans	For	For	
Wal-mart de Mexico S A B de C V	Mexico	Annual	4/30/2024	Management	13.	Elect Kathryn McLay	For	For	
Wal-mart de Mexico S A B de C V	Mexico	Annual	4/30/2024	Management	14.	Elect Ignacio Caride	For	For	
Wal-mart de Mexico S A B de C V	Mexico	Annual	4/30/2024	Management	15.	Elect Viridiana Ríos	For	For	
Wal-mart de Mexico S A B de C V	Mexico	Annual	4/30/2024	Management	16.	Elect Maria Teresa Altagarcia Arnal Machado	For	For	
Wal-mart de Mexico S A B de C V	Mexico	Annual	4/30/2024	Management	17.	Elect Ernesto Cervera Gómez	For	For	

Wal-mart de Mexico S A B de C V	Mexico	Annual	4/30/2024	Management	18.	Elect Leigh Hopkins	For	For	
Wal-mart de Mexico S A B de C V	Mexico	Annual	4/30/2024	Management	19.	Elect Elizabeth Kwo, M.D.	For	For	
Wal-mart de Mexico S A B de C V	Mexico	Annual	4/30/2024	Management	2.	Report of the Board on CEO's Report	For	For	
Wal-mart de Mexico S A B de C V	Mexico	Annual	4/30/2024	Management	20.	Elect Guilherme Loureiro	For	For	
Wal-mart de Mexico S A B de C V	Mexico	Annual	4/30/2024	Management	21.	Elect Eric Pérez-Grovas Aréchiga	For	For	
Wal-mart de Mexico S A B de C V	Mexico	Annual	4/30/2024	Management	22.	Elect Karthik Raghupathy	For	For	
Wal-mart de Mexico S A B de C V	Mexico	Annual	4/30/2024	Management	23.	Elect Tom Ward	For	For	
Wal-mart de Mexico S A B de C V	Mexico	Annual	4/30/2024	Management	24.	Elect Ernesto Cervera as Chair of the Audit and Corporate Governance Committee	For	For	
Wal-mart de Mexico S A B de C V	Mexico	Annual	4/30/2024	Management	25.	Ratification of Board and Officers Acts	For	For	
Wal-mart de Mexico S A B de C V	Mexico	Annual	4/30/2024	Management	26.	Discharge from Liability for Board Directors and Officers	For	For	
Wal-mart de Mexico S A B de C V	Mexico	Annual	4/30/2024	Management	27.	Directors' Fees (Board Chair)	For	For	
Wal-mart de Mexico S A B de C V	Mexico	Annual	4/30/2024	Management	28.	Directors' Fees (Board Member)	For	For	
Wal-mart de Mexico S A B de C V	Mexico	Annual	4/30/2024	Management	29.	Audit and Corporate Governance Committee Chair Fees	For	For	
Wal-mart de Mexico S A B de C V	Mexico	Annual	4/30/2024	Management	3.	Report of the Board of Directors	For	For	
Wal-mart de Mexico S A B de C V	Mexico	Annual	4/30/2024	Management	30.	Audit and Corporate Governance Committee Member Fees	For	For	
Wal-mart de Mexico S A B de C V	Mexico	Annual	4/30/2024	Management	4.	Report on Tax Compliance	For	For	
Wal-mart de Mexico S A B de C V	Mexico	Annual	4/30/2024	Management	5.	Report on Employees' Share Plan	For	For	
Waste Management, Inc.	United States	Annual	5/14/2024	Management	1a.	Elect Thomas L. Bené	For	For	

Waste Management, Inc.	United States	Annual	5/14/2024	Management	2.	Ratification of Auditor	For	For	
Waste Management, Inc.	United States	Annual	5/14/2024	Management	3.	Advisory Vote on Executive Compensation	For	For	
Waste Management, Inc.	United States	Annual	5/14/2024	Management	4.	Amendment to Articles Regarding Officer Exculpation	For	Against	Not supportive of proposed amendment to remove personal liability for an officer's breach of his or her duty of care.
Waste Management, Inc.	United States	Annual	5/14/2024	Management	1b.	Elect Bruce E. Chinn	For	For	
Waste Management, Inc.	United States	Annual	5/14/2024	Management	1c.	Elect James C. Fish, Jr.	For	For	
Waste Management, Inc.	United States	Annual	5/14/2024	Management	1d.	Elect Andrés R. Gluski	For	For	
Waste Management, Inc.	United States	Annual	5/14/2024	Management	1e.	Elect Victoria M. Holt	For	For	
Waste Management, Inc.	United States	Annual	5/14/2024	Management	1f.	Elect Kathleen M. Mazzarella	For	For	
Waste Management, Inc.	United States	Annual	5/14/2024	Management	1g.	Elect Sean E. Menke	For	For	
Waste Management, Inc.	United States	Annual	5/14/2024	Management	1h.	Elect William B. Plummer	For	For	
Waste Management, Inc.	United States	Annual	5/14/2024	Management	1i.	Elect Maryrose T. Sylvester	For	For	
Waters Corp.	United States	Annual	5/23/2024	Management	1.1	Elect Flemming Ørnskov	For	Against	Nominee is Chair of Board and Chair of the Nominating & Corporate Governance Committee. Vote against nominating/governance committee chair and board chair when there are less than three women on the board of directors, unless more than 33% of the directors are women.
Waters Corp.	United States	Annual	5/23/2024	Management	2.	Ratification of Auditor	For	For	
Waters Corp.	United States	Annual	5/23/2024	Management	3.	Advisory Vote on Executive Compensation	For	For	
Waters Corp.	United States	Annual	5/23/2024	Management	4.	Amendment to Certificate of Incorporation Regarding Officer Exculpation	For	Against	The proposed amendment essentially removes liability for an officer's breach of his or her duty of care. Such protections are counter to the interests of shareholders.
Waters Corp.	United States	Annual	5/23/2024	Management	1.2	Elect Linda Baddour	For	For	
Waters Corp.	United States	Annual	5/23/2024	Management	1.3	Elect Udit Batra	For	For	
Waters Corp.	United States	Annual	5/23/2024	Management	1.4	Elect Daniel Brennan	For	For	
Waters Corp.	United States	Annual	5/23/2024	Management	1.5	Elect Richard H. Fearon	For	For	

Waters Corp.	United States	Annual	5/23/2024	Management	1.6	Elect Pearl S. Huang	For	For	
Waters Corp.	United States	Annual	5/23/2024	Management	1.7	Elect Wei Jiang	For	For	
Waters Corp.	United States	Annual	5/23/2024	Management	1.8	Elect Christopher A. Kuebler	For	For	
Waters Corp.	United States	Annual	5/23/2024	Management	1.9	Elect Mark P. Vergnano	For	For	
Watsco Inc.	United States	Annual	6/3/2024	Management	1a.	Elect Barry S. Logan	For	For	
Watsco Inc.	United States	Annual	6/3/2024	Management	2.	Advisory Vote on Executive Compensation	For	Against	We note concerns with the sustained usage of Class B shares granted to NEOs. This class of shares entitles a holder to ten votes per share. We also note: STIP awards are largely discretionary; no relative metrics under LTIP; single-trigger CIC equity benefits; and a continued disconnect between pay and performance.
Watsco Inc.	United States	Annual	6/3/2024	Management	3.	Ratification of Auditor	For	For	
Watts Water Technologies, Inc.	United States	Annual	5/22/2024	Management		Elect Rebecca Boll	For	For	
Watts Water Technologies, Inc.	United States	Annual	5/22/2024	Management		Elect Michael J. Dubose	For	For	
Watts Water Technologies, Inc.	United States	Annual	5/22/2024	Management		Elect David A. Dunbar	For	For	
Watts Water Technologies, Inc.	United States	Annual	5/22/2024	Management		Elect Louise K. Goeser	For	For	
Watts Water Technologies, Inc.	United States	Annual	5/22/2024	Management		Elect Kenneth Napolitano	For	For	
Watts Water Technologies, Inc.	United States	Annual	5/22/2024	Management		Elect Joseph T. Noonan	For	For	
Watts Water Technologies, Inc.	United States	Annual	5/22/2024	Management		Elect Robert J. Pagano, Jr.	For	Withhold	Serves as board chair and exclusive forum provision was adopted without shareholder approval. We also note that the company maintains a multi-class share structure with unequal voting rights and has not yet provided a time-based sunset of the multi-class share structure.
Watts Water Technologies, Inc.	United States	Annual	5/22/2024	Management		Elect Merilee Raines	For	For	
Watts Water Technologies, Inc.	United States	Annual	5/22/2024	Management		Elect Joseph W. Reitmeier	For	For	
Watts Water Technologies, Inc.	United States	Annual	5/22/2024	Management	2.	Advisory Vote on Executive Compensation	For	For	



Watts Water Technologies, Inc.	United States	Annual	5/22/2024	Management	3.	Ratification of Auditor	For	For	
Weg S.A.	Brazil	Annual	4/23/2024	Management	11	Remuneration Policy	For	Against	Poor overall structure with multiple issues: Significant increase in fixed pay with no compelling rationale; performance period less than three years; LTI vesting period less than three years and based on single, absolute metric. No recovery provisions for STI and LTI plans. No share ownership guidelines. NEDs eligible for STI/LTI Award.
Weg S.A.	Brazil	Special	4/23/2024	Management	1	Capitalization of Reserves w/o Share Issuance	For	For	
Weg S.A.	Brazil	Annual	4/23/2024	Management	12	Election of Supervisory Council	For	Abstain	A vote in favor or against the board's proposed slate for the supervisory council will disqualify a vote on the election of the minority candidate, therefore abstain.
Weg S.A.	Brazil	Annual	4/23/2024	Management	13	Approve Recasting of Votes for Amended Supervisory Council Slate	Undetermined	Against	Potential unknown nominees; insufficient information.
Weg S.A.	Brazil	Annual	4/23/2024	Management	14.1	Elect Lucia Maria Martins Casasanta to the Supervisory Council Presented by Minority Shareholders	For	For	
Weg S.A.	Brazil	Annual	4/23/2024	Management	15	Supervisory Council Fees	For	For	
Weg S.A.	Brazil	Annual	4/23/2024	Management	3	Ratify Dan Ioschpe's Independence Status	For	For	
Weg S.A.	Brazil	Annual	4/23/2024	Management	4	Ratify Tânia Conte Cosentino's Independence Status	For	For	
Weg S.A.	Brazil	Annual	4/23/2024	Management	5	Request Separate Election for Board Member/s	Undetermined	Abstain	Insufficient information
Weg S.A.	Brazil	Annual	4/23/2024	Management	7	Election of Directors	For	Against	Insufficient board independence (29%)
Welltower OP LLC	United States	Annual	5/23/2024	Management	1a.	Elect Kenneth J. Bacon	For	For	
Welltower OP LLC	United States	Annual	5/23/2024	Management	2.	Ratification of Auditor	For	For	Non-audit fees no longer an issue.
Welltower OP LLC	United States	Annual	5/23/2024	Management	3.	Advisory Vote on Executive Compensation	For	For	Improving pay for performance disconnect.
Welltower OP LLC	United States	Annual	5/23/2024	Management	4.	Amendment to Articles to Limit the Liability of Certain Officers	For	Against	The proposed amendment essentially removes liability for an officer's breach of his or her duty of care. Such protections are counter to the interests of shareholders.
Welltower OP LLC	United States	Annual	5/23/2024	Management	5.	Increase in Authorized Common Stock	For	For	
Welltower OP LLC	United States	Annual	5/23/2024	Management	1b.	Elect Karen B. DeSalvo	For	For	
Welltower OP LLC	United States	Annual	5/23/2024	Management	1c.	Elect Dennis G. Lopez	For	For	
Welltower OP LLC	United States	Annual	5/23/2024	Management	1d.	Elect Shankh Mitra	For	For	
Welltower OP LLC	United States	Annual	5/23/2024	Management	1e.	Elect Ade J. Patton	For	For	

Welltower OP LLC	United States	Annual	5/23/2024	Management	1f.	Elect Diana W. Reid	For	For	
Welltower OP LLC	United States	Annual	5/23/2024	Management	1g.	Elect Sergio D. Rivera	For	For	
Welltower OP LLC	United States	Annual	5/23/2024	Management	1h.	Elect Johnese M. Spisso	For	For	
Welltower OP LLC	United States	Annual	5/23/2024	Management	1i.	Elect Kathryn M. Sullivan	For	For	
WestRock Co	United States	Special	6/13/2024	Management	1.	Merger/Acquisition	For	For	
WestRock Co	United States	Annual	1/26/2024	Management	1a.	Elect Colleen F. Arnold	For	For	
WestRock Co	United States	Annual	1/26/2024	Management	1j.	Elect David B. Sewell	For	For	
WestRock Co	United States	Annual	1/26/2024	Management	1k.	Elect Dmitri L. Stockton	For	For	
WestRock Co	United States	Annual	1/26/2024	Management	1l.	Elect Alan D. Wilson	For	For	
WestRock Co	United States	Annual	1/26/2024	Management	2.	Advisory Vote on Executive Compensation	For	For	
WestRock Co	United States	Annual	1/26/2024	Management	3.	Ratification of Auditor	For	For	
WestRock Co	United States	Annual	1/26/2024	Management	1b.	Elect Timothy J. Bernlohr	For	For	
WestRock Co	United States	Special	6/13/2024	Management	2.	Advisory Vote on Golden Parachutes	For	For	
WestRock Co	United States	Annual	1/26/2024	Management	1c.	Elect J. Powell Brown	For	For	
WestRock Co	United States	Special	6/13/2024	Management	3.	Reduction in Share Premium Account	For	For	
WestRock Co	United States	Annual	1/26/2024	Management	1d.	Elect Terrell K. Crews	For	For	
WestRock Co	United States	Annual	1/26/2024	Management	1e.	Elect Russell M. Currey	For	For	
WestRock Co	United States	Annual	1/26/2024	Management	1f.	Elect Suzan F. Harrison	For	For	
WestRock Co	United States	Annual	1/26/2024	Management	1g.	Elect Gracia C. Martore	For	For	
WestRock Co	United States	Annual	1/26/2024	Management	1h.	Elect James E. Nevels	For	For	
WestRock Co	United States	Annual	1/26/2024	Management	1i.	Elect E. Jean Savage	For	For	
Wienerberger AG	Austria	Annual	5/7/2024	Management	7	Management Board Remuneration Policy	For	For	
Wienerberger AG	Austria	Annual	5/7/2024	Management	8.1	Supervisory Board Remuneration Policy	For	For	
Wienerberger AG	Austria	Annual	5/7/2024	Management	8.2	Supervisory Board Members' Fees	For	For	
Wienerberger AG	Austria	Annual	5/7/2024	Management	9	Authority to Repurchase Shares	For	For	
Wienerberger AG	Austria	Annual	5/7/2024	Management	10	Authority to Reissue Shares	For	For	
Wienerberger AG	Austria	Annual	5/7/2024	Management	11	Increase in Authorised Capital	For	For	

Wienerberger AG	Austria	Annual	5/7/2024	Management	3	Ratification of Management Board Acts	For	For	
Wienerberger AG	Austria	Annual	5/7/2024	Management	4	Ratification of Supervisory Board Acts	For	For	
Wienerberger AG	Austria	Annual	5/7/2024	Management	5	Appointment of Auditor; Appointment of Auditor for Sustainability Reporting	For	For	
Wienerberger AG	Austria	Annual	5/7/2024	Management	6	Remuneration Report	For	For	
WiseTech Global Limited	Australia	Annual	11/22/2024	Management	2	Remuneration Report	For	For	Noted combined incentive arrangement (STIP/LTIP)
WiseTech Global Limited	Australia	Annual	11/22/2024	Management	3	Elect Lisa Brock	For	For	
WiseTech Global Limited	Australia	Annual	11/22/2024	Management	4	Elect Fiona Pak-Poy	For	For	
WiseTech Global Limited	Australia	Annual	11/22/2024	Management	5	Equity Grant (Executive Director Maree Isaacs)	For	For	
WiseTech Global Limited	Australia	Annual	11/22/2024	Management	6	Equity Grant (NEDs)	For	For	
WiseTech Global Limited	Australia	Annual	11/22/2024	Management	7	Approve Increase in NEDs' Fee Cap	For	For	
Wolters Kluwers NV	Netherlands	Annual	5/8/2024	Management	4.a.	Ratification of Management Board Acts	For	For	
Wolters Kluwers NV	Netherlands	Annual	5/8/2024	Management	4.b.	Ratification of Supervisory Board Acts	For	For	
Wolters Kluwers NV	Netherlands	Annual	5/8/2024	Management	5.a.	Elect David W. Sides to the Supervisory Board	For	For	
Wolters Kluwers NV	Netherlands	Annual	5/8/2024	Management	5.b.	Elect Jack P. de Kreij to the Supervisory Board	For	For	
Wolters Kluwers NV	Netherlands	Annual	5/8/2024	Management	5.c.	Elect Sophie V. Vandebroek to the Supervisory Board	For	For	
Wolters Kluwers NV	Netherlands	Annual	5/8/2024	Management	6.a.	Supervisory Board Remuneration Policy	For	For	
Wolters Kluwers NV	Netherlands	Annual	5/8/2024	Management	6.b.	Supervisory Board Fees (FY2024)	For	For	
Wolters Kluwers NV	Netherlands	Annual	5/8/2024	Management	7.a.	Authority to Issue Shares w/ Preemptive Rights	For	For	
Wolters Kluwers NV	Netherlands	Annual	5/8/2024	Management	7.b.	Authority to Suppress Preemptive Rights	For	For	
Wolters Kluwers NV	Netherlands	Annual	5/8/2024	Management	8.	Authority to Repurchase Shares	For	For	
Wolters Kluwers NV	Netherlands	Annual	5/8/2024	Management	9.	Cancellation of Shares	For	For	
Wolters Kluwers NV	Netherlands	Annual	5/8/2024	Management	10.	Amendments to Articles	For	For	
Wolters Kluwers NV	Netherlands	Special	10/28/2024	Management	2.	Elect Anjana Harve to the Supervisory Board	For	For	
Wolters Kluwers NV	Netherlands	Annual	5/8/2024	Management	2.d.	Remuneration Report	For	For	
Xinyi Glass Holdings Ltd.	Cayman Islands	Annual	5/31/2024	Management	5A	Authority to Repurchase Shares	For	For	
Xinyi Glass Holdings Ltd.	Cayman Islands	Annual	5/31/2024	Management	5B	Authority to Issue Shares w/o Preemptive Rights	For	Against	Issuance authority exceeds 10% of outstanding share capital.

Xinyi Glass Holdings Ltd.	Cayman Islands	Annual	5/31/2024	Management	5C	Authority to Issue Repurchase Shares	For	Against	The discount rate is not disclosed.
Xinyi Glass Holdings Ltd.	Cayman Islands	Annual	5/31/2024	Management	6	Elect Starry LEE Wai-king	For	Against	Company identified as net zero non-aligned, with insufficient progress in developing robust climate risk management processes. Vote against Chair of the Audit/Risk committee.
Xinyi Glass Holdings Ltd.	Cayman Islands	Annual	5/31/2024	Management	3Ai	Re-elect TUNG Ching Bor	For	Against	Affiliated director, brother-in-law of LEE Yin Yee, brother of TUNG Ching Sai, and uncle of LEE Shing Kan. Insufficient overall board independence, CoB or Chair of the NomCom not up for election.
Xinyi Glass Holdings Ltd.	Cayman Islands	Annual	5/31/2024	Management	3Aii	Re-elect SZE Nang Sze	For	Against	Affiliated director, sole owner of Goldpine Limited, which beneficially owns 2.90% of the Company's issued share capital. Insufficient board independence, CoB or Chair of the NomCom not up for election.
Xinyi Glass Holdings Ltd.	Cayman Islands	Annual	5/31/2024	Management	3Aiii	Re-elect John TRAN Chuen Wah	For	For	
Xinyi Glass Holdings Ltd.	Cayman Islands	Annual	5/31/2024	Management	3B	Directors' Fees	For	For	
Xinyi Glass Holdings Ltd.	Cayman Islands	Annual	5/31/2024	Management	4	Appointment of Auditor and Authority to Set Fees	For	For	
Xinyi Solar Holdings Limited	Cayman Islands	Annual	5/31/2024	Management	3B	Directors' Fees	For	For	
Xinyi Solar Holdings Limited	Cayman Islands	Annual	5/31/2024	Management	4	Appointment of Auditor and Authority to Set Fees	For	For	
Xinyi Solar Holdings Limited	Cayman Islands	Annual	5/31/2024	Management	5	Authority to Repurchase Shares	For	For	
Xinyi Solar Holdings Limited	Cayman Islands	Annual	5/31/2024	Management	6	Authority to Issue Shares w/o Preemptive Rights	For	Against	Issuance authority exceeds 10% of outstanding share capital.
Xinyi Solar Holdings Limited	Cayman Islands	Annual	5/31/2024	Management	7	Authority to Issue Repurchased Shares	For	Against	The discount rate is not disclosed.
Xinyi Solar Holdings Limited	Cayman Islands	Annual	5/31/2024	Management	8	Approval of the 2024 Share Option Scheme	For	Against	Service providers are able to receive and short vesting period.
Xinyi Solar Holdings Limited	Cayman Islands	Annual	5/31/2024	Management	3A1	Elect LEE Shing Put	For	For	
Xinyi Solar Holdings Limited	Cayman Islands	Annual	5/31/2024	Management	3A2	Elect LI Man Yin	For	For	
Xinyi Solar Holdings Limited	Cayman Islands	Annual	5/31/2024	Management	3A3	Elect LEE Yin Yee	For	For	HK company (EM), one female director on the board (11%), not a vote against on diversity.
Xinyi Solar Holdings Limited	Cayman Islands	Annual	5/31/2024	Management	3A4	Elect Vincent LO Wan Sing	For	For	
Xinyi Solar Holdings Limited	Cayman Islands	Annual	5/31/2024	Management	3A5	Elect Martin KAN E-ting	For	For	
Xylem Inc	United States	Annual	5/16/2024	Management	1a.	Elect Jeanne Beliveau Dunn	For	For	
Xylem Inc	United States	Annual	5/16/2024	Management	1j.	Elect Uday Yadav	For	For	
Xylem Inc	United States	Annual	5/16/2024	Management	2.	Ratification of Auditor	For	For	
Xylem Inc	United States	Annual	5/16/2024	Management	3.	Advisory Vote on Executive Compensation	For	For	

Xylem Inc	United States	Annual	5/16/2024	Management	4.	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
Xylem Inc	United States	Annual	5/16/2024	Management	1b.	Elect Earl R. Ellis	For	For	
Xylem Inc	United States	Annual	5/16/2024	Management	1c.	Elect Robert F. Friel	For	For	
Xylem Inc	United States	Annual	5/16/2024	Management	1d.	Elect Lisa Glatch	For	For	
Xylem Inc	United States	Annual	5/16/2024	Management	1e.	Elect Victoria D. Harker	For	For	
Xylem Inc	United States	Annual	5/16/2024	Management	1f.	Elect Mark D. Morelli	For	For	
Xylem Inc	United States	Annual	5/16/2024	Management	1g.	Elect Jerome A. Peribere	For	For	
Xylem Inc	United States	Annual	5/16/2024	Management	1h.	Elect Matthew F. Pine	For	For	
Xylem Inc	United States	Annual	5/16/2024	Management	1i.	Elect Lila Tretikov	For	For	
Zhejiang Sanhua Intelligent Controls Co. Ltd.	China	Special	5/6/2024	Management	1	2024 RESTRICTED STOCK INCENTIVE PLAN (DRAFT) AND ITS SUMMARY	For	For	
Zhejiang Sanhua Intelligent Controls Co. Ltd.	China	Annual	5/20/2024	Management	1.	2023 Directors' Report	For	For	
Zhejiang Sanhua Intelligent Controls Co. Ltd.	China	Special	6/20/2024	Management	1.	Authority to Repurchase and Cancel Shares	For	For	
Zhejiang Sanhua Intelligent Controls Co. Ltd.	China	Special	9/19/2024	Management	1.	Amendments to Use of Proceeds	For	For	
Zhejiang Sanhua Intelligent Controls Co. Ltd.	China	Annual	5/20/2024	Management	10.	LAUNCHING FUTURES HEDGING BUSINESS	For	For	
Zhejiang Sanhua Intelligent Controls Co. Ltd.	China	Special	12/30/2024	Management	4.	PLAN FOR THE USE OF FUNDS TO BE RAISED FROM H-SHARE OFFERING	For	For	
Zhejiang Sanhua Intelligent Controls Co. Ltd.	China	Annual	5/20/2024	Management	11.	LAUNCHING FOREIGN EXCHANGE HEDGING BUSINESS	For	For	
Zhejiang Sanhua Intelligent Controls Co. Ltd.	China	Special	12/30/2024	Management	5.	Valid Period of the Resolution on the H-Share Offering and Listing on the Stock Exchange of Hong Kong	For	For	
Zhejiang Sanhua Intelligent Controls Co. Ltd.	China	Annual	5/20/2024	Management	12.	Purchase of Liability Insurance for Directors, Supervisors and Senior Management	For	For	
Zhejiang Sanhua Intelligent Controls Co. Ltd.	China	Annual	5/20/2024	Management	13.	Amendments to Articles	For	For	

Zhejiang Sanhua Intelligent Controls Co. Ltd.	China	Special	12/30/2024	Management	7.	Distribution Plan for Accumulated Retained Profits Before the H-Share Offering	For	For	
Zhejiang Sanhua Intelligent Controls Co. Ltd.	China	Special	12/30/2024	Management	8.	Amendments to the Company's Articles of Association and Rules of Procedures for the H-Share Offering and Listing	For	For	
Zhejiang Sanhua Intelligent Controls Co. Ltd.	China	Special	12/30/2024	Management	10.	DETERMINATION OF THE ROLE AND FUNCTIONS OF DIRECTORS	For	For	
Zhejiang Sanhua Intelligent Controls Co. Ltd.	China	Special	12/30/2024	Management	11.	PURCHASE OF PROSPECTUS AND LIABILITY INSURANCE FOR DIRECTORS, SUPERVISORS AND SENIOR MANAGEMENT	For	Abstain	Insufficient information provided.
Zhejiang Sanhua Intelligent Controls Co. Ltd.	China	Special	12/30/2024	Management	12.	APPOINTMENT OF AUDIT FIRM FOR THE H-SHARE OFFERING AND LISTING	For	For	
Zhejiang Sanhua Intelligent Controls Co. Ltd.	China	Special	5/6/2024	Management	2	2024 APPRECIATION RIGHTS INCENTIVE PLAN (DRAFT) AND ITS SUMMARY	For	For	
Zhejiang Sanhua Intelligent Controls Co. Ltd.	China	Annual	5/20/2024	Management	2.	2023 Supervisors' Report	For	For	
Zhejiang Sanhua Intelligent Controls Co. Ltd.	China	Special	6/20/2024	Management	2.	Amendments to Articles	For	For	
Zhejiang Sanhua Intelligent Controls Co. Ltd.	China	Special	12/30/2024	Management	2.1.	Stock Type and Par Value	For	For	
Zhejiang Sanhua Intelligent Controls Co. Ltd.	China	Special	12/30/2024	Management	13.	Amendments to the Company's Articles of Association and Relevant Rules of Procedures	For	For	
Zhejiang Sanhua Intelligent Controls Co. Ltd.	China	Special	12/30/2024	Management	2.2.	Issuing and Listing Date	For	For	
Zhejiang Sanhua Intelligent Controls Co. Ltd.	China	Special	5/6/2024	Management	3	APPRAISAL MANAGEMENT MEASURES FOR THE 2024 EQUITY INCENTIVE PLAN	For	For	
Zhejiang Sanhua Intelligent Controls Co. Ltd.	China	Special	6/20/2024	Management	3.	Extension of the Valid Period of the Resolution on the GDR Issuance and Listing on the SIX Swiss Exchange	For	For	

Zhejiang Sanhua Intelligent Controls Co. Ltd.	China	Special	12/30/2024	Management	2.3.	Issuing Method	For	For	
Zhejiang Sanhua Intelligent Controls Co. Ltd.	China	Annual	5/20/2024	Management	4.	2023 ANNUAL REPORT AND ITS SUMMARY	For	For	
Zhejiang Sanhua Intelligent Controls Co. Ltd.	China	Special	6/20/2024	Management	4.	Extension of the Valid Period of the Full Authorization to the Board and Its Authorized Persons to Handle Matters Regarding the GDR Issuance and Listing on the SIX Swiss Exchange	For	For	
Zhejiang Sanhua Intelligent Controls Co. Ltd.	China	Special	12/30/2024	Management	2.4.	Issuing Scale	For	For	
Zhejiang Sanhua Intelligent Controls Co. Ltd.	China	Special	12/30/2024	Management	2.5.	Pricing Method	For	For	
Zhejiang Sanhua Intelligent Controls Co. Ltd.	China	Annual	5/20/2024	Management	6.	2024 Approval of Line of Credit	For	For	
Zhejiang Sanhua Intelligent Controls Co. Ltd.	China	Special	12/30/2024	Management	2.6.	Issuing Targets	For	For	
Zhejiang Sanhua Intelligent Controls Co. Ltd.	China	Annual	5/20/2024	Management	7.	Launching Asset Pool Business	For	For	
Zhejiang Sanhua Intelligent Controls Co. Ltd.	China	Special	12/30/2024	Management	2.7.	Placement Principles	For	For	
Zhejiang Sanhua Intelligent Controls Co. Ltd.	China	Annual	5/20/2024	Management	8.	2024 Authority to Give Guarantees	For	For	
Zhejiang Sanhua Intelligent Controls Co. Ltd.	China	Special	12/30/2024	Management	3.	Conversion of the Company into an Overseas Raised Company	For	For	
Zhejiang Sanhua Intelligent Controls Co. Ltd.	China	Annual	5/20/2024	Management	9.	Appointment of Auditor for 2024	For	For	
Zurn Elkay Water Solutions Corp	United States	Annual	5/2/2024	Management		Elect Todd A. Adams	For	For	
Zurn Elkay Water Solutions Corp	United States	Annual	5/2/2024	Management		Elect George C. Moore	For	For	
Zurn Elkay Water Solutions Corp	United States	Annual	5/2/2024	Management		Elect Rosemary M. Schooler	For	For	

Zurn Elkay Water Solutions Corp	United States	Annual	5/2/2024	Management	2.	Advisory Vote on Executive Compensation	For	Abstain	Significant 1yr increase in CEO pay. No disclosure of performance goals under the STIP or the vesting conditions for performance-based equity awards under the LTIP. Engagement priority.
Zurn Elkay Water Solutions Corp	United States	Annual	5/2/2024	Management	3.	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
Zurn Elkay Water Solutions Corp	United States	Annual	5/2/2024	Management	4.	Approval of the Employee Stock Purchase Plan	For	For	
Zurn Elkay Water Solutions Corp	United States	Annual	5/2/2024	Management	5.	Ratification of Auditor	For	For	